

**ESAB INDIA LIMITED**  
 CIN: L29299TN1987PLC068739  
 Regd. Office: Plot No. 13, 3rd Main Road, Industrial Estate, Ambattur, Chennai 600 058.  
 Telephone No: 044-4228 1100 | Email id: investor.relations@esab.co.in

NOTICE is hereby given that the following share certificates issued by the company are stated to have been lost or misplaced or stolen and the registered holders of the shares have applied to the company for issue of duplicate share certificate.

**NOTICE OF LOSS OF SHARE CERTIFICATES**

NAME OF THE SHAREHOLDER	Folio No.	Certificate No.	Distinctive Nos.	Shares		
SUMITRA	S09720	11614	3155411 - 3155510	100		
		24176	4411611 - 4411710	100		
		82158	7207218 - 7207292	75		
		82159	7207293 - 7207367	75		
		82160	7207368 - 7207442	75		
		82161	7207443 - 7207517	75		
		82162	7207518 - 7207592	75		
		82163	7207593 - 7207607	15		
		The public are hereby warned against purchase or dealing in any way with the above said share certificates. Any person(s) who has/have any claim(s) in respect of the said share certificates should lodge such claim(s) with the company at its registered office at the address given above within 15 days of the publication of the notice after which no claim will be entertained and the company will proceed to issue the duplicate share certificate(s).				
		Place : Chennai Date : 18 February, 2021				

For ESAB India Limited  
S. Venkatarishnan,  
Company Secretary

**AIR INDIA**  
 A STAR ALLIANCE MEMBER

**NOTICE INVITING TENDER**

Air India Ltd., Nagpur, invites sealed tender for Housekeeping, Gardening & Manpower Supply Services at MRO, Nagpur from parties having experience in providing Housekeeping, Gardening & Manpower Supply Services on a two-bid system as per following details:

Tender No.	MRO/NAG/ADMIN/2021/20 Dated: 16.02.2021.
Description	Tender for Housekeeping, Gardening & Manpower Supply Services at Air India Ltd., MRO-Nagpur
Contract Period	03 Years
Bid Submission Closes	at 1200 HRS on 12.03.2021
Pre-Bid Meeting	08.03.2021 at 1430 HRS at Air India MRO, Nagpur.

The document and further details can be downloaded from [www.airindia.in](http://www.airindia.in)

**TATA STEEL BSL**

**Tata Steel BSL Limited**  
 (Formerly Bhushan Steel Limited)

Regd. Office: Ground Floor, Mira Corporate Suites, Plot No 1 & 2, Ishwar Nagar, Mathura Road, New Delhi-110065  
 Tel: 91-11-39194000; Fax: 91-11-41010050; Email: [tsbsl@tatasteelbsl.co.in](mailto:tsbsl@tatasteelbsl.co.in)  
 Website: [www.tatasteelbsl.co.in](http://www.tatasteelbsl.co.in); CIN: L74899DL1983PLC014942

**BEFORE THE NATIONAL COMPANY LAW TRIBUNAL BENCH AT MUMBAI CA(CAA) 129/MB-II/2019**

In the matter of the Companies Act, 2013;  
 And  
 In the matter of Sections 230-232 of the Companies Act, 2013 read with Companies (Compromises, Arrangements and Amalgamations) Rules, 2016;  
 And  
 In the matter of Composite Scheme of Amalgamation of Bannipal Steel Limited and Tata Steel BSL Limited (formerly known as Bhushan Steel Limited) into and with Tata Steel Limited.

**Tata Steel BSL Limited** (formerly known as 'Bhushan Steel Limited')  
 [CIN: L74899DL1983PLC014942], a company incorporated under the Indian Companies Act, 1956 and a public limited company within the meaning of the Companies Act, 2013, having its registered office at Ground Floor, Mira Corporate Suites, Plot No. 1&2, Ishwar Nagar, Mathura Road, New Delhi - 110065

...Transferor Company 2/ Company

**NOTICE FOR REGISTRATION OF E-MAIL ADDRESS BY THE EQUITY SHAREHOLDERS OF TATA STEEL BSL LIMITED (FORMERLY KNOWN AS 'BHUSHAN STEEL LIMITED')**

An application under Sections 230 to 232 of the Companies Act, 2013 read with the Companies (Compromises, Arrangements and Amalgamation) Rules, 2016, was presented before the Hon'ble National Company Law Tribunal, Mumbai Bench ('Hon'ble Tribunal') for sanctioning the Composite Scheme of Amalgamation of Bannipal Steel Limited ('Transferor Company 1') and Tata Steel BSL Limited (formerly known as 'Bhushan Steel Limited') ('Transferor Company 2' or 'Company') into and with Tata Steel Limited ('Transferee Company') ('Scheme').

This is to inform that pursuant to the order of the Hon'ble Tribunal dated February 20, 2020 passed in the Company Scheme Application No. 129/MB-II/2019 and orders dated January 11, 2021, January 19, 2021 and February 05, 2021 passed in the Company Application No. 1081/2020, the Hon'ble Tribunal has directed, *inter-alia*, that a meeting of the equity shareholders of the Transferor Company 2 be convened and held on **Friday, March 26, 2021 at 3:00 p.m. (IST)** through video-conferencing/other audio-visual means ('VC/OAVM') ('Meeting') to consider and if thought fit, to approve the Scheme.

As per the directions of the Hon'ble Tribunal, the Notice of the Meeting will be sent through electronic means to the equity shareholders of the Company. The Company has considered Friday, February 12, 2021 as the 'Cut-Off Date' for sending the Notice of the Meeting to the equity shareholders whose names appear in the Register of Members and/or Register of Beneficial Owners as maintained by the Depositories ('Eligible Shareholders'). The said Notice will be sent to the Eligible Shareholders at the e-mail address registered with the Company/Registrar and Transfer Agents ('RTA')/Depository Participants ('DPs'). No physical copies of the Notice will be sent to any shareholder.

The Notice of the Meeting will be available on the website of the Transferor Company 2 at <http://tatasteelbsl.co.in/Amalgamation.html>, the relevant section of the websites of the Stock Exchanges i.e. BSE Limited at [www.bseindia.com](http://www.bseindia.com) and National Stock Exchange of India Limited at [www.nseindia.com](http://www.nseindia.com) and on the website of National Securities Depository Limited ('NSDL') at [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

The Meeting will be conducted through VC/OAVM, in compliance with the operating procedures, issued from time to time, by the Ministry of Corporate Affairs, Government of India in this regard.

Eligible Shareholders can attend and participate in the Meeting ONLY through the VC/OAVM facility, the details of which will be provided by the Transferor Company 2 in the Notice of the Meeting. Accordingly, please note that no provision has been made to physically attend and participate in the Meeting.

The Transferor Company 2 will provide remote e-voting facility (prior to as well as during the Meeting) of NSDL to the Eligible Shareholders to cast their votes on the resolution set out in the Notice of the Meeting. The detailed procedure for remote e-voting will be provided in the Notice.

**Registration of e-mail address by the Eligible Shareholders of the Transferor Company 2**

The Transferor Company 2 has made special arrangements through its RTA for registration of e-mail address of those Eligible Shareholders (holding equity shares in electronic or physical form) who wish to receive the Notice electronically and cast their votes through postal ballot or remote e-voting process. Eligible Shareholders whose e-mail addresses are not registered with the Transferor Company 2/RTA/Depositories may register the same with the RTA on or before 5:00 p.m. (IST) on Friday, March 19, 2021.

**Process to be followed by the Eligible Shareholders for one-time registration of e-mail address**

- For members who hold equity shares in electronic form:**
  - Visit the link: [https://www.rcmcldelhi.com/updates/?cid=tsbl\\_ccm](https://www.rcmcldelhi.com/updates/?cid=tsbl_ccm)
  - Enter the DP ID and Client ID, PAN Details and Captcha Code.
  - System will verify the Client ID and PAN Details.
  - On successful verification, the system will allow the shareholder to enter e-mail address and mobile number.
  - Enter e-mail address and mobile number.
  - The system will then confirm the e-mail address for the limited purpose of service of the Notice.
- For members who hold equity shares in physical form:**
  - Visit the link: [https://www.rcmcldelhi.com/updates/?cid=tsbl\\_ccm](https://www.rcmcldelhi.com/updates/?cid=tsbl_ccm)
  - Enter the physical Folio Number, PAN details and Captcha Code.
  - In the event the PAN details are not available on record, shareholder(s) are required to enter the share certificate number (any one share certificate number, in case the shareholders hold multiple share certificates).
  - System will verify the Folio Number and the PAN details or the share certificate number.
  - On successful verification, the system will allow shareholder(s) to enter e-mail address and mobile number.
  - Enter e-mail address and mobile number.
  - If PAN details are not available, the system will prompt the shareholder to upload a self-attested copy of PAN Card.
  - The system will then confirm the e-mail address for the limited purpose of service of the Notice.

After successful submission of the e-mail address, NSDL will e-mail a copy of the Notice alongwith login ID and password for remote e-voting to the e-mail address so registered. In case of any queries, Eligible Shareholders may write to [investor.services@rcmcldelhi.com](mailto:investor.services@rcmcldelhi.com) or [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in).

Further, in case any Eligible Shareholder(s) wishes to receive a copy of the Notice and / or the Scheme, a request may be sent to the Transferor Company 2 at [tsbsl@tatasteelbsl.co.in](mailto:tsbsl@tatasteelbsl.co.in) or the same may be obtained free of charge on any day (except Saturday, Sunday and public holidays) from the registered office of the Company at Ground Floor, Mira Corporate Suites, Plot No. 1&2, Ishwar Nagar, Mathura Road, New Delhi - 110065 between 10:00 a.m. (IST) and 12:00 noon (IST) until the date of the Meeting.

For permanent registration of their e-mail address, Members holding shares in electronic form are requested to update their e-mail address with their concerned DPs and Members holding shares in physical form are requested to update their e-mail address with the RTA - RCMC Share Registry Pvt. Ltd. by writing to them at [investor.services@rcmcldelhi.com](mailto:investor.services@rcmcldelhi.com).

**Tata Steel BSL Limited**  
 Sd/-  
**Nisha Anil Seth**  
 Company Secretary & Compliance Officer

February 17, 2021  
 New Delhi

# India Inc opens up purse for employee retention

**SAMREEN AHMED, VIVEAT SUSAN PINTO & T E NARASIMHAN**  
 Bengaluru/Mumbai/Chennai, 18 February



Employees of some top Indian companies were in for a pleasant surprise when they received a mail from their HR team announcing a hike in salaries and bonuses.

Led by IT firms and start-ups, HR managers say that while some have offered cash and stock options, others are in a wait-and-watch mode and add the trend will pick up in other sectors.

For example, IT giant Cognizant — which had an attrition rate of 19 per cent in the December quarter — has established a \$30-million employee retention fund in order to bring down the high attrition rate. This fund will be used to hold back top performers, especially the digitally skilled employees, according to media reports. Similarly, HCL had announced a one-time special bonus of \$90 million earlier this month to employees around the world as it crossed the \$10-billion revenue mark.

Other IT majors like TCS, Infosys, and Wipro have also rolled out salary hikes across levels. Soon after the outbreak, these companies had decided to freeze the wage hike decision as a cautionary move. However, the improved performance has now prompted them to relook at the decision.

While TCS announced its decision to raise salary for all its employees effective from October 1, Infosys hiked wages across board beginning January. Wipro too announced salary increments of up to 8 per cent for 80 per cent employees from January. No wonder, other companies are also opening up their purse for their employees.

"We are committed to providing wealth creation opportunities to all our employees. This is the reason why we have committed 5 per cent of our equity (\$50 million) towards ESOPs," said BharatPe CEO of Ashneer Grover.

HR managers said since a lot of IT firms did not give hikes last year, employers are now taking steps to incentivise people to retain employees. "Given the market is hot, the good talent sitting in companies will have options to look at. To retain that critical talent, firms are also being proactive in taking care of

them," said Anshul Lodha, regional director at global recruitment consultancy Michael Page.

Data collated by rating firm, Care for the December quarter shows that some industries like NBFCs, textiles, telecom-service provider, real estate construction wherein despite the growth in net sales, employee costs have fallen. This could be as part of the cost rationalization measure undertaken by some companies in that respective industry.

In the nine months ending December 2020, FMCG companies have given incentives to trade, sales staff and dealers who were at the front-line during the pandemic period, offering them insurance, hospitalisation and credit benefits. Employees have not been retrenched and internship letters to management trainees have been honoured by top companies such as Hindustan Unilever, Dabur, Parle Products, ITC, Britannia, Nestle and Godrej

Consumer. Companies such as Asian Paints also announced it was raising salaries of its staff in the June quarter and deposited Rs 40 crore in the accounts of partner contractors and dealers who were not on its rolls.

Analysts say that despite these measures to boost employee and trade morale, staff costs (around 3-4 per cent) have not inflated much in the last three quarters. It remains within the 3-7 per cent zone, though margins did take a hit for some companies.

In the December quarter, staff cost for Nestle, for instance, was up sharply at 25 per cent YoY mainly due to higher incentives in view of Covid-19. The December quarter was further impacted due to finalisation of long-term compensation arrangements for most factory employees in line with industry practice. The result of this was that operating margins expanded just 27 bps YoY for Nestle in the December quarter expect these measures to continue in Q4, undertaken by those companies who've been laggards so far.

Other industry like auto companies did not give any extra incentives but a Hyundai official said it ensured that the salaries, bonus and performance incentives have always been paid on time to its 5000 employees, even during unprecedented business scenarios.

## E-learning, WFH power up laptop sales, says IDC

**SHIVANI SHINDE**  
 Mumbai, 18 February

Demand thanks to the rising trend of e-learning and remote working gave a fillip to sales of notebooks and laptops in 2020. CY20 ended the biggest year for notebooks with 79-million-unit shipments during the year.

Notebook shipments grew 6 per cent in 2020, said the International Data Corporation (IDC) Worldwide Quarterly Personal Computing Device Tracker.

If one excludes the mega ELCOOT deal, notebooks witnessed an impressive 34.3 per cent YoY growth this year, said IDC. Had the industry not been challenged by the component shortages, notebook shipments could have been much higher during the year. Contrary to this, desktop shipments saw a decline of 33.2 per cent in 2020 as companies reduced their spending on fixed computing devices and preferred mobile devices to manage their operations remotely. This led to a 6.4 per cent decline for the overall PC market in 2020.

The PC market included desktops, notebooks and workstations. IDC stated that 2.9 million PCs were shipped in 4Q20 (Oct-Dec), with notebooks growing 62.1 per cent YoY to contribute more than three-fourths of total shipments. The growth driver continues to be the demand from e-learning and remote working, leading to a 74.1 per cent and 14.1 per cent annual growth in the consumer and enterprise segments, respectively. For Q4CY20, PC shipments grew by 27 per cent year-on-year, said data from the IDC.

"The massive demand in the consumer segment driven by online learning led the exceptional performance of notebooks. Likewise, gaming notebook PCs were one of the fastest-growing categories, further proof of the growing importance of gaming in the country," said Bharath Shenoy, Market Analyst, PC Devices, IDC India. Shenoy adds, "The market saw demand across the price bands and concluded the biggest fourth-quarter shipments for notebooks in India. However, the severe supply challenges for entry-level CPUs and panels restricted growth, as supply remains much lower than the current demand in the country."

## WhatsApp to give option to review policy updates

**NEHA ALAWADHI**  
 New Delhi, 18 February

Following the backlash it received for the update to its privacy policy in early January, WhatsApp will now let users take a better look at the changes that have been proposed, and reinforce that it does not change personal communication between people.

"In the coming weeks, we'll display a banner in WhatsApp providing more information that people can read at their own pace. We've also included more information to try and address concerns we're hearing. Eventually, we'll start reminding people to review and accept these updates to keep using WhatsApp," the messaging platform said in a blog post.

The update was worded in a way that led users to believe their information was unsafe and not end-to-end encrypted, causing an exodus of users. WhatsApp extended the deadline for the privacy policy update to May 15, from Feb 8.

WhatsApp has clarified that the update only impacts the way users interact with WhatsApp business accounts.

"We also think it's important that people know how we can provide WhatsApp for free," the

company said in the post.

"Every day, millions of people start a WhatsApp chat with a business because it's easier to do so than placing a phone call or exchanging emails. We charge businesses to provide customer service on WhatsApp — not people. Some shopping features involve Facebook so that businesses can manage their inventory across apps. We display more information directly in WhatsApp so people can choose if they want to engage with businesses, or not," it added. The Facebook-owned app is providing this deeper look at its privacy policy following some of the feedback it got for the way the update was communicated to users.

WhatsApp said it cannot read or listen to personal conversations as they're end-to-end encrypted.

WhatsApp does not keep logs of who everyone is messaging and that it does not share contact lists with Facebook. "This is our global approach to protecting people's most private information and that's not changing," the company said.

Since January, WhatsApp built a way to communicate these points directly in the app through its Status feature, accessible to its over two billion user base.

## Once bitten, Mittal scion not twice shy of taking battle to tech giant FB

**BLOOMBERG**  
 18 February



Kavin Bharti Mittal (pictured) is planning to revive his struggling technology start-up more than four years after it was valued at \$1.4 billion by backers including Softbank Group Corp.

Since attaining unicorn status in 2016, New Delhi-based Hike has suffered a string of setbacks. The latest blow came last month when it shut down its signature messaging app — a platform that had grabbed the attention of investors such as Tencent Holdings and Foxconn Technology Group, for taking on WhatsApp in the local market.

That setback, however, doesn't mean the end of the road for Hike, the 33-year-old son of Bharti Airtel's billionaire-chairman Sunil Mittal said in an interview last week. In a bid to rekindle growth, he's now betting on a Facebook-like new social networking platform that promises to weed out "creeps" and "fake profiles" as well as a gaming app that aims to tap rising demand in the world's second-most populous country.

"This is the most excited I've been in 18 months," Mittal said. Hike will return

to investors to raise funds sometime this year, he said, declining to elaborate.

Mittal's attempt to salvage the start-up highlights the struggle faced by many Indian technology entrepreneurs who are chasing a market of more than a billion consumers with a smartphone user base that's projected to surpass 750 million this year, with online entertainment to financial products and shopping.

In recent years, Mittal has seen more lows with Hike, as the glory of its early years faded. Despite becoming a hit early on thanks to its quirky stickers and a privacy feature that let teenagers hide chats from parents, Hike's messenger app overtime failed to challenge WhatsApp's

popularity. Another idea of Mittal — a super-app similar to China's WeChat — also didn't take off.

Hike saw revenue from operations crash to \$5,000 for FY19 — the latest year for which data is available — from \$81,000 in FY18, according to researcher Traxn Technologies.

After scaling up too fast and making some top-level hiring decisions that didn't work out well, Hike is now more streamlined with just 155 employees. Mittal is focused on bolstering revenue through Hike's two new platforms.

Vibe is a by-approval-only social networking website that, according to its website, promises to connect users with "the funnest people online. Safely." More than 300,000 applications have come since the sign-ups opened last month.

Rush is Hike's new bite-sized gaming platform launched in December and is an online version of gaming arcades with coin-operated game machines typically found in malls and amusement parks.

"With Vibe and Rush, we have completed one big pivot. We are cutting away the old stuff," Mittal said.

"We'll start thinking about what it means to be profitable in 2022."