

AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHRUVARAJ

Bengaluru, February 27

SALARY GROWTH IN the IT and IT-enabled services sectors is slowing due to automation, cost optimisation and reduced hiring, according to the EY Future of Pay 2025 report.

IT sector salary increments are anticipated to decline from 9.8% in 2024 to 9.6% in 2025, while IT-enabled services are expected to moderate from 9.2% to 9%. Meanwhile, global capability centres (GCCs) are projected to experience salary hikes of 10.2% in 2025, up from 10.0% in 2024.

Further, the report said six in ten Indian employers are exploring the use of artificial intelligence (AI) in employee rewards

and compensation strategies over the next three years.

The report highlights that India Inc is projected to witness an average salary increase of 9.4% in 2025, slightly lower than the 9.6% recorded in 2024. Employee attrition rates declined from 18.3% in 2023 to 17.5% in 2024.

The salary trend

The report projects that the e-commerce sector will witness the highest salary increments in 2025, at 10.5%, driven by rapid digital commerce expansion, rising consumer spending, and technological advancements. The financial services sector follows closely, with an expected salary increase of 10.3%, fuelled by

NOT ALL GLOOM AND DOOM

- IT hikes drop to 9.6% (2025); ITES to 9%
- GCCs lead with 10.2% hikes in 2025
- India Inc pay growth dips to 9.4% (2025)
- E-commerce tops hikes at 10.5%, finance at 10.3%

60% firms adopt AI for pay, benefits

- AI to replace manual pay decisions by 2028
- Blockchain boosts payroll security, automation



reward structures, and ensure equitable pay across workforce demographics. Additionally, blockchain and smart contracts are emerging as tools for secure, transparent, and automated payroll processing, particularly for cross-border payments.

Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

AI-enabled compensation platforms allow organisations to personalise benefits, opti-

-demand for fintech specialists, digital banking experts and cybersecurity professionals.

Meanwhile, the automotive, pharmaceutical, and manufacturing sectors are maintaining steady compensation trends. However, other industries are witnessing varied salary growth patterns,

with certain sectors poised for significant increments.

AI-led compensation

According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

Companies are shifting from manual pay benchmarking and fixed incentive models to AI-powered predictive analytics and real-time salary adjustments, with this transition expected to materialise by 2028.

AI-enabled compensation platforms allow organisations to personalise benefits, opti-

60% of retailers see tech as key to competitiveness

AS MUCH AS 60% of brick-and-mortar retailers believe that improved access to technology can empower them to enhance their competitiveness in an evolving market, according to a report by PwC India. Despite this, 53% are yet to adopt digital solutions, even though nearly 45% of consumers are preferring an omnichannel approach.

The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.



e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping

exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds – seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

FE BUREAU

New Delhi, February 27

Three in five recruiters struggle to balance AI and human skills. Hardest-to-find skills include software development and engineering, AI expertise, etc.

such as creativity and communication—are now as crucial as technical expertise.

To streamline hiring, LinkedIn is rolling out AI-powered tools. Currently, 37% of HR professionals spend up to three hours daily sorting applications, and 64% believe AI tools can enhance efficiency. LinkedIn's Hiring Assistant is designed to automate repetitive tasks, allowing recruiters to focus on strategic hiring. "The speed and accuracy of candidate selection have improved significantly," said Sachin Borde, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

98% of Indian firms bet big on AI: LinkedIn

GENERATIVE AI HAS moved from hype to necessity, with 98% of Indian business leaders prioritising its adoption in 2025, according to LinkedIn. However, the shortage of skilled talent remains a significant challenge.

A LinkedIn report reveals that three in five recruiters struggle to balance AI and human skills.

RELEVANT PARTICULARS

FORM A PUBLIC ANNOUNCEMENT

[Under Regulation 6 of the Insolvency and Bankruptcy Board of India (Insolvency Resolution Process for Corporate Persons) Regulations, 2016]

FOR THE ATTENTION OF THE CREDITORS OF ANSAL PROPERTIES AND INFRASTRUCTURE LIMITED

RELEVANT PARTICULARS

- Name of the corporate debtor along with PAN & CIN/LP No. Bhubaneswar Expressways Private Limited UIN: L45202009101P025321 Registration Office: D-427, 2nd Floor, Ramphal Chowk, Patam Ext., Sector-1, Dwarka, New Delhi - 110075
- Address of the registered office Former Registered Office: Shop No. 119, First Floor, Sector 7 LSC-III, Vardhan Star City Mall, Dwarka, New Delhi - 110077
- URL of website <http://www.bexp.in/>
- Details of place where majority of fixed assets are located Raigad, Maharashtra
- Installed capacity of main products/ services Not Applicable
- Quantity and value of main products/ services sold in last financial year Not Applicable
- Number of employees/ workmen Nil
- Further details including last available financial statements (with schedules) of two years, lists of creditors are available at URL: <http://www.bexp.in/>
- Eligibility for resolution applicants under section 25(2)(b) of the Code is available at URL: <http://www.bexp.in/>
- Last date for receipt of expression of interest 15.03.2025, Saturday
- Date of issue of provisional list of prospective resolution applicants 25.03.2025, Tuesday
- Last date for submission of objections to provisional list 30.03.2025, Sunday
- Date of issue of final list of prospective resolution applicants 09.04.2025, Wednesday
- Date of issue of information memorandum, evaluation matrix and request for resolution plans to prospective resolution applicants 14.04.2025, Monday
- Last date for submission of resolution plans 14.05.2025, Wednesday
- Process email id to submit Expression of Interest bepl.cirp@gmail.com
- Details of the corporate debtor's registration status as MAME Not Registered

RELEVANT PARTICULARS

ANSAL PROPERTIES AND INFRASTRUCTURE LIMITED

1. Name of Corporate Debtor

2. Date of incorporation of Corporate Debtor

3. Authority under which Corporate Debtor is incorporated / registered

4. Corporate Identity No. / Limited Liability Identification No. of Corporate Debtor

5. Address of the registered office and principal office (if any) of Corporate Debtor

6. Insolvency commencement date in respect of Corporate Debtor

7. Estimated date of closure of insolvency resolution process

8. Name and Registration number of the Insolvency Resolution professional as Interim Resolution Professional

9. Address & email of the interim resolution professional, as registered with the board

10. Address and e-mail to be used for correspondence with the Interim Resolution Professional

11. Last date for submission of claims

12. Classes of creditors, if any, under clause (b) of sub-section (6A) of section 21, ascertained by the Interim Resolution Professional

13. Names of insolvency professionals identified to act as authorised representative of creditors in a class (three names for each class)

14. (a) Relevant forms and (b) Details of authorized representatives are available at:

<http://www.ansalap.com/>

Notice is hereby given that the National Company Law Tribunal has ordered the commencement of a corporate insolvency resolution process of the **Ansal Properties and Infrastructure Limited** on 29th February, 2025.

The creditors of **Ansal Properties and Infrastructure Limited**, are hereby called upon to submit their claims with proof by electronic means only (through this link: cirpapi1.rpmitra.com). All other creditors may submit the claims with proof in person, or by post or electronic means (through this link: cirpapi1.rpmitra.com).

A financial creditor belonging to a class, as listed against the entry No. 12, shall indicate its choice of authorised representative from among the three insolvency professionals listed against entry No. 13 to act as authorised representative of the class of creditors i.e., Allottees/Homebuyers and Deposit Holders in Form CA.

Submission of false or misleading proofs of claim shall attract penalties.

Sd/-

C4. Monika Agarwal Resolution Professional

For Bhubaneswar Expressways Private Limited (under CIRP)

IBBI Registration No.: IBBI/PA-001/P-001105-2018-19/12866

AFA valid upto: 31.12.2025

IBBI Registered Address: 205, Chopra Complex, 8, Preet Vihar, Community Centre, New Delhi

bepl.cirp@gmail.com (process specific)

casmonika.agarwal@gmail.com (registered with IBBI)

Date: 28.02.2025 **Place:** New Delhi

Reg. No.: IBBI/PA-001/P-00001/2016-2017/10009

Notice of Postal Ballot

[Pursuant to provisions of Section 110 of the Companies Act, 2013 read with Rule 20 & 22 of the Companies (Management and Administration) Rules, 2014]

NOTICE IS HEREBY GIVEN that, pursuant to and in compliance with the provisions of Section 108, Section 110 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act"), Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (the "Rules"), read with the General Circular Nos. 14/2020 and 9/2024 dated 8 April, 2020 and 19 September, 2024, respectively, and other circulars issued by the Ministry of Corporate Affairs ("MCA") in this respect hereinafter collectively referred to as "MCA Circulars" [including any statutory modification or re-enactment thereof for the time being in force], Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Regulations"), Secretarial Standard on General Meetings ("SS2") issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No. 14/2020 dated April 8, 2020 with General Circular Nos. 17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 31/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("RTA") and whose names appear in the Register of Members/list of Beneficial Owners as on cut-off date i.e. February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice as for information purposes only.

(d) The Company has appointed Shri Saurav Upadhyay, Practicing Company Secretary, (Membership No.: ACS 67860; COP No.: 25283), as scrutineer for conducting the entire postal ballot process by way of remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretary, 37, Hargobind Enclave, Vikas Marg, Delhi - 110092 or Email: compliance@sgfinserve.com

(f) The members may view the notice of the aforesaid meeting by accessing the following websites: www.sgfinserve.com and [website of CDSL/NSDL www.nsdl.com]. The same may also be accessed on the website of Stock Exchange i.e. www.bseindia.com.

(g) The results of the Postal Ballot/e-voting will be declared on or before Monday, March 31, 2025 at 5:00 PM at the registered office of the Company by the Chairman or any other person authorized by him that behalf. The results along with scrutineer's report shall be placed on the website of the Company and on the website of the CDSL and communicated to the Stock Exchange where the Company's shares are listed.

Members who have not registered their email address and in consequence could not receive the Postal Ballot Notice may get their email address registered by sending a request along with the requisite annexure available on the website of the Company i.e., www.sgfinserve.com through an email to the RTO at virens@skylinera.com or to the Company at compliance@sgfinserve.com.

Post successful registration of the email, the member would get a soft copy of the notice and the procedure for e-voting along with the User ID and Password to enable e-voting for this Postal Ballot.

If you have any queries or issues regarding e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cDSLindia.com or contact at 022-23058738 and 022-23058542/43. All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL) Central Depository Services (India) Limited, A Wing, 25th Floor, Marathon Futurex, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai.

By order of the Board of SG Finserve Limited

Sd/-

Ritu Nagpal

Company Secretary & Compliance Officer

Date: 28.02.2025 **Place:** Pune

For Tunwal E-Motors Limited

Sd/-

Niharika Choudhary

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while IT-enabled services are expected to moderate from 9.2% to 9%. Meanwhile,

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Further, the report said six in ten Indian employers are exploring the use of artificial intelligence (AI) in employee rewards

and compensation strategies over the next three years.

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Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

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The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.

"The future of retail belongs to those who seamlessly integrate innovation with localised strategies, leveraging data analytics and consumer insights to tailor offerings and drive sustainable growth in a competitive market," says Ravi Kapoor, partner and leader, retail and consumer, PwC India.

The report also points out that e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping. In response, these retailers are offering credit options, free home delivery, and personalised services, while also



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exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds — seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement. —FE BUREAU

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New Delhi, February 27

Three in five recruiters struggle to balance AI and human skills. Hardest-to-find skills include software development and engineering, AI expertise, etc.

such as creativity and communication—are now as crucial as technical expertise.

A LinkedIn report reveals that three in five recruiters struggle to balance AI and human skills. Over 54% of HR professionals say only half of the applications they receive meet role requirements. The hardest-to-find skills include software development and engineering (44%), AI expertise (34%), and soft skills like communication and problem-solving (33%).

Hiring is becoming more selective, with 55% of HR professionals only considering candidates who meet at least 80% of job qualifications. "AI is reshaping hiring, but success depends on aligning AI adoption with the right talent," said Sachin Borde, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures.

"The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said. —PTI

PUBLIC NOTICE

SEVANTILAL MANEKLAL SHETH (Deceased) and KANAYALAL MANEKLAL SHETH, P. A. N. AAOP52480J, jointly holding 359 shares of Face Value Rs. 100/- in Bosch Limited (formerly Motor Industries Company Limited) having its registered office at Hosur Road, Adugodi, Bangalore - 560030 in Folio 502229 bearing Share Certificate Number 0086076

- 00086085, 00086104 - 0086105, 00264605

- 0264634, 00264665, 00264693, PPN00246, PPN00650, PPN03995, PPN07684, PPN08798 - PPN08801, V0000254, V0002765, V0003351, V0004792, V0006389, V0006391, V0006983, V0009263, V0011665, V0011740 - V0011762, V0013330 - V0013331, V0013367, V0013566, VNN02403 and VNN02686 with Distinctive Numbers from 1833072 - 180121, 1833212 - 1833221, 3556012 - 3556161, 3556312 - 3556321, 3556452 - 3556453, 799333 - 799333, 818647 - 818647, 839987 - 839989, 817562 - 817562, 799577 - 799580, 211661 - 211663, 96821 - 96825, 91836 - 91840, 323008 - 323912, 335558 - 335622, 334928 - 334932, 334933 - 334937, 209976 - 209980, 213101 - 213105, 214071 - 214075, 209826 - 209835, 260624 - 260633, 260809 - 260813, 261804 - 261808, 716301 - 716305, and 717716 - 717720.

I hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs.10/- certificate.

The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Place: Mumbai

Date: 28-02-2025

Sd/-

KANAYALAL MANEKLAL SHETH

Folio No : S02229

Notice is hereby given that the Extra Ordinary General Meeting ('EGM') of the members of Krishana Phoschem Limited will be held on Saturday, the 22nd March 2025 at 11:00 a.m. (IST) through video conferencing ("VC") / other Audio Video Means ("OAVM") without presence of physical quorum to transact the business as set in the Notice of EGM. In compliance with the Circulars, electronic copies of the Notice of EGM have been sent to all members whose email addresses are registered with the Company/Depository Participants (DPs). These documents also be available on the website of the Company at www.krishnaphoschem.com and on the website of National Stock Exchange of India Limited ("NSE") at www.nseindia.com. The dispatch of Notice of the EGM through emails has been completed on 27th February, 2025.

In compliance with Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Regulations"), Secretarial Standard on General Meetings ("SS2") issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No.14/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 3/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or with the SG Finserve Services Private Limited ("RTA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off Date").

Members may also note that in compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10:00 A.M. on Friday, February 28, 2025 and ends 5:00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

(b) A person whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositaries as on the cut-off date i.e., February 21, 2025 only shall be entitled to avail the facility of remote e-voting.

(c) The Notice is being sent to all the Members, whose names appear on the Register of Members or in the Register of the Beneficial Owner maintained by depositaries as on cutoff date i.e., February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice as for information purposes only.

(d) The Company has appointed Shri Saurav Upadhyay, Practising Company Secretary, (Membership No.: ACS 67860; COP No.: 25283), as scrutineer for conducting the entire postal ballot process by way of remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretary, 37, Hargobind Enclave, Vikas Marg, Delhi-110092 or Email: compliance@sgfinserve.com.

(f) The members may view the notice of the aforesaid meeting by accessing the following websites: www.sgfinserve.com and www.CDSLNSDL.com. The same may also be accessed on the website of Stock Exchange i.e. www.bseindia.com.

(g) The results of the Postal Ballot/e-voting will be declared on or before Monday, March 31, 2025 at 05:00 PM at the registered office of the Company by the Chairman or any other person authorized by him in that behalf. The results along with scrutineer's report shall be placed on the website of the Company and on the website of the CDSL and communicated to the Stock Exchange where the Company's shares are listed.

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If you have any queries or issues regarding e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cdslindia.com or contact at 022-23058738 and 022-23058542/43. All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL) Central Depository Services (India) Limited, A Wing, 25th Floor, Marath Maruti Future, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai.

By order of the Board
For SG Finserve Limited
Sd/-
Ritu Nagpal
Company Secretary & Compliance Officer

Date: February 28, 2025
Place: Delhi

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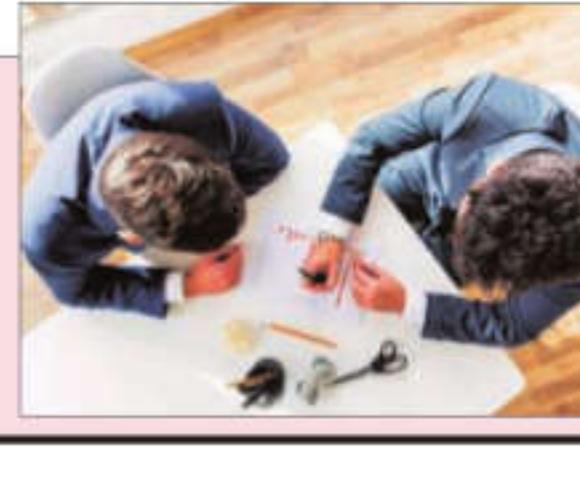
The report highlights that India Inc is projected to witness an average salary increase of 9.4% in 2025, slightly lower than the 9.6% recorded in 2024. Employee attrition rates declined from 18.3% in 2023 to 17.5% in 2024.

The salary trend

The report projects that the e-commerce sector will witness the highest salary increments in 2025, at 10.5%, driven by rapid digital commerce expansion, rising consumer spending, and technological advancements. The financial services sector follows closely, with an expected salary increase of 10.3%, fuelled by

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demand for fintech specialists, digital banking experts and cybersecurity professionals.

Meanwhile, the automotive, pharmaceutical, and manufacturing sectors are maintaining steady compensation trends. However, other industries are witnessing varied salary growth patterns,

with certain sectors poised for significant increments.

AI-led compensation

According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

mise reward structures, and ensure equitable pay across workforce demographics. Additionally, blockchain and smart contracts are emerging as tools for secure, transparent, and automated payroll processing, particularly for cross-border payments.

Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

60% of retailers see tech as key to competitiveness

AS MUCH AS 60% of brick-and-mortar retailers believe that improved access to technology can empower them to enhance their competitiveness in an evolving market, according to a report by PwC India. Despite this, 53% are yet to adopt digital solutions, even though nearly 45% of consumers are preferring an omnichannel approach.

The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.

"The future of retail belongs to those who seamlessly integrate innovation with localised strategies, leveraging data analytics and consumer insights to tailor offerings and drive sustainable growth in a competitive market," says Ravi Kapoor, partner and leader, retail and consumer, PwC India.

The report also points out that e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping. In response, these retailers are offering credit options, free home delivery, and personalised services, while also



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exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds — seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

—FE BUREAU

98% of Indian firms bet big on AI: LinkedIn

FE BUREAU
New Delhi, February 27

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Hiring is becoming more selective, with 55% of HR professionals only considering candidates who meet at least 80% of job qualifications. "AI is reshaping hiring, but success depends on aligning AI adoption with the right talent," said Sachin Borse, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures. "The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said.

—PTI

PUBLIC NOTICE

SEVENTHAL MANEKLAL SHETH (Deceased) and KANAYALAL MANEKLAL SHETH, P. A. N. AACPS2480J, jointly holding 359 shares of Face Value Rs. 10/- in Bosch Limited (formerly Motor Industries Company Limited) having its registered office at Hosur Road, Adugodi, Bangalore - 560030 in Folio 02229 bearing Share Certificate Number 0086076 - 0086085, 0086104 - 0086105, 00264605 - 00264634, 00264665 - 00264693, PPN 00246, PPN 0050, PPN 03995, PPN 07684, PPN 08798 - PPN 08801, V000254, V0002765, V0003351, V0004792, V0006389, V0006391, V0006983, V0009263, V0011665, V0011760, V0011762, V0013330 - V0013331, V0013367, V0013566, VNN02403 and VNN02686 with Distinctive Numbers from 1833012 - 180121, 1833212 - 1833221, 3556102 - 3556112, 3556312 - 3556321, 3556452 - 3556453, 799333 - 799334, 816647 - 816648, 8339987 - 839989, 817562 - 817562, 799567 - 799580, 211661 - 211665, 96821 - 96825, 91836 - 91840, 329308 - 329312, 335585 - 33562, 334928 - 334932, 334933 - 334937, 209976 - 209980, 213101 - 213105, 214071 - 214075, 209826 - 209835, 260624 - 260633, 260809 - 260813, 261804 - 261808, 716301 - 716305 and 717716 - 717720.

I hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs 10/- certificate.

The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Place: Mumbai
Date: 28-02-2025

Sd/-
KANAYALAL MANEKLAL SHETH
Folio No: S02229

B9 BEVERAGES LIMITED

(Formerly known as B9 Beverages Private Limited)
CIN : U80903DL2012PLC236595

Registered Office : Premise No. 106, Second Floor Block H, Connaught Circus, New Delhi-110001

Phone : 011-4206500, Email Id : Secretarial@b91.com

CORRIGENDUM TO THE NOTICE OF THE 12TH ANNUAL GENERAL MEETING

The Corrigendum is being issued in continuation of the Notice dated February 05, 2025 for the 12th Annual General Meeting ("AGM") of B9 Beverages Limited (Formerly known as B9 Beverages Private Limited ("Company")), dispatched to the shareholders of the Company by email dated 09/02/2025. The shareholders are informed that the 12th AGM of the Company has been rescheduled to Wednesday, March 05, 2025 at 02:30 P.M. IST, instead of Friday, February 28, 2025.

Accordingly, the shareholders are requested to take note of the below change in the voting period.

The voting period begins on Sunday, March 02, 2025 from 09:00 A.M. IST and ends on Tuesday, March 05, 2025 at 02:30 P.M. IST. Details of the shareholders of the Company holding shares either in physical form or in dematerialized form, as on the cut-off date i.e. on Friday, February 28, 2025 may cast their vote electronically. The e-voting module shall be disabled by NSDL thereafter.

Members are provided with a facility to attend the EGM through electronic platform provided by National Securities Depository Limited. Members may access the platform to attend the EGM through VC at www.evoting.nsdl.com by using the remote e-voting credentials. The link for the EGM will be available in the member's login where the "Event" and the "Name of the company" can be selected. The Members who cast their votes by remote e-voting prior to the date of EGM may also attend the EGM but shall not be entitled to cast their vote again.

Detailed procedure of remote e-voting / e-voting and attending the EGM through VC/ OAVM has been provided in the notice of EGM. Any person who becomes shareholder of the company after sending the notice of the EGM, may obtain the login ID and password by sending a request at evoting@nsdl.co.in. However, if the person is already registered with NSDL for remote e-voting then the existing user ID and password can be used for casting vote.

The Board of Directors has appointed Mr. Sourabh Bapna of M/s Sourabh Bapna & Associates, Practicing Company Secretary as the Scrutinizer for conducting E-voting process in a fair and transparent manner.

In case of any queries, members may refer the Frequently Asked Questions (FAQs) and e-voting user manual for shareholders available at the above website of the www.evoting.nsdl.com. For any grievance/ queries relating to e-voting, members are requested to contact Mr. Anil Sharma, Company Secretary, Krishna Phoschem Limited at Registered Office: Wing A/2, 1st Floor, Ostwal Heights, Urban Forest, Atun Bhilwara 311802 Email: secretarial@krishnaphoschem.com, Tel: 01482-294582.

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ITEM NO. 5: Approval for payment of remuneration to Mr. Anil Jain (DIN: 01846010), Managing Director of the Company, for the Financial Years 2024-2025, 2025-2026 and 2026-2027;

ITEM NO. 6: Approval for payment of remuneration to Ms. Shashi Jain (DIN: 02040478), Director of the Company, for the Financial Years 2024-2025, 2025-2026 and 2026-2027;

ITEM NO. 7: Approval for payment of remuneration to Mr. Anil Sharma (DIN: 02040478), Director of the Company, for the Financial Years 2024-2025, 2025-2026 and 2026-2027;

Except as detailed in this corrigendum, all other contents of the Notice to the shareholders shall remain unchanged. This corrigendum should be read in continuation of and in conjunction with the AGM Notice dated February 05, 2025.

For and on behalf of the Board of Directors
For Krishna Phoschem Limited
Sd/-
(Anil Sharma)
Company Secretary & Compliance Officer

Place : New Delhi
Date : 28.02.2025

Varun Khatra
Company Secretary
PAN : AQXPK81098
Address C-43, Sector 52, Noida, U.P.-201301, India

Chandigarh

SG FINSERV LIMITED
CIN: L64990DL1994PLC057941
Registered Office: 37, Hargobind Enclave, Vikas Marg, Delhi -110092
Email: compliance@sgfinserve.com
Website: www.sgfinserve.com
Phone: 0120-4041400

NOTICE OF POSTAL BALLOT

Members are hereby informed that pursuant to the provisions of Section 108 and Section 110 and other applicable provisions of the Companies Act, 2013 read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("the Act"), Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), Secretarial Standards issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular Nos.17/2010 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 32/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("RTA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off date").

Members may also note that compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10.00 A.M. on Friday, February 28, 2025 and ends 5.00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

(b) A person whose name is recorded in the register of members or in the register of beneficial owners maintained by depositaries as on cut-off date i.e., February 21, 2025. A person who is not a member on the cut-off date shall accordingly treat the Postal Ballot Notice as for information purposes only.

(c) The Notice is being sent to all the Members, whose names appear on the Register of Beneficial Owner maintained by depositaries as on cut-off date i.e., February

AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHRUVARAJ
Bengaluru, February 27

SALARY GROWTH IN THE IT and IT-enabled services sectors is slowing due to automation, cost optimisation and reduced hiring, according to the EY Future of Pay 2025 report.

IT sector salary increments are anticipated to decline from 9.8% in 2024 to 9.6% in 2025,

while IT-enabled services are expected to moderate from 9.2% to 9%. Meanwhile,

global capability centres (GCCs) are projected to experience salary hikes of 10.2% in

2025, up from 10.0% in 2024.

Further, the report said six in

ten Indian employers are exploring the use of artificial intelli-

gence (AI) in employee rewards

and compensation strategies over the next three years.

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According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

Companies are shifting from manual pay benchmarking and fixed incentive models to AI-powered predictive analytics and real-time salary adjustments, with this transition expected to materialise by 2028.

AI-enabled compensation platforms allow organisations to personalise benefits, opti-

60% of retailers see tech as key to competitiveness

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"The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said. —PTI

FORM G
INVITATION FOR EXPRESSION OF INTEREST FOR BHUBANESHWAR EXPRESSWAYS PRIVATE LIMITED
HAD BEEN OPERATING AS A SPECIAL PURPOSE VEHICLE (SPV) IN CONSTRUCTION SERVICES PRIMARILY AT BHUBANESHWAR, ODISHA (Under Section 25(2)(h) of the Insolvency and Bankruptcy Code of India (Insolvency Resolution Process for Corporate Persons) Regulations, 2016)

RELEVANT PARTICULARS	
1. Name of the corporate debtor along with PAN & CIN/LLP No.	Bhubaneshwar Expressways Private Limited CIN : U452500DL2010PTC205121
2. Address of the registered office	Registered Office: D-427, 2nd Floor, Rampal Chowk, Palam Extn., Sector-7, Dwarka, New Delhi-110075.
3. URL of website	https://www.bexpv.in/
4. Details of place where majority of fixed assets are located	Raigad, Maharashtra
5. Installed capacity of main products/ services	Not Applicable
6. Quantity and value of main products/ services sold in last financial year	Not Applicable
7. Number of employees/ workmen	Nil
8. Further details including last available financial statements (with schedules) of two years, lists of creditors are available at URL:	For process related documents – https://www.bexpv.in/
9. Eligibility for resolution applicants under section 25(2)(h) of the Code is available at URL:	For process related documents – https://www.bexpv.in/
10. Last date for receipt of expression of interest	15.03.2025, Saturday
11. Date of issue of provisional list of prospective resolution applicants	25.03.2025, Tuesday
12. Last date for submission of objections to provisional list	30.03.2025, Sunday
13. Date of issue of final list of prospective resolution applicants	09.04.2025, Wednesday
14. Date of issue of information memorandum, evaluation matrix and request for resolution plans to prospective resolution applicants	14.04.2025, Monday
15. Last date for submission of resolution plans	14.05.2025, Wednesday
16. Process email id to submit Expression of Interest	bepi.cirp@gmail.com
17. Details of the corporate debtor's registration status as MSME	Not Registered

Date: 28.02.2025
Place: New Delhi

CA Monika Agarwal Resolution Professional
For Bhubaneshwar Expressways Private Limited (under CIRP)
IBBI Registration No.: IBBI/IPA-001/PP-001137/2018-19/11866
AFIA valid upto: 31.12.2025

IBBI Registered Address: 205, Chopra Complex, 8, Preeti Vihar, Community Centre, New Delhi
bepi.cirp@gmail.com (process specific)
cacsmonika.agarwal@gmail.com (registered with IBBI)

SG FINSERVE LIMITED
CIN: L64990DL1994PLC057941
Registered Office: 37, Hargobind Enclave, Vikas Marg, Delhi -110092
Email: compliance@sgfinserve.com
Phone: 0120-4041400

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In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No.14/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 3/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("RTA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off Date").

Members may also note that in compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10.00 A.M. on Friday, February 28, 2025 and ends 5.00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

(b) A person whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositaries as on the cut-off date i.e., February 21, 2025 only shall be entitled to avail the facility of remote e-voting.

(c) The Notice is being sent to all the Members, whose names appear on the Register of Members or in the Register of the Beneficial Owner maintained by depositaries as on cutoff date i.e., February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice as for information purposes only.

(d) The Company has appointed Shri Saurav Upadhyay, Practising Company Secretary, (Membership No.: ACS 67860; COP No.: 25283), as scrutineer for conducting the entire postal ballot process by way of remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretary, 37, Hargobind Enclave, Vikas Marg, Delhi-110092 or Email: compliance@sgfinserve.com.

(f) The members may view the notice of the aforesaid meeting by accessing the following websites: www.sgfinserve.com and [website of CDSLNSDL] www.cdslnsdl.com/ www.nsdl.co.in]. The same may also be accessed on the website of Stock Exchange i.e. www.bseindia.com.

(g) The results of the Postal Ballot/e-voting will be declared on or before Monday, March 31, 2025 at 05.00 PM at the registered office of the Company by the Chairman or any other person authorized by him in that behalf. The results along with scrutineer's report shall be placed on the website of the Company and on the website of the CDSL and communicated to the Stock Exchange where the Company's shares are listed.

Members who have not registered their email address and in consequence could not receive the Postal Ballot Notice may get their email address registered by sending a request along with the requisite annexure available on the website of the Company i.e. www.sgfinserve.com through an email to the RTA at virens@skylinetra.com or to the Company at compliance@sgfinserve.com.

Post successful registration of the email, the member would get a soft copy of the notice and the procedure for e-voting along with the User ID and Password to enable e-voting for this Postal Ballot.

If you have any queries or issues regarding e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cdslindia.com or contact at 022-23058738 and 022-23058542/43. All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL) Central Depository Services (India) Limited, A Wing, 25th Floor, Marath Maruti Future, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai.

By order of the Board
For SG Finserve Limited
Sd/-
Ritu Nagpal
Company Secretary & Compliance Officer

Date : February 28, 2025
Place : Delhi

TUNWAL E-MOTORS LIMITED
Reg Office: Rama Icon Commercial Building, Office No- 501, S. No. 24/2, C.T.C No. 2164, Plot No. 31/11 Sadashiv Peth, Pune- 411030
Tel: +91 020 24336002 Email: cs@tunwal.com website: www.tunwal.com
CIN: L34300PN2018PLC180950

NOTICE OF POSTAL BALLOT

[Pursuant to provisions of Section 110 of the Companies Act, 2013 read with Rule 20 & 22 of the Companies (Management and Administration) Rules, 2014]

NOTICE is hereby given that, pursuant to and in compliance with the provisions of Section 108, Section 110 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act"), Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (the "Rules"), read with the General Circular Nos. 14/2020 and 9/2024 dated 8 April, 2020 and 19 September, 2024, respectively, and other circulars issued by the Ministry of Corporate Affairs ("MCA") in this respect hereinafter collectively referred to as "MCA Circulars" [including any statutory modification or re-enactment thereof for the time being in force], Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Regulations"), Secretarial Standard on General Meetings ("SS-2") issued by the Institute of Company Secretaries of India and other applicable laws and regulations, the Special Resolution appended below is proposed for approval of the Members of Tunwal E-Motors Limited ('Company') through Postal Ballot by E-voting process ("E-voting").

Issuance and allotment of 24,44,444 Equity Shares on Preferential basis to Mr. JHUMARIMAL PANNARAM TUNWAL (DIN - 07486090), Managing Director and Promoter of the Company, on conversion of existing unsecured loan.

The voting period will begin on 09:00 am (IST) on 28th February, 2025 (Friday) and will end on 05:00 PM (IST) on 29th March, 2025 (Saturday). During this period shareholders of the Company, holding the shares either in physical form or in dematerialized form, as on the cut-off date on 21st February 2025, may cast their vote electronically. The e-voting module shall be disabled by CDSL for voting thereafter. Subject to receipt of requisite number of votes, the resolution mentioned in the Notice shall be considered as deemed to be passed on 29th March 2025 (Saturday) i.e. last day of the voting period.

The instructions for voting and the manner of participation in the remote e-voting or casting vote through the e-voting system during the Postal Ballot Notice provided in the Notice of the Postal Ballot. Members may note that the aforesaid Postal Ballot Notice has been uploaded on the website of the Company at www.tunwal.com. The Notice can also be accessed from the websites of the Stock Exchanges i.e. NSE Ltd. (National Stock Exchange Ltd.) at www.nseindia.com and on the website of CDSL at www.evotingindia.com.

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AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHRUVARAJ
Bengaluru, February 27

SALARY GROWTH IN the IT and IT-enabled services sectors is slowing due to automation, cost optimisation and reduced hiring, according to the EY Future of Pay 2025 report.

IT sector salary increments are anticipated to decline from 9.8% in 2024 to 9.6% in 2025, while IT-enabled services are

expected to moderate from 9.2% to 9%. Meanwhile, global capability centres (GCCs) are projected to experience salary hikes of 10.2% in 2025, up from 10.0% in 2024.

Further, the report said six in ten Indian employers are exploring the use of artificial intelligence (AI) in employee rewards

and compensation strategies over the next three years.

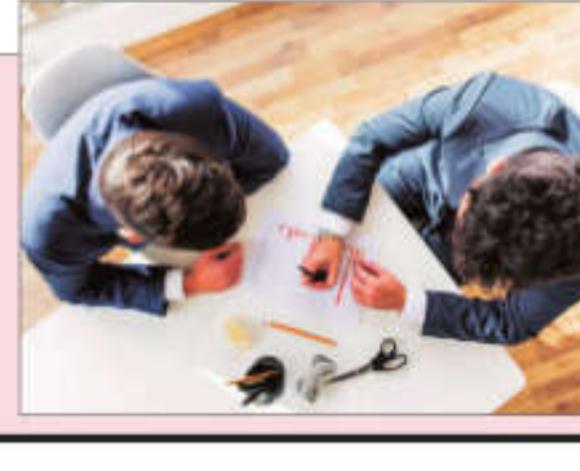
The report highlights that India Inc is projected to witness an average salary increase of 9.4% in 2025, slightly lower than the 9.6% recorded in 2024. Employee attrition rates declined from 18.3% in 2023 to 17.5% in 2024.

The salary trend

The report projects that the e-commerce sector will witness the highest salary increments in 2025, at 10.5%, driven by rapid digital commerce expansion, rising consumer spending, and technological advancements. The financial services sector follows closely, with an expected salary increase of 10.3%, fuelled by

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- IT hikes drop to **9.6%** (2025); ITES to **9%**
- GCCs lead with **10.2%** hikes in 2025
- India Inc pay growth dips to **9.4%** (2025)
- E-commerce tops hikes at **10.5%**, finance at **10.3%**
- 60% firms adopt AI for pay, benefits
- AI to replace manual pay decisions by 2028
- Blockchain boosts payroll security, automation



demand for fintech specialists, digital banking experts and cybersecurity professionals.

Meanwhile, the automotive, pharmaceutical, and manufacturing sectors are maintaining steady compensation trends. However, other industries are witnessing varied salary growth patterns,

with certain sectors poised for significant increments.

AI-led compensation

According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

Companies are shifting from manual pay benchmarking and fixed incentive models to AI-powered predictive analytics and real-time salary adjustments, with this transition expected to materialise by 2028.

AI-enabled compensation platforms allow organisations to personalise benefits, opti-

mise reward structures, and ensure equitable pay across workforce demographics. Additionally, blockchain and smart contracts are emerging as tools for secure, transparent, and automated payroll processing, particularly for cross-border payments.

Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

60% of retailers see tech as key to competitiveness

AS MUCH AS 60% of brick-and-mortar retailers believe that improved access to technology can empower them to enhance their competitiveness in an evolving market, according to a report by PwC India. Despite this, 53% are yet to adopt digital solutions, even though nearly 45% of consumers are preferring an omnichannel approach.

The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.



e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping

exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds – seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

The report also points out that e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping. In response, these retailers are offering credit options, free home delivery, and personalised services, while also

exploring omnichannel strategies to stay relevant.

"The future of retail belongs to those who seamlessly integrate innovation with localised strategies, leveraging data analytics and consumer insights to tailor offerings and drive sustainable growth in a competitive market," says Ravi Kapoor, partner and leader, retail and consumer, PwC India.

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— FE BUREAU

98% of Indian firms bet big on AI: LinkedIn

FE BUREAU
New Delhi, February 27

Three in five recruiters struggle to balance AI and human skills. Hardest-to-find skills include software development and engineering, AI expertise, etc.

such as creativity and communication—are now as crucial as technical expertise.

To streamline hiring, LinkedIn is rolling out AI-powered tools. Currently, 37% of HR professionals spend up to three hours daily sorting applications, and 64% believe AI tools can enhance efficiency. LinkedIn's Hiring Assistant is designed to automate repetitive tasks, allowing recruiters to focus on strategic hiring. "The speed and accuracy of candidate selection have improved significantly," said Sachin Borse, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures. "The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said.

— PTI

FORM G INVITATION FOR EXPRESSION OF INTEREST FOR BHUBANESHWAR EXPRESSWAYS PRIVATE LIMITED	
HAD BEEN OPERATING AS A SPECIAL PURPOSE VEHICLE (SPV) IN CONSTRUCTION SERVICES PRIMARILY AT BHUBANESHWAR, ODISHA (Under sub-regulation (1) of regulation 36A of the Insolvency and Bankruptcy Board of India (Insolvency Resolution Process for Corporate Persons) Regulations, 2016)	
RELEVANT PARTICULARS	
1. Name of the corporate debtor along with PAN & CIN/LLP No.	Bhubaneshwar Expressways Private Limited CIN - U45200DL2010PTC205121
2. Address of the registered office	Registered Office: D-427, 2nd Floor, Ramphal Chowk, Palam Sector-7, Dwarka, New Delhi - 110075
3. URL of website	Former Registered Office: Shop No.-119, First Floor, Sector 7 LSC-III, Vardhaman Star City Mall, Dwarka, New Delhi - 110077
4. Details of place where majority of fixed assets are located	Raigad, Maharashtra
5. Installed capacity of main products/ services	Not Applicable
6. Quantity and value of main products/ services sold in last financial year	Not Applicable
7. Number of employees/ workers	Nil
8. Further details including last available financial statements (with schedules) of two years, lists of creditors are available at URL:	For financials of previous years - https://drive.google.com/drive/folders/1JwRnxUlnKGCRKoMaB8Q2zbgU3eu5G?usp=drive_link For related documents - https://www.bexp.vy
9. Eligibility for resolution applicants under section 25(2)(h) of the Code is available at URL:	https://www.bexp.vy
10. Last date for receipt of expression of interest	25.03.2025, Saturday
11. Date of issue of provisional list of prospective resolution applicants	25.03.2025, Tuesday
12. Last date for submission of objections to provisional list	30.03.2025, Sunday
13. Date of issue of final list of prospective resolution applicants	09.04.2025, Wednesday
14. Date of issue of information memorandum, evaluation matrix and request for resolution plans to prospective resolution applicants	14.04.2025, Monday
15. Last date for submission of resolution plans	14.05.2025, Wednesday
16. Process email id to submit Expression of Interest	bepi.cirp@gmail.com
17. Details of the corporate debtor's registration status as MSME	Not Registered
Date: 28.02.2025 Place: New Delhi	
CA Monika Agarwal Resolution Professional For Bhubaneshwar Expressways Private Limited (under CIRP) IBBI Registration No.: IBBI/PA-001/2013/2018/11866 AFIA valid upto: 31.12.2025	
IBBI Registered Address: 205, Chopra Complex, 8, Preet Vihar, Community Centre, New Delhi bepi.cirp@gmail.com (process specific) casmonika.agarwal@gmail.com (registered with IBBI)	

Notice is hereby given that the National Company Law Tribunal has ordered the commencement of a corporate insolvency resolution process of the **Ansal Properties and Infrastructure Limited** on 25th February 2025.

The creditors of **Ansal Properties and Infrastructure Limited**, are hereby called upon to submit their claims with proof on or before 11th March 2025 to the interim resolution professional at the address mentioned against entry No. 10.

The financial creditors shall submit their claims with proof by electronic means only (through this link: cirpapi.rplmira.com). All other creditors may submit the claims with proof in person, by post or by electronic means (through this link: cirpapi.rplmira.com).

A financial creditor belonging to a class, as listed against the entry No. 12, shall indicate its choice of authorised representative from among the three insolvency professionals listed against entry No. 13 to act as authorised representative of the class of creditors i.e., Allottees/Homebuyers and Deposit Holders in Form CA.

Submission of false or misleading proofs of claim shall attract penalties.

Sd/-
Navneet Kumar Gupta
Date : 28.02.2025 Interim Resolution Professional for Ansal Properties And Infrastructure Limited
Place: New Delhi
Regn. No.: IBBI/PA-001/201/20001/2016-2017/10009

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98% of Indian firms bet big on AI: LinkedIn

FE BUREAU
New Delhi, February 27

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struggle to balance AI and
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such as creativity and communication—are now as crucial as technical expertise.

A LinkedIn report reveals that three in five recruiters struggle to balance AI and human skills. Over 54% of HR professionals say only half of the applications they receive meet role requirements. The hardest-to-find skills include software development and engineering (44%), AI expertise (34%), and soft skills like communication and problem-solving (33%).

Hiring is becoming more selective, with 55% of HR professionals only considering candidates who meet at least 80% of job qualifications. "AI is reshaping hiring, but success depends on aligning AI adoption with the right talent," said Sachin Borde, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

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INVITATION FOR EXPRESSION OF INTEREST FOR BHUBANESHWAR EXPRESSWAYS PRIVATE LIMITED
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RELEVANT PARTICULARS	
1. Name of the corporate debtor along with PAN & CIN/LLP No.	Bhubaneshwar Expressways Private Limited CIN : U452500DL2010PTC205121
2. Address of the registered office	Registered Office: D-427, 2nd Floor, Rampal Chowk, Palam Ext., Sector-7, Dwarka, New Delhi-110075.
3. URL of website	https://www.bexpv.in/
4. Details of place where majority of fixed assets are located	Raigad, Maharashtra
5. Installed capacity of main products/ services	Not Applicable
6. Quantity and value of main products/ services sold in last financial year	Not Applicable
7. Number of employees/ workmen	Nil
8. Further details including last available financial statements (with schedules) of two years, lists of creditors are available at URL:	For process related documents – https://www.bexpv.in/
9. Eligibility for resolution applicants under section 25(2)(h) of the Code is available at URL:	For process related documents – https://www.bexpv.in/
10. Last date for receipt of expression of interest	15.03.2025, Saturday
11. Date of issue of provisional list of prospective resolution applicants	25.03.2025, Tuesday
12. Last date for submission of objections to provisional list	30.03.2025, Sunday
13. Date of issue of final list of prospective resolution applicants	09.04.2025, Wednesday
14. Date of issue of information memorandum, evaluation matrix and request for resolution plans to prospective resolution applicants	14.04.2025, Monday
15. Last date for submission of resolution plans	14.05.2025, Wednesday
16. Process email id to submit Expression of Interest	bepi.cirp@gmail.com
17. Details of the corporate debtor's registration status as MSME	Not Registered

Date: 28.02.2025
Place: New Delhi

CA Monika Agarwal Resolution Professional
For Bhubaneshwar Expressways Private Limited (under CIRP)
IBBI Registration No.: IBBI/IPA-001/PI-00137/2018-19/11866
AFIA valid upto: 31.12.2025

IBBI Registered Address: 205, Chopra Complex, 8, Preeti Vihar, Community Centre, New Delhi
bepi.cirp@gmail.com (process specific)
cacsmonika.agarwal@gmail.com (registered with IBBI)

SG FINSERVE LIMITED
CIN: L64990DL1994PLC057941

Registered Office: 37, Hargobind Enclave, Vikas Marg, Delhi -110092

Email: compliance@sgfinserve.com
Phone: 0120-4041400

NOTICE OF POSTAL BALLOT

Members are hereby informed that pursuant to the provisions of Section 108 and Section 110 and other applicable provisions of the Companies Act, 2013 read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Act"), Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), Secretarial Standards issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No.14/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 3/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("RT&TA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off Date").

Members may also note that in compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10.00 A.M. on Friday, February 28, 2025 and ends 5.00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

(b) A person whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositaries as on the cut-off date i.e., February 21, 2025 only shall be entitled to avail the facility of remote e-voting.

(c) The Notice is being sent to all the Members, whose names appear on the Register of Members or in the Register of the Beneficial Owner maintained by depositaries as on cutoff date i.e., February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice as for information purposes only.

(d) The Company has appointed Shri Saurav Upadhyay, Practising Company Secretary, (Membership No.: ACS 67860; COP No.: 25283), as scrutineer for conducting the entire postal ballot process by way of remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretariat, 37, Hargobind Enclave, Vikas Marg, Delhi -110092 or Email: compliance@sgfinserve.com.

(f) The members may view the notice of the aforesaid meeting by accessing the following websites: www.sgfinserve.com and [website of CDSLNSDL] www.cDSLNSDL.com/ www.nsdl.co.in]. The same may also be accessed on the website of Stock Exchange i.e. www.bseindia.com.

(g) The results of the Postal Ballot/e-voting will be declared on or before Monday, March 31, 2025 at 05.00 PM at the registered office of the Company by the Chairman or any other person authorized by him in that behalf. The results along with scrutineer's report shall be placed on the website of the Company and on the website of the CDSL and communicated to the Stock Exchange where the Company's shares are listed.

Members who have not registered their email address and in consequence could not receive the Postal Ballot Notice may get their email address registered by sending a request along with the requisite annexure available on the website of the Company i.e. www.sgfinserve.com through an email to the RTA at virens@skylinetra.com or to the Company at compliance@sgfinserve.com.

Post successful registration of the email, the member would get a soft copy of the notice and the procedure for e-voting along with the User ID and Password to enable e-voting for this Postal Ballot.

If you have any queries or issues regarding e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cDSLNSDL.com or contact at 022-23058738 and 022-23058542/43. All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL) Central Depository Services (India) Limited, A Wing, 25th Floor, Marath Maruti Future, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai.

By order of the Board
For SG Finserve Limited
Sd/-
Ritu Nagpal
Company Secretary & Compliance Officer

Date : February 28, 2025
Place : Delhi

TUNWAL E-MOTORS LIMITED

Reg Office: Rama Icon Commercial Building, Office No- 501, S. No. 24/2, C.T.C. No. 2164, Plot No. 31/11 Sadashiv Peth, Pune- 411030

Tel: +91 020 24336002 Email: cs@tunwal.com website: www.tunwal.com

CIN: L34300PN2018PLC180950

NOTICE OF POSTAL BALLOT

[Pursuant to provisions of Section 110 of the Companies Act, 2013 read with Rule 20 & 22 of the Companies (Management and Administration) Rules, 2014]

NOTICE is hereby given that, pursuant to and in compliance with the provisions of Section 108, Section 110 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act"), Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (the "Rules"), read with the General Circular Nos. 14/2020 and 9/2024 dated 8 April, 2020 and 19 September, 2024, respectively, and other circulars issued by the Ministry of Corporate Affairs ("MCA") in this respect hereinafter collectively referred to as "MCA Circulars" [including any statutory modification or re-enactment thereof for the time being in force], Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Regulations"), Secretarial Standard on General Meetings ("SS-2") issued by the Institute of Company Secretaries of India and other applicable laws and regulations, the Special Resolution appended below is proposed for approval of the Members of Tunwal E-Motors Limited ('Company') through Postal Ballot by E-voting process ("E-voting").

Issuance and allotment of 24,44,444 Equity Shares on Preferential basis to Mr. JHUMARMAI PANNARAM TUNWAL (DIN - 07486090), Managing Director & Promoter of the Company, on conversion of existing unsecured loan.

The voting period will begin on 09:00 am (IST) on 28th February, 2025 (Friday) and will end on 05:00 PM (IST) on 29th March, 2025 (Saturday).

During this period shareholders of the Company, holding the shares either in physical form or in dematerialized form, as on the cut-off date on 21st February 2025, may cast their vote electronically. The e-voting module shall be disabled by CDSL for voting thereafter. Subject to receipt of requisite number of votes, the resolution mentioned in the Notice shall be considered as deemed to be passed on 29th March 2025 (Saturday) i.e. last day of the voting period.

The instructions for voting and the manner of participation in the remote e-voting or casting vote through the e-voting system during the Postal Ballot Notice provided in the Notice of the Postal Ballot. Members may note that the aforesaid Postal Ballot Notice has been uploaded

AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHRUVARAJ
Bengaluru, February 27

SALARY GROWTH IN the IT and IT-enabled services sectors is slowing due to automation, cost optimisation and reduced hiring, according to the EY Future of Pay 2025 report.

IT sector salary increments are anticipated to decline from 9.8% in 2024 to 9.6% in 2025, while IT-enabled services are expected to moderate from 9.2% to 9%. Meanwhile, global capability centres (GCCs) are projected to experience salary hikes of 10.2% in 2025, up from 10.0% in 2024.

Further, the report said six in ten Indian employers are exploring the use of artificial intelligence (AI) in employee rewards

and compensation strategies over the next three years.

The report highlights that India Inc is projected to witness an average salary increase of 9.4% in 2025, slightly lower than the 9.6% recorded in 2024. Employee attrition rates declined from 18.3% in 2023 to 17.5% in 2024.

The salary trend

The report projects that the e-commerce sector will witness the highest salary increments in 2025, at 10.5%, driven by rapid digital commerce expansion, rising consumer spending, and technological advancements. The financial services sector follows closely, with an expected salary increase of 10.3%, fuelled by

NOT ALL GLOOM AND DOOM

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- GCCs lead with **10.2%** hikes in 2025
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- **60%** firms adopt AI for pay, benefits
- AI to replace manual pay decisions by 2028
- Blockchain boosts payroll security, automation



demand for fintech specialists, digital banking experts and cybersecurity professionals.

Meanwhile, the automotive, pharmaceutical, and manufacturing sectors are maintaining steady compensation trends. However, other industries are witnessing varied salary growth patterns,

with certain sectors poised for significant increments.

AI-led compensation

According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

mise reward structures, and ensure equitable pay across workforce demographics. Additionally, blockchain and smart contracts are emerging as tools for secure, transparent, and automated payroll processing, particularly for cross-border payments.

Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

60% of retailers see tech as key to competitiveness

AS MUCH AS 60% of brick-and-mortar retailers believe that improved access to technology can empower them to enhance their competitiveness in an evolving market, according to a report by PwC India. Despite this, 53% are yet to adopt digital solutions, even though nearly 45% of consumers are preferring an omnichannel approach.

The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.

"The future of retail belongs to those who seamlessly integrate innovation with localised strategies, leveraging data analytics and consumer insights to tailor offerings and drive sustainable growth in a competitive market," says Ravi Kapoor, partner and leader, retail and consumer, PwC India.

The report also points out that e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping. In response, these retailers are offering credit options, free home delivery, and personalised services, while also



e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping

exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds — seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

—FE BUREAU

98% of Indian firms bet big on AI: LinkedIn

FE BUREAU
New Delhi, February 27

Three in five recruiters struggle to balance AI and human skills. Hardest-to-find skills include software development and engineering, AI expertise, etc.

such as creativity and communication—are now as crucial as technical expertise.

A LinkedIn report reveals that three in five recruiters struggle to balance AI and human skills. Over 54% of HR professionals say only half of the applications they receive meet role requirements. The hardest-to-find skills include software development and engineering (44%), AI expertise (34%), and soft skills like communication and problem-solving (33%).

Hiring is becoming more selective, with 55% of HR professionals only considering candidates who meet at least 80% of job qualifications. "AI is reshaping hiring, but success depends on aligning AI adoption with the right talent," said Sachin Borse, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures. "The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said.

—PTI

PUBLIC NOTICE

SEVENTHAL MANEKLAL SHETH (Deceased) and KANAYALAL MANEKLAL SHETH, P. A. N. AACPS2480J, jointly holding 359 shares of Face Value Rs. 100/- in Bosch Limited (formerly Motor Industries Company Limited) having its registered office at Hosur Road, Adugodi, Bangalore - 560030 in Folio 02229 bearing Share Certificate Number 0086076 - 0086085, 0086104 - 0086105, 00264605 - 00264634, 00264665 - 00264693, PPN 00246, PPN 0050, PPN 03995, PPN 07684, PPN 08798 - PPN 08801, V000254, V0002765, V0003351, V0004792, V0006389, V0006391, V0006983, V0009263, V0011665, V0011760, V0011767, V0013330 - V0013331, V0013367, V0013566, VNN 002403 and VNN 002686 with Distinctive Numbers from 1833012 - 180121, 1833212 - 1833221, 3556102 - 3556161, 3556312 - 3556321, 3556452 - 3556453, 799333 - 799333, 816647 - 816647, 833997 - 8339989, 817562 - 817562, 799567 - 799568, 211661 - 211665, 96821 - 96821, 981836 - 981840, 323908 - 323912, 335558 - 335562, 334928 - 334932, 334933 - 334937, 209976 - 209980, 213101 - 213105, 214071 - 214075, 209826 - 209835, 260624 - 260633, 260809 - 260813, 261804 - 261808, 716301 - 716305 and 717716 - 717720.

I hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs 10/- certificate.

The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Place: Mumbai
Date: 28-02-2025

Sd/-
KANAYALAL MANEKLAL SHETH
Folio No: S02229

B9 BEVERAGES LIMITED

(Formerly known as B9 Beverages Private Limited)
CIN : U80903DL2012PLC236595

Registered Office : Premise No. 106, Second Floor Block H, Connaught Circus, New Delhi-110001

Phone : 011-42056004, Email Id : Secretarial@b91.com

CORRIGENDUM TO THE NOTICE OF THE 12TH ANNUAL GENERAL MEETING

The Corrigendum is being issued in continuation of the Notice dated February 05, 2025 for the 12th Annual General Meeting ("AGM") of B9 Beverages Limited (Formerly known as B9 Beverages Private Limited ("Company")), dispatched to the shareholders of the Company by email dated 09/02/2025. The shareholders are informed that the 12th AGM of the Company has been rescheduled to Wednesday, March 05, 2025 at 02:30 P.M. IST, instead of Friday, February 28, 2025.

Accordingly, the shareholders are requested to take note of the below change in the voting period.

The voting period begins on Sunday, March 02, 2025 from 09:00 A.M. IST and ends on Tuesday, March 05, 2025 at 02:30 P.M. IST. Details of the shareholders of the Company holding shares either in physical form or in dematerialized form, as on the cut-off date i.e. on Friday, February 28, 2025 may cast their vote electronically. The e-voting module shall be disabled by NSDL thereafter.

Members are provided with a facility to attend the EGM through electronic platform provided by National Securities Depository Limited. Members may access the platform to attend the EGM through VC at www.evoting.nsdl.com by using the remote e-voting credentials. The link for the EGM will be available in the member's login where the "Event" and the "Name of the company" can be selected. The Members who cast their votes by remote e-voting prior to the date of EGM may also attend the EGM but shall not be entitled to cast their vote again.

Detailed procedure of remote e-voting / e-voting and attending the EGM through VC / OAVM has been provided in the notice of EGM. Any person who becomes shareholder of the company after sending the notice of the EGM, may obtain the login ID and password by sending a request at evoting@nsdl.co.in. However, if the person is already registered with NSDL for remote e-voting then the existing user ID and password can be used for casting vote.

The Board of Directors has appointed Mr. Sourabh Bapna of M/s Sourabh Bapna & Associates, Practicing Company Secretary as the Scrutinizer for conducting E-voting process in a fair and transparent manner.

In case of any queries, members may refer the Frequently Asked Questions (FAQs) and e-voting user manual for shareholders available at the above website of the www.evoting.nsdl.com. For any grievance/ queries relating to e-voting, members are requested to contact Mr. Anil Sharma, Company Secretary, Krishna Phoschem Limited at Registered Office: Wing A/2, 1st Floor, Ostwal Heights, Urban Forest, Atun Bhilwara 311802 Email: secretarial@krishnaphoschem.com, Tel: 01482-294582.

In addition to the above amendment, the following Special Business(s) as set out in the said Notice of AGM and numbered as Item No. 5, 6, 7, 8 will not be transacted at the 12th AGM:

ITEM NO. 5: Approval for payment of remuneration to Mr. Anil Jain (DIN: 01846010), Managing Director of the Company, for the Financial Years 2024-2025, 2025-2026 and 2026-2027;

ITEM NO. 6: Approval for payment of remuneration to Ms. Aniketa Pawa (DIN: 02445571), Financial Controller of the Company, for the Financial Years 2024-2025, 2025-2026 and 2026-2027;

ITEM NO. 7: Approval for payment of remuneration to Ms. Shashi Jain (DIN: 02040478), Director of the Company, for the Financial Years 2024-2025, 2025-2026 and 2026-2027;

Except as detailed in this corrigendum, all other contents of the Notice to the shareholders shall remain unchanged. This corrigendum should be read in continuation of and in conjunction with the AGM Notice dated February 05, 2025.

For and on behalf of the Board of Directors
B9 Beverages Limited
(Formerly known as B9 Beverages Private Limited)
Sd/-

Varun Khatra
Company Secretary
Date : 28.02.2025
Address C-43, Sector 52, Noida, U.P.-201301, India

KRISHANA PHOSCHEM LIMITED

CIN: L24124RJ2004PLC019288

Registered Office: Wing A/2, 1st Floor, Ostwal Heights,

Urban Forest, Atun, Bhilwara 311802

Email: secretarial@krishnaphoschem.com Website: www.krishnaphoschem.com

NOTICE OF EXTRA ORDINARY GENERAL MEETING, E- VOTING

Notice is hereby given that the Extra Ordinary General Meeting ("EGM") of the members of Krishana Phoschem Limited will be held on Saturday, the 22nd March 2025 at 11:00 a.m. (IST) through video conferencing ("VC") / other Audio Video Means ("OAVM") without presence of physical quorum to transact the business as set in the Notice of EGM. In compliance with the Circulars, electronic copies of the Notice of EGM have been sent to all members whose email addresses are registered with the Company/Depository Participants (DPs). These documents are also available on the website of the Company at www.krishnaphoschem.com and on the website of National Stock Exchange of India Limited ("NSE") at www.nseindia.com. The dispatch of Notice of the EGM through emails has been completed on 27th February, 2025.

In compliance with Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014, and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), Secretarial Standards issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular Nos.17/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 32/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("RTA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off date").

Members are hereby informed that pursuant to and in compliance with the provisions of Section 108, Section 110 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act"), Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (the "Rules"), read with the General Circular Nos. 14/2020 and 9/2024 dated 8 April, 2020 and 19 September, 2024, respectively, and other circulars issued by the Ministry of Corporate Affairs ("MCA") in this respect hereinafter collectively referred to as "MCA Circulars" [including any statutory modification or re-enactment thereof for the time being in force], Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Regulations"), Secretarial Standard on General Meetings ("SS-2") issued by the Institute of Company Secretaries of India and other applicable laws and regulations, the Special Resolution appended below is proposed for approval of the Members of Tunwal E-Motors Limited ('Company') through Postal Ballot by E-voting process ("E-voting").</p

AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHRUVARAJ
Bengaluru, February 27

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expected to moderate from 9.2% to 9%. Meanwhile, global capability centres (GCCs) are projected to experience salary hikes of 10.2% in 2025, up from 10.0% in 2024.

Further, the report said six in ten Indian employers are exploring the use of artificial intelligence (AI) in employee rewards

and compensation strategies over the next three years.

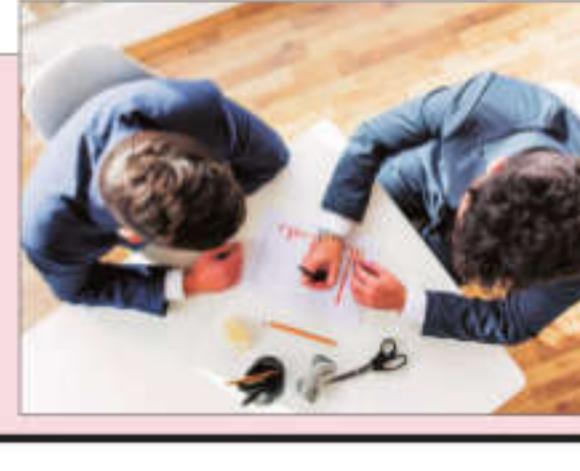
The report highlights that India Inc is projected to witness an average salary increase of 9.4% in 2025, slightly lower than the 9.6% recorded in 2024. Employee attrition rates declined from 18.3% in 2023 to 17.5% in 2024.

The salary trend

The report projects that the e-commerce sector will witness the highest salary increments in 2025, at 10.5%, driven by rapid digital commerce expansion, rising consumer spending, and technological advancements. The financial services sector follows closely, with an expected salary increase of 10.3%, fuelled by

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demand for fintech specialists, digital banking experts and cybersecurity professionals.

Meanwhile, the automotive, pharmaceutical, and manufacturing sectors are maintaining steady compensation trends. However, other industries are witnessing varied salary growth patterns, with certain sectors poised for significant increments.

AI-led compensation

According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

Companies are shifting from manual pay benchmarking and fixed incentive models to AI-powered predictive analytics and real-time salary adjustments, with this transition expected to materialise by 2028.

AI-enabled compensation platforms allow organisations to personalise benefits, optimise reward structures, and ensure equitable pay across workforce demographics. Additionally, blockchain and smart contracts are emerging as tools for secure, transparent, and automated payroll processing, particularly for cross-border payments.

Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

60% of retailers see tech as key to competitiveness

AS MUCH AS 60% of brick-and-mortar retailers believe that improved access to technology can empower them to enhance their competitiveness in an evolving market, according to a report by PwC India. Despite this, 53% are yet to adopt digital solutions, even though nearly 45% of consumers are preferring an omnichannel approach.

The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.

"The future of retail belongs to those who seamlessly integrate innovation with localised strategies, leveraging data analytics and consumer insights to tailor offerings and drive sustainable growth in a competitive market," says Ravi Kapoor, partner and leader, retail and consumer, PwC India.

The report also points out

that e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping. In response, these retailers are offering credit options, free home delivery, and personalised services, while also exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds – seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

—FE BUREAU

98% of Indian firms bet big on AI: LinkedIn

FE BUREAU
New Delhi, February 27

Three in five recruiters struggle to balance AI and human skills. Hardest-to-find skills include software development and engineering, AI expertise, etc.

GENERATIVE AI HAS moved from hype to necessity, with 98% of Indian business leaders prioritising its adoption in 2025, according to LinkedIn. However, the shortage of skilled talent remains a significant challenge.

A LinkedIn report reveals that three in five recruiters struggle to balance AI and human skills. Over 54% of HR professionals say only half of the applications they receive meet role requirements. The hardest-to-find skills include software development and engineering (44%), AI expertise (34%), and soft skills like communication and problem-solving (33%).

Hiring is becoming more selective, with 55% of HR professionals only considering candidates who meet at least 80% of job qualifications. "AI is reshaping hiring, but success depends on aligning AI adoption with the right talent," said Sachin Borse, Global Talent Attraction Leader at IBM.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures. The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said.

—PTI

PUBLIC NOTICE

SEVENTH MANEKLAL SHETH (Deceased) and KANAYALAL MANEKLAL SHETH (P. A. N. AACPS2480J), jointly holding 359 shares of Face Value Rs. 10/- in Bosch Limited (formerly: Motor Industries Company Limited) having a registered office at Hosur Road, Adugodi, Bangalore - 560030 in Folio 02229 bearing Share Certificate Number 0086076 - 0086085, 0086104 - 0086105, 00264605 - 0026434, 0026465 - 0026466, 00264693, PPN 00246, PPN 00650, PPN 03995, PPN 07684, PPN 08798 - PPN 08801, PPN 00254, PPN 02765, PPN 03351, PPN 004792, V0006389, V0006391, V0006983, V0009263, V0011665, V0011740, V0011761 - V0011762, V0013330 - V0013331, V0013367, V0013368, VNN 002403 and VNN 0026886 with Distinctive Numbers from 1833072 - 1803211, 1833212 - 1833221, 3556012 - 3556161, 3556132 - 3556321, 3556452 - 3556453, 799333 - 799334, 818647 - 818648, 839987 - 839988, 817562 - 817562, 799580 - 799580, 211661 - 211662, 98621 - 98622, 98625, 91836 - 91840, 323930 - 323931, 335558 - 335562, 334928 - 334932, 334933 - 334937, 209976 - 209980, 213101 - 213105, 214071 - 214075, 209826 - 209835, 260624 - 260633, 260809 - 260813, 261804 - 261808, 716301 - 716305 and 717716 - 717720.

I hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs.10/- certificate.

The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Place: Mumbai
Date: 28-02-2025
Sd/-
KANAYALAL MANEKLAL SHETH
Folio No : S02229

B9 BEVERAGES LIMITED

(Formerly known as B9 Beverages Private Limited)
CIN : U80903DL2012PLC26595

Registered Office: No. 106, Second Floor Block H, Connaught Circus, New Delhi-110001

Phone : 011-49206000 Email : Secretarial@b9pl.com

CORRIGENDUM TO THE NOTICE OF THE 12TH ANNUAL GENERAL MEETING

The Corrigendum is being issued in continuation to the Notice dated February 05, 2025 for the 12th Annual General Meeting ("AGM") scheduled for Friday, 05, 2025 at 10:00 AM to 12:30 PM at the office of B9 Beverages Limited (Formerly known as B9 Beverages Private Limited). The shareholders are informed that the Company by email dated 06/02/2025. The shareholders are informed that the 12th AGM of the Company has been rescheduled to Wednesday, March 05, 2025 at 02:30 PM. IST, instead of Friday, February 28, 2025.

Accordingly, the shareholders are requested to take note of the below change in the voting period :

The voting period begins on Sunday, March 02, 2025 from 09:00 A.M. IST and ends on Tuesday, March 04, 2025 at 05:00 P.M. IST. During this period shareholders of the Company holding shares either in physical form or in dematerialized form, as on the cut-off date on 21st February 2025, may cast their vote electronically. The e-voting module shall be disabled by NSDL thereafter.

Members are provided with a facility to attend the EGM through electronic platform provided by National Securities Depository Limited. Members may access the platform to attend the EGM through VC at www.evoting.nsdl.com by using the remote e-voting credentials. The link for the EGM will be available in the member's login where the "Event" and the "Name of the company" can be selected. The Members who cast their votes by remote e-voting prior to the date of EGM may also attend the EGM but shall not be entitled to cast their vote again.

Detailed procedure of remote e-voting / e-voting and attending the EGM through VC / OAVM has been provided in the notice of EGM. Any person who becomes shareholder of the company after sending the notice of the EGM, may obtain the login ID and password by sending a request at evoting@nsdl.co.in. However, if the person is already registered with NSDL for remote e-voting then the existing user ID and password can be used for casting vote.

The Board of Directors has appointed Mr. Sourabh Bapna of M/s Sourabh Bapna & Associates, Practicing Company Secretary as the Scrutinizer for conducting E-voting process in a fair and transparent manner.

In case of any queries, members may refer the Frequently Asked Question (FAQs) and e-voting user manual for shareholders available at the above website of the www.evoting.nsdl.com. For any grievance/ queries relating to e-voting, members are requested to contact Mr. Anil Sharma, Company Secretary, Krishna Phoschem Limited at Registered Office: Wing A/2, 1st Floor, Ostwal Heights, Urban Forest, Atun Bhilwara 311802 Email: secretarial@krishnaphoschem.com, Tel: 01482-294582.

By Order of the Board of Directors
For Krishna Phoschem Limited
Sd/-
(Anil Sharma)
Company Secretary & Compliance Officer

For an order on behalf of the Board of Directors
B9 Beverages Limited
(Formerly known as B9 Beverages Private Limited)
Place : New Delhi
Date : 28.02.2025
Sd/-
Varun Kvarn
Company Secretary
PAN : AXOPK81098
Address C-43, Sector 52, Noida, U.P.-201301, India

SG FINSERV LIMITED
CIN: L64990DL1994PLC057941
Registered Office: 37, Hargobind Enclave, Vikas Marg, Delhi -110092
Email: compliance@sgfinserve.com
Website: www.sgfinserve.com
Phone: 0120-4041400

NOTICE OF POSTAL BALLOT

Members are hereby informed that pursuant to the provisions of Section 108 and Section 110 and other applicable provisions of the Companies Act, 2013 read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Act"), Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), Secretarial Standards issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No.14/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 3/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through e-mail on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("R&TA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off Date").

Members may also note that in compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10.00 A.M. on Friday, February 28, 2025 and ends 5.00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

(b) A person whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositaries as on the cut-off date i.e., February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice for information purposes only.

(c) The Notice is being sent to all the Members, whose names appear on the Register of Beneficial Owner maintained by depositaries as on cut-off date i.e., February 21, 2025. A person who is not a member on the cut-off date shall be entitled to avail the facility of remote e-voting.

(d) The Company has appointed Sri Shauv Upadhyay, Practicing Company Secretary, (Membership No.: ACS 67860; COP No.: 25283), as scrutinizer for conducting the entire postal ballot process by way of remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretary, 37, Hargobind Enclave, Vikas Marg, Delhi -110092 or Email: compliance@sgfinserve.com.

(f) The members may view the notice of the aforesaid meeting by accessing the following websites: www.sgfinserve.com and [website of CDSL/NSDL www.cdsliindia.com/ www.nsdl.co.in]. The same may also be accessed on the website of Stock Exchange i.e. www.bseindia.com.

(g) The results of the Postal Ballot/e-voting will be declared on or before Monday, March 31, 2025 at 5:00 PM at the registered office of the Company by the Chairman or any other person authorized by him in that behalf. The results along with scrutinizer's report shall be placed on the website of the Company and on the website of the CDSL and communicated to the Stock Exchange where the Company's shares are listed.

Members who have not registered their email address and in consequence could not receive the Postal Ballot Notice may get their email address registered by sending a request along with the requisite annexure available on the website of the Company i.e. www.sgfinserve.com through an email to the RTA at virens@skylinera.com or to the Company at compliance@sgfinserve.com.

Post-successful registration of the email, the member would get a soft copy of the notice and the procedure for e-voting along with the User ID and Password to enable e-voting for this Postal Ballot.

AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHRUVARAJ
Bengaluru, February 27

SALARY GROWTH IN the IT and IT-enabled services sectors is slowing due to automation, cost optimisation and reduced hiring, according to the EY Future of Pay 2025 report.

IT sector salary increments are anticipated to decline from 9.8% in 2024 to 9.6% in 2025, while IT-enabled services are

expected to moderate from 9.2% to 9%. Meanwhile, global capability centres (GCCs) are projected to experience salary hikes of 10.2% in 2025, up from 10.0% in 2024.

Further, the report said six in ten Indian employers are exploring the use of artificial intelligence (AI) in employee rewards

and compensation strategies over the next three years.

The report highlights that India Inc is projected to witness an average salary increase of 9.4% in 2025, slightly lower than the 9.6% recorded in 2024. Employee attrition rates declined from 18.3% in 2023 to 17.5% in 2024.

The salary trend

The report projects that the e-commerce sector will witness the highest salary increments in 2025, at 10.5%, driven by rapid digital commerce expansion, rising consumer spending, and technological advancements. The financial services sector follows closely, with an expected salary increase of 10.3%, fuelled by

NOT ALL GLOOM AND DOOM

- IT hikes drop to **9.6%** (2025); ITES to **9%**
- GCCs lead with **10.2%** hikes in 2025
- India Inc pay growth dips to **9.4%** (2025)
- E-commerce tops hikes at **10.5%**, finance at **10.3%**

60% firms adopt AI for pay, benefits

- AI to replace manual pay decisions by 2028
- Blockchain boosts payroll security, automation



demand for fintech specialists, digital banking experts and cybersecurity professionals.

Meanwhile, the automotive, pharmaceutical, and manufacturing sectors are maintaining steady compensation trends. However, other industries are witnessing varied salary growth patterns,

with certain sectors poised for significant increments.

AI-led compensation

According to the report, 60% of employers intend to incorporate AI in crucial areas such as salary benchmarking, real-time pay equity analysis, and customisable employee benefits.

Companies are shifting from manual pay benchmarking and fixed incentive models to AI-powered predictive analytics and real-time salary adjustments, with this transition expected to materialise by 2028.

AI-enabled compensation platforms allow organisations to personalise benefits, opti-

mise reward structures, and ensure equitable pay across workforce demographics. Additionally, blockchain and smart contracts are emerging as tools for secure, transparent, and automated payroll processing, particularly for cross-border payments.

Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

60% of retailers see tech as key to competitiveness

AS MUCH AS 60% of brick-and-mortar retailers believe that improved access to technology can empower them to enhance their competitiveness in an evolving market, according to a report by PwC India. Despite this, 53% are yet to adopt digital solutions, even though nearly 45% of consumers are preferring an omnichannel approach.

The report, titled The Retail Reinvention Paradigm: How Brands Could Up Their Game, stresses the importance of using AI-driven analytics for personalised experiences, mobile apps for engaging consumers, and modern POS (Point of Sale) systems for improved efficiency.

"The future of retail belongs to those who seamlessly integrate innovation with localised strategies, leveraging data analytics and consumer insights to tailor offerings and drive sustainable growth in a competitive market," says Ravi Kapoor, partner and leader, retail and consumer, PwC India.

The report also points out that e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping. In response, these retailers are offering credit options, free home delivery, and personalised services, while also



e-commerce and quick commerce are reshaping Indian retail, with 34% of traditional retailers surveyed experiencing negative impacts from online shopping

exploring omnichannel strategies to stay relevant.

"Consumers want the best of both worlds — seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

—FE BUREAU

98% of Indian firms bet big on AI: LinkedIn

FE BUREAU

New Delhi, February 27

GENERATIVE AI HAS moved from hype to necessity, with 98% of Indian business leaders prioritising its adoption in 2025, according to LinkedIn. However, the shortage of skilled talent remains a significant challenge.

A LinkedIn report reveals that three in five recruiters struggle to balance AI and human skills. Over 54% of HR professionals say only half of the applications they receive meet role requirements. The hardest-to-find skills include software development and engineering (44%), AI expertise (34%), and soft skills like communication and problem-solving (33%).

Hiring is becoming more selective, with 55% of HR professionals only considering candidates who meet at least 80% of job qualifications. "AI is reshaping hiring, but success depends on aligning AI adoption with the right talent," said Sachin Borse, Global Talent Attraction Leader at LinkedIn.

Despite AI's potential, 71% of HR professionals struggle to find tailored learning resources. LinkedIn Learning's new AI-powered coaching tool aims to bridge this gap, offering real-world scenarios and personalized feedback to strengthen workplace skills.

As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Three in five recruiters struggle to balance AI and human skills. Hardest-to-find skills include software development and engineering, AI expertise, etc.

such as creativity and communication—are now as crucial as technical expertise.

To streamline hiring, LinkedIn is rolling out AI-powered tools. Currently, 37% of HR professionals spend up to three hours daily sorting applications, and 64% believe AI tools can enhance efficiency. LinkedIn's Hiring Assistant is designed to automate repetitive tasks, allowing recruiters to focus on strategic hiring. "The speed and accuracy of candidate selection have improved significantly," said Sachin Borse, Global Talent Attraction Leader at LinkedIn.

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Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND

ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures. "The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of you have no right of any form in the other brother's business or assets or shareholding," the letter said.

—PTI

PUBLIC NOTICE

SEVENTHIAL MANEKLAL SHETH (Deceased) and KANAYALAL MANEKLAL SHETH, P. A. N.

AAQPS2480J, jointly holding 359 shares of Face Value Rs. 100/- in Bosch Limited (formerly Motor Industries Company Limited)

having its registered office at Hosur Road, Adugodi, Bangalore - 560030 in Folio 02229

bearing Share Certificate Number 00086076

- 00086085, 00086104 - 00086105, 00264605

- 00264634, 00264665 - 00264666, 00264693,

PPN 00246, PPN 00650, PPN 03995,

PPN 07684, PPN 08798 - PPN 08801,

PNN 00254, PNN 02765, PNN 03351, PNN 004792,

V 0006389, V 0006391, V 0006983, V 0009263,

V 0011665, V 0011740, V 0011761 - V 0011762,

V 0013330 - V 0013331, V 0013367, V 0013566,

VN 002403 and VNN 02686 with Distinctive Numbers from 183321 - 1803121, 1833212

- 1833221, 3556012 - 3556161, 3556312 -

3556321, 3556452 - 3556453, 799333 -

799333, 816647 - 816647, 833997 - 839989,

817562 - 817562, 799567 - 799580, 211661

- 211665, 96821 - 96821, 981386 - 91840,

329308 - 329312, 335558 - 335562, 334928

- 334932, 334933 - 334937, 209976 - 209880,

213101 - 213105, 214071 - 214075, 209826

- 209825, 260624 - 260633, 260809 - 260813,

261804 - 261808, 716301 - 716305 and

717716 - 717720.

I hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs 10/- certificate.

The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Place: Mumbai

Date: 28-02-2025

Sd/- KANAYALAL MANEKLAL SHETH

Folio No: S02229

KRISHANA PHOSCHEM LIMITED

CIN: L24124RJ2004PLC019288

Registered Office: Wing A/2, 1st Floor, Ostwal Heights,

Urban Forest, Atun, Bhilwara 311802

Email: secretarial@krishnaphoschem.com Website: www.krishnaphoschem.com

NOTICE OF EXTRA ORDINARY GENERAL MEETING, E- VOTING

Notice is hereby given that the Extra Ordinary General Meeting ('EGM') of the members of Krishana Phoschem Limited will be held on Saturday, the 22nd March 2025 at 11:00 a.m. (IST) through video conferencing ("VC") / other Audio Video Means ("OAVM") without presence of physical quorum to transact the business as set in the Notice of EGM.

In compliance with the Circulars, electronic copies of the Notice of EGM have been sent to all members whose email addresses are registered with the Company/Depository Participants (DPs). These documents are also available on the website of the Company at www.krishnaphoschem.com and on the website of National Stock Exchange of India Limited ("NSE") at www.nseindia.com. The dispatch of Notice of the EGM through emails has been completed on 27th February, 2025.

In compliance with Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014, and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Regulations"), Secretarial Standard on General Meetings ("SS2") issued by the Institute of Company Secretaries of India and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactment(s) thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No. 14/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 32/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("RTA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off Date").

Members may also note that in compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10.00 A.M. on Friday, February 28, 2025 and ends 5.00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

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(c) The Notice is being sent to all the Members, whose names appear on the Register of Beneficial Owner maintained by depositaries as on the cut-off date i.e., February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice as for information purposes only.

(d) The Company has appointed Shri Sauvaj Upadhyay, Practicing Company Secretary, (Membership No.: ACS 67860; COP No.: 25283), as scrutinizer for conducting the entire postal ballot process by remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretary, 37, Hargobind Enclave, Vikas Marg, Delhi - 110092 or Email: compliance@sgfinserve.com.

(f) The members may view the notice of the aforesaid meeting by accessing the following websites: www.sgfinserve.com and [website of CDSL] www.cdsindia.com/ www.n

AUTOMATION, COST CUTS COOL IT AND IT-ENABLED SERVICES SALARY GROWTH, FINDS EY REPORT

IT salaries lag, GCCs see bigger raises

PADMINI DHUVRARAJ
Bengaluru, February 27

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expected to moderate from 9.2% to 9%. Meanwhile, global capability centres (GCCs) are projected to experience salary hikes of 10.2% in 2025, up from 10.0% in 2024.

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and compensation strategies over the next three years.

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Discussing the findings, Abhishek Sen, Partner and Leader, Total Rewards, HR Technology and Learning, People Consulting, EY India, stated, "While salary increments remain steady, organisations must go beyond traditional pay structures to attract and retain top talent in the near future. Flexibility and financial security are becoming core drivers of employee satisfaction."

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"Consumers want the best of both worlds — seamless digital convenience and the in-store experience," the report states. It notes that while more than 50% of consumers prefer to shop online for personal products like apparel and beauty, in-store purchases remain popular for family-related products like fresh produce and home furnishings, which are preferred by 36% of shoppers. This underscores the continued importance of tactile engagement.

— FE BUREAU

98% of Indian firms bet big on AI: LinkedIn

FE BUREAU
New Delhi, February 27

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As India advances AI adoption, businesses must ensure their workforce evolves alongside technology, making AI integration a sustainable success.

Siblings have no right in each other's biz: Lodha parents

ABHINANDAN AND ABHISHEK Lodha do not have any right of any form in the other's businesses, their parents Mangal Prabhat Lodha and Manju Lodha have decided.

In a letter written to the bickering siblings on February 21 which came to public light on Thursday, Manju "directed" the two brothers to end all disputes and respect each other.

The letter comes within weeks of the Bombay High Court directing the brothers to resolve

differences after Abhishek, the elder brother who helms the group's flagship realty business, moved the court seeking to bar Abhinandan Lodha from using the "Lodha" name in any of his ventures.

"The final arrangement within our family was documented in our amended family agreement dated March 31, 2017. We confirm that both of

you have no right of any form in the other brother's business or assets or shareholding," the letter said.

— PTI

PUBLIC NOTICE

SEVENTILAL, MANEKAL SHETH (Deceased) and KANAYALAL MANEKAL SHETH (P. A. N. AAQPS2480U), jointly holding 359 shares of Face Value Rs. 10/- in Bosch Limited (formerly Motor Industries Company Limited) having its registered office at Hosur Road, Adugodi, Bangalore - 560030 in S02229 bearing Share Certificate Number 00086076 - 00086085, 00086104 - 00086105, 00264605 - 00264634, 00264665 - 00264668, 00264693, PPN00246, PPN00650, PPN03995, PPN07684, PPN08798 - PPN08801, V000254, V0002765, V0003351, V0004792, V0006389, V0006391, V0006983, V0009263, V0011665, V0011740, V0011761 - V0011762, V0013330 - V0013331, V0013367, V0013566, V002403 and VNN02689 with Distinctive Numbers from 183307 - 1800121, 1833212 - 1833221, 3556012 - 3556161, 3556132 - 3556321, 3556452 - 3556453, 799333 - 799333, 818647 - 818648, 839987 - 839989, 817562 - 817562, 795977 - 795980, 211661, 96821, 96825, 91368 - 91840, 329308 - 329312, 335558 - 335562, 334928 - 334932, 334933 - 334937, 209976 - 209980, 213101 - 213105, 214071 - 214075, 209826 - 209835, 260624 - 260633, 260809 - 260813, 261804 - 261808, 716301 - 716305 and 71716 - 71722.

I hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs.10/- certificate. The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Place: Mumbai
Date: 28-02-2025

KANAYALAL MANEKAL SHETH
Folio No : S0229

B9 BEVERAGES LIMITED

(Formerly known as B9 Beverages Private Limited)
CIN : U08903DL2012PLC6595

Registered Office : Premise No. 106, Second Floor Block H, Connaught Circus, New Delhi-110001

Phone : 011-49206900, Email id : Secretarial@b91.com

CORRIGENDUM TO THE NOTICE OF THE 12TH ANNUAL GENERAL MEETING

The Corrigendum is being issued in continuation to the Notice dated February 06, 2025 for the 12th Annual General Meeting ("AGM") scheduled for Friday, February 28, 2025 at 02:30 PM of B9 Beverages Limited (Formerly known as B9 Beverages Private Limited ("Company")) dispatched to the shareholders of the Company by email dated 06th February 2025. The shareholders are informed that the 12th AGM of the Company has been rescheduled to Wednesday, March 05, 2025 at 02:30 PM IST, instead of Friday, February 28, 2025.

According to the shareholders are requested to take note of the below changes in the notice of the AGM.

The Voting period begins on Sunday, March 02, 2025 from 09:00 AM IST and ends on Tuesday, March 04, 2025 at 05:00 PM IST. During this period, Members may cast their vote electronically.

Members are provided with a facility to attend the EGM through electronic platform provided by National Securities Depository Limited. Members may access the platform to attend the EGM through VC at www.evoting.nsdl.com by using the remote e-voting credentials. The link for the EGM will be available in the member's login where the "Event" and the "Name of the company" can be selected. The Members who cast their votes by remote e-voting prior to the date of EGM may also attend the EGM but shall not be entitled to cast their vote again.

Detailed procedure of remote e-voting / e-voting and attending the EGM through VC / OAVM has been provided in the notice of EGM. Any person who becomes shareholder of the company after sending the notice of the EGM, may obtain the login ID and password by sending a request at evoting@nsdl.co.in. However, if the person is already registered with NSDL for remote e-voting then the existing user ID and password can be used for casting vote.

The Board of Directors has appointed Mr. Sourabh Bapna of M/s Sourabh Bapna & Associates, Practicing Company Secretary as the Scrutinizer for conducting E-voting process in a fair and transparent manner.

In case of any queries, members may refer the Frequently Asked Question (FAQs) and e-voting user manual for shareholders available at the above website of the www.evoting.nsdl.com. For any grievance/ queries relating to e-voting, members are requested to contact Mr. Anil Sharma, Company Secretary, Krishana Phoschem Limited at Registered Office: Wing A/2, 1st Floor, Ostwal Heights, Urban Forest, Atun Bhilwara 311802 Email:secretarial@krishnaphoschem.com,Tel:01482-294582.

By Order of the Board of Directors
For Krishana Phoschem Limited

Sd/-
(Anil Sharma)

Company Secretary & Compliance Officer

Place : New Delhi
Date : 28.02.2025

Varun Kwatra
Company Secretary
PAN : AXQP8109B
Address C-43, Sector 52, Noida, U.P. -201301, India

SG FINSERVE LIMITED
CIN: L64990DL1994PLC057941
Registered Office: 37, Hargobind Enclave, Vikas Marg, Delhi -110092
Email: compliance@sgfinserve.com Website: www.sgfinserve.com
Phone: 0120-4041400

NOTICE OF POSTAL BALLOT

Members are hereby informed that pursuant to the provisions of Section 108 and Section 110 and other applicable provisions of the Companies Act, 2013 read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Act"), Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), Secretarial Standards issued by the Institute of Company Secretaries of India on General Meetings ("SS-2") and other applicable laws and regulations, if any, including any statutory modification(s) or re-enactments thereof for the time being in force, SG Finserve Limited ("the Company") is seeking approval from its Members for passing of Resolutions as set out in the Postal Ballot Notice dated February 27, 2025 ("Postal Ballot Notice") by way of electronic voting ("remote e-voting").

In terms of relevant provisions of the Act and in accordance with the guidelines issued by the Ministry of Corporate Affairs ("MCA") for holding general meetings/conducting postal ballot process through remote e-voting vide General Circular No.14/2020 dated April 8, 2020 read with General Circular Nos.17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 08, 2021, 3/2022 dated May 05, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated 19 September 2024 ("MCA Circulars"), the Postal Ballot Notice along with the instructions regarding e-voting has been sent through email on Thursday, February 27, 2025 to all those Members, whose email address is registered with the Company or with the Depositories/Depository Participants or Skyline Financial Services Private Limited ("R&TA") and whose names appear in the Register of Members/list of Beneficial Owners as on February 21, 2025 ("Cut-off Date").

Members may also note that in compliance with the above MCA Circulars, the communication of assent/dissent of the members on the resolutions proposed in this notice will only take place through the remote e-voting system.

All the Members are hereby informed that:

(a) The e-voting period commences 10.00 A.M. on Friday, February 28, 2025 and ends 5:00 P.M. on Saturday, March 29, 2025 for all the shareholders, whether holding shares in physical form or in demat form. The e-voting module shall be disabled by CDSL for voting thereafter. Remote e-voting shall not be allowed beyond the said time and date.

(b) A person whose name is recorded in the register of members or in the register of beneficial owners maintained by the depositaries as on the cut-off date i.e., February 21, 2025 only shall be entitled to avail the facility of remote e-voting.

(c) The Notice is being sent to all the Members, whose names appear on the Register of Members or in the Register of the Beneficial Owner maintained by depositaries as on cutoff date i.e., February 21, 2025. A person who is not a member on the cut-off date should accordingly treat the Postal Ballot Notice as for information purposes only.

(d) The Company has appointed Shri Saurav Upadhyay, Practising Company Secretary, (Membership No.: ACS 67860; COP: No. 25823), as scrutineer for conducting the entire postal ballot process by way of remote e-voting in a fair and transparent manner.

(e) Any members who have not received the postal ballot notice may apply to the Company at the Company Secretary, 37, Hargobind Enclave, Vikas Marg, Delhi -110092 or Email: compliance@sgfinserve.com.

(f) The members who have viewed the notice of the aforesaid meeting by accessing the following website: www.sgfinserve.com and [website of CDSL/NSDL - www.cdsliindia.com/ www.nsdl.co.in]. The same may also be accessed on the website of Stock Exchange i.e. NSE Ltd. (National Stock Exchange Ltd.) at www.nseindia.com and on the website of CDSL at a www.evotingindia.com.

Members who have not registered their email address and in consequence could not receive the Postal Ballot Notice may get their email address registered by sending a request along with the requisite annexure available on the website of the Company i.e. www.sgfinserve.com through an email to the RTA at virens@skylinera.com or to the Company at compliance@sgfinserve.com.

Post successful registration of the email, the member would get a soft copy of the notice and the procedure for e-voting along with the User ID and Password to enable e-voting for this Postal Ballot.