



Date: December 27, 2025

To,
The Manager,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400 001.

To,
The Manager,
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex, Bandra (East),
Mumbai - 400 051.

Scrip Code: **535136**

Symbol: **NIBE**

Subject: Newspaper Publication of Information regarding Extra Ordinary General Meeting of the Company.

Dear Sir/Madam,

In Compliance with Regulation 30 and 47 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and with the Companies Act, 2013 read with Rules framed thereunder and the applicable circulars issued by the Ministry of Corporate Affairs, please find enclosed herewith copies of the newspaper advertisements, inter-alia, informing the Members about the Extra Ordinary General Meeting of the Company scheduled to be held on Thursday, January 22, 2026, at 03:00 P.M. (IST) through Video Conferencing/ Other Audio Visual Means, as published in the below mentioned newspapers today i.e. December 27, 2025.

1. Business Standard (English)
2. Navrashtra (Marathi)

This is for your information and records.

Thanking you,

Yours faithfully,

For Nibe Limited

Komal Bhagat
Company Secretary and Compliance Officer
Membership No.: A49751

Tata Steel's Dutch arms face €1.4 bn lawsuit over pollution allegations

Firm calls allegations unsubstantiated, says it'll 'vehemently' defend itself as environmental group sues it

SAKET KUMAR
New Delhi, 26 December

Case file

- No immediate financial implication, case to stretch 2-3 years
- Case funded by third-party litigation financiers
- Claim cites health risks, lower property values regionally
- Company highlights adhering to sustainability rules



Tata Steel's two Dutch subsidiaries are facing a €1.4 billion lawsuit in the Netherlands alleging health and property damage caused by emissions from the company's steelmaking operations, a charge which the Indian conglomerate labelled as "unsubstantiated and speculative".

In an exchange filing on Thursday, Tata Steel said that environmental group Stichting Frisse Wind.nu (SFW) has served a writ of summons on Tata Steel Nederland BV and Tata Steel IJmuiden BV on December 19.

And the proceedings have begun before the District Court of North Holland in Haarlem under the Dutch Act on Collective Settlement of Mass Claims (WAMCA).

SFW has said that it is acting on behalf of residents living near Tata

Steel's IJmuiden plant. The lawsuit relates to allegations that emissions of hazardous or harmful substances from Tata Steel's operations in Velsen-Noord have adversely affected residents' health and living conditions.

According to the filing, SFW is seeking approximately €1.4 billion in compensation, citing increased susceptibility to various health issues and loss of enjoyment of homes. Justifying the claim, SFW

said that average home values in the region lag those in comparable areas due to the impact of Tata Steel's operations.

On its part, Tata Steel said that SFW has provided no supporting evidence. The company said its Dutch subsidiaries, collectively referred to as TSN, reject the allegations and consider the claims to be without any basis.

"TSN considers that it has strong arguments to defend

against the claims and will vehemently defend itself," Tata Steel said. The company also added that, in its assessment, SFW faces considerable challenges in establishing both the admissibility of the case and the merits of its claims.

Under the WAMCA framework, proceedings are conducted in two stages: Admissibility and merits, with each phase expected to take two-three years to conclude.

Tata Steel said that given the nature of the process, a discussion on the quantum of claims is not expected in the coming years thus limiting the likelihood of near term financial implications for the company. The filing also disclosed that the SFW's action is being funded by Redbreast Associates NV and Omni Bridgeway SA, both third party litigation funders. SFW has published a compliance statement outlining the compensation structure for financiers.

It allows them to receive either a multiple of their investment or a share of any recovered amount, capped at 25 per cent.

Tata Steel said health and a clean living environment remain key priorities for its Dutch operations. The company highlighted that TSN has made substantial investments under its Roadmap+ programme over the past five years to address concerns raised by neighbouring communities.

"TSN consistently ranks among the leading global blast furnace-based steel producers in terms of CO2 efficiency, with performance metrics well below both European and global averages," it added.

Given these efforts, the company said it believes that SFW's claim lacks merit.

The company said it is examining the documents received from SFW, consulting legal counsel and assessing potential implications.

Restaurants brace for gig workers' strike on New Year's Eve

AKSHARA SRIVASTAVA, PEERZADA ABRAR & AUHONA MUKHERJEE
New Delhi/Bengaluru, 26 December



Restaurants are bracing for a quiet New Year's Eve (NYE) as gig workers plan to go on a strike, after denting their businesses on Christmas.

Christmas and NYE are among the highest volume days for eateries, and the strike on Thursday impacted orders for most eateries, especially in the northern parts of the country, led by Gurugram.

Unions called the strikes in response to low and falling earnings, arbitrary incentives, long working hours, lack of social security, sudden ID deactivations, and platforms' refusal to formally recognise unions, said Shaik Salauddin, founder president, Telangana Gig and Platform Workers Union (TGPWU).

He is also the national general secretary at Indian Federation of App-based Transport Workers (IFAT).

"The last seven days of December are almost like a 13th month and the strike on December 25 impacted us badly. Of our 800 pan-India outlets, operations at almost 100 were impacted, leading to losses in the range of 20-25 per cent," Sagar Daryani, co-founder and chief executive officer (CEO), Wow! Momo told *Business Standard*.

"We felt the maximum effect in Gurugram, while Patna and Delhi faced a lunch-washout. Prominent southern markets like Chennai, Bengaluru, and Hyderabad were also impacted. While some orders were delivered through our own app, where we partner with players like Rapido and Porter, almost one-fourth of sales were washed away," he added.

Another prominent cloud chain, with close to 100 kitchens across the country, said the disruption was quite serious.

"We lost almost 12 per cent of our sales, but on a day like Christmas, when volumes are massive, 12 per cent translates into a lot of revenue loss," the industry executive said, adding that they are in touch with relationship managers from Zomato and Swiggy.

"Aggregators need to do a better job at managing such crises, because at the end of it all, it is customers and restaurants who suffer. We rely on the year-end period a lot as sales are high and these things leave a bad taste in the mouth," the executive further said.

"Multiple representations, notices, and meetings were sought with plat-

Unions called the strike in response to low earnings, arbitrary incentives, long working hours, lack of social security, etc

form companies at city and state levels, but they remained largely unfruitful. Platforms mostly delayed decisions or gave assurances without concrete action," Salauddin said.

These meetings featured discussions on fair and transparent pricing, minimum earnings guarantee, reduction of commissions, protection from unjust deactivations, insurance, and social security.

Meanwhile, some quick-commerce players agreed that while there has not been any monumental impact, it has impacted services in some areas. In apprehension of the strike on 31st December, players said they would increase incentives.

"Anyways during the last five days of December incentives are high. Just as during the festive season. On an average gig workers earn ₹2,000-₹3,000 per day. During these days they will earn ₹5000-7000 per day," said an official from a quick commerce platform.

However, e-commerce industry executives said the strike had little impact on platform operations, with companies reporting business continuity during a peak demand period.

Executives said companies are adhering to global best practices, offering delivery partners insurance coverage, access to medical care, rest facilities, emergency support, safety training, and flexible work arrangements as part of broader efforts to support worker welfare.

"Some of these protests are driven by vested interests and political ambitions," said one e-commerce executive. "Strike calls tend to surface during festive and year-end periods, but we have not seen any disruption to operations."

Retailers step up hiring of women from shop floors to leadership roles

ANEeka CHATTERJEE
Bengaluru, 26 December

India's retail sector is sharpening its focus on woman workforce as a key talent pool, with retailers across the sector planning to step up female hiring over the next few years.

From shop floors to mid-management and leadership pipelines, retailers say women's participation is no longer viewed as a diversity add-on but a business necessity. It is shaping customer experience, workforce stability and long-term growth.

Retailers said as they scaled their physical presence, women were expected to play a bigger role not only in sales and visual merchandising, but also in store operations, people management and brand-building functions. Yet women's participation in retail remains uneven, with sharp disparities across categories, roles and regions, reflecting structural barriers.

Staffing firm TeamLease Services said women's participation varies dramatically, depending on the product being sold, even when jobs are similar in skill and pay. "In lifestyle, fashion, beauty and cosmetics retail, women account for nearly two-thirds of the frontline workforce," said Balasubramanian A, senior vice-president at TeamLease Services. He added, "But in electronics and consu-

mer durables, women make up barely 5-7 per cent, despite the work cards, compensation and store environments being very similar."

The gender gap is widest in fast-moving consumer goods (FMCG) feet-on-street sales, where travel, tough targets, low pay and poor facilities keep women below 5 per cent.

Rising women's participation has followed deliberate workplace investments, with electronics manufacturing service (EMS) and garment manufacturers building women-heavy teams through hostels, safe transport, female-managed housing and paid training.

"It's harder to attract women initially, but once they come in, retention is significantly higher," TeamLease said. "Women tend to stay longer if the ecosystem works."

Some organised retailers are redesigning store leaderships, appointing women as HR heads. This is to boost trust, grievance redressal, and female workforce participation.

The female workforce share has surged by 23 per cent, led by flexible schedules, gig formats, and customer-facing roles in fashion, beauty, and e-commerce, according to a report by V5 Global, a part of First Meridian Group.

Further, India's retail sector is poised to grow from \$1.18 trillion in 2025 to nearly \$2 trillion by 2030, with organised retail's share climbing to over 35 per cent from 18 per cent.

Essensai067, a mall based in Bengaluru, maintains an almost equal gender ratio across its retail, food and beverages (F&B), operations and creative teams. Founder and managing director (MD) Haresh Mirpuri said this balance emerged organically rather than through quotas. "Retail is uniquely positioned to support women's participation by blending human interaction, creativity and leadership," Mirpuri said.

He added, "When the environment is safe, respectful and growth-oriented, women elevate the entire experience." As Essensai067 expands, it expects women's participation to rise further, particularly in mid-level and senior roles spanning community management, hospitality, events and brand storytelling.

At Archies, women account for nearly 50 per cent across its offline retail network, with particularly strong representation in customer-facing roles.



Housing sales in 7 cities down 14% in '25 but value up 6%

Housing sales in seven major cities in 2025 declined 14 per cent from the previous year even as the value increased 6 per cent, said a report by Anarock, a real estate consultancy firm.

Hardening property prices, layoffs in the information technology (IT) sector, geopolitical tensions and "other uncertainties" slowed down the residential property market's growth momentum in 2025. The growth in value was driven by demand for luxury housing, as the post-pandemic preference for larger, better homes by branded developers continued. About 3,95,625 housing units worth more than ₹6 trillion were sold in 2025, compared to 4,59,645 units valued at more than ₹5.68 trillion in 2024. The Mumbai metropolitan region (MMR), Pune, Bengaluru, Hyderabad and the National Capital Region (NCR) accounted for 90 per cent of all sales.

MMR recorded the highest sales at about 1,27,875 units, down 18 per cent from 2024. Pune followed with 65,135 units sold, a 20 per cent decline. Together, these two western markets led residential sales in 2025, accounting for 49 per cent of total volumes. Chennai was the only city to see an increase in sales, up 15 per cent year-on-year with 22,180 units sold.

As many as 4,19,170 units were launched in 2025, up 2 per cent from about 4,12,520 the previous year. MMR and Bengaluru saw the highest new supply, together accounting for nearly 48 per cent of launches during the year. The share of new supply priced above ₹2.5 crore across the seven cities rose to 21 per cent in 2025, from 18 per cent in 2024. This trend is expected to continue in 2026.

When industry giants speak, everyone listens.

In-depth Q&As with market mavens — every Monday in Business Standard.

To book your copy, SMS reachbs to 57575 or email order@bsmail.in



Business Standard
Insight Out

COCHIN INTERNATIONAL AIRPORT LIMITED
TENDER NOTICE 27.12.2025
Online Item Rate E-tenders are invited from reputed agencies for the work mentioned below at Cochin International Airport.

Sl No	Name of Work	Estimate	EMD	Period
1	SITC of Computers & Peripherals at CIAL (CIAL/COMMN/SHW/74)	Rs. 4 Crores	Rs. 8 Lakh	04 Weeks
2	SITC of Bomb Suit at CIAL (CIAL/COMMN/BDDS/2025/02)	Rs. 60 Lakh	Rs. 1.20 Lakh	03 Months

Interested firms may register themselves on the online E-Tendering portal <https://etenders.kerala.gov.in> and then download the Tender documents. For eligibility criteria and other details, visit our website www.cial.aero

MANAGING DIRECTOR

NIBE LIMITED
CIN No: L34100PN2005PLC205813
Plot No E-2/2, Phase III, MIDC Industrial Area, Nanekarwadi CT, Khed, Chakan, Pune, Maharashtra, India, 410501
Website: www.nibelimited.com | Email: gs@nibelimited.com | Phone No: +91 02135 - 691799

NOTICE
EXTRA ORDINARY GENERAL MEETING OF THE COMPANY

This is to inform that Extra Ordinary General Meeting ("EGM") of the Members of Nibe Limited ("the Company") will be convened on **Thursday, January 22, 2026**, through Video Conferencing (VC)/Other Audio Visual Means (OAVM) facility to be provided by the National Securities Depository Limited. ("NSDL") in compliance with applicable provisions of the Companies Act, 2013 (the Act) and Rules framed thereunder.

The Ministry of Corporate Affairs, Government of India ("MCA") has vide its circular No. 09/2024 dated 19th September, 2024, read with circulars dated 8th April 2020, 13th April 2020, 5th May 2020, 13th January 2021, 8th December 2021, 28th December 2022 and 25th September 2023, 03/2025 dated September 22, 2025 (collectively referred to as "MCA Circulars") allowing, inter-alia, conducting of AGMs/EGMs through ("VC / OAVM") facility on or before 30th September 2025. The Securities and Exchange Board of India ("SEBI") also vide its Circular No. SEBI/HO/CFD/CFD-PoD-2/P/CIR/2023/167 dated 7th October, 2023 and SEBI/HO/CFD/CFD-PoD-2/P/CIR/2024/133 dated 3rd October, 2024 ("SEBI Circulars") has provided certain relaxations from compliance with certain provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"). In compliance with these Circulars, provisions of the Act and SEBI Listing Regulations, the EGM of the Company is being conducted through VC/OAVM facility, without the physical presence of Members at a common venue.

The Notice of the EGM and the Explanatory Statement will be made available on the website of the Company at www.nibelimited.com, website of the Stock Exchanges i.e. BSE Limited and the National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively, and on the website of NSDL at www.evoting.nsdl.com

Members can attend and participate in the EGM through the VC/OAVM facility only, the details of which will be provided by the Company in the Notice of the EGM. Members attending the EGM through VC/OAVM shall be counted for the purpose of reckoning the quorum under Section 103 of the Act.

The Notice of the EGM will be sent electronically to those Members whose e-mail addresses are registered with the Company/Registrar and Transfer Agents (the Registrar)/Depository Participants (the DPs). As per the SEBI Circular, no physical copies of the Notice of the EGM shall be sent to any Member, however a letter with the details to access the Notice of EGM will be sent to all the Members whose email address is not registered with the Company/the Company's Registrar and Transfer Agent.

The Members of the Company holding shares in demat form and who have not registered/updated their e-mail addresses with the Company/Registrar and Transfer Agents (the Registrar)/Depository Participants (the DPs) are requested to follow the following process for procuring user id and password and registration of e-mail ids for e-Voting for the resolutions set out in the Notice of the EGM:

Please provide Demat account details (CDSL-16-digit beneficiary ID or NSDL-16-digit DPID + CLID), Name, client master or copy of Consolidated Account statement, PAN (self-attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar Card) + Update Email Id/Mobile Number to Company/RTA email id.

In case of any query relating to remote e-voting, Members may refer Help and FAQs section available at NSDL website www.evoting.nsdl.com. For any grievances related to e-voting, please contact at evoting@nsdl.com or call on: 022 - 4886 7000 or send a request to Mr. Suketh Shetty at evoting@nsdl.com

In terms of SEBI Circular dated December 9, 2020, Individual Members holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Members are required to update their mobile number and email ID correctly in their demat account in order to access e-Voting facility.

By Order of the Board of Directors of Nibe Limited
Sd/-
Komal Bhagat
Company Secretary & Compliance Officer

Date: December 26, 2025
Place: Mumbai

पंजाब नैशनल बैंक Punjab National Bank
...परोसे का प्रतीक! ...the name you can BANK upon!

Share Department, Board & Co-ordination Division
Plot No. 4, Dwarka Sector-10, New Delhi-110075
Email Id: hosd@pnb.bank.in

PUBLIC NOTICE

Notice is hereby given that below mentioned Share Certificates of the Bank have been reported lost/misplaced/stolen and the registered holders thereof have requested for issue of duplicate share certificates:

Sr. No.	Name of Shareholder(s)	Folio No.	Share Certificate No.	Distinctive No. of Shares	No. of Shares
1.	Arun Shah Aruna A Shah (Jt. Holder-1) Sandeep A Shah (Jt. Holder-2)	1235150	26508	6739571241-6739571355	115
2.	Subhash Chandra	1346923	33583	6740489401-6740489515	115

In case any person has any claim in respect of the said shares/any objection(s) for the issuance of duplicate certificates in favour of the above stated shareholders, he/she/they should lodge their claim or objection within 15 days of the date of publication of this Notice. If within 15 days from the date hereof no claim is received by the Bank in respect of the said certificates, duplicate share certificates/letters of confirmation will be issued. The public is hereby cautioned against dealing in any way with the above mentioned certificate.

For Punjab National Bank
(Bikramjit Shom)
Company Secretary

Date: 26.12.2025
Place: New Delhi

EICHER
EICHER MOTORS LIMITED
CIN: L34102DL1982PLC129877
Regd. Office: Office number 1111, 11th Floor, Ashoka Estate, Plot Number 24, Barakhamba Road, New Delhi - 110001
Telephone: +91 11 41095173
Corp. Office: #96, Sector 32, Gurugram - 122001, Haryana
Telephone: +91 124 4445070
Email: investors@eichermotors.com, Website: www.eichermotors.com

Notice for Loss of Share Certificates

Notice is hereby given that the following Share Certificate(s) of Eicher Motors Limited ("the Company") have been reported as lost/misplaced/stolen by the below mentioned registered holder(s) and they have applied to the Company for issue of duplicate share certificate(s).

Name of Shareholder	Folio No.	Certificate No.	Distinctive Nos. From	To	No. of shares (Face value Rs.10 each)
Ashish Pancholi	54670	93781	19047615	19047714	100
Sunita A Shahani jointly with Ajay Shahani	62294	122676	10374585	10374588	04
Surendra Agrawal	5718	15720	1570101	1570200	100
Madhusudan Adwanikar jointly with Geeta Adwanikar	3104	13104	1308501	1308600	100
Kamal Singh Parmar	42252	19145	1912601	1912700	100

Any person who has a claim in respect of the said certificate(s) should lodge his/her claim with all supporting documents with the Company at its registered office address at Office No. 1111, 11th Floor, Ashoka Estate, Plot No. 24, Barakhamba Road, New Delhi-110001, India. If no valid and legitimate claim is received within 15 days from the date of publication of this notice, the Company will proceed to issue duplicate share certificate(s) / Letter of Confirmation to the person(s) named above subject to verification of all documents and no further claim would be entertained from any other person(s).

For Eicher Motors Limited
Sd/-
Atul Sharma
Company Secretary & Compliance Officer

Date : December 26, 2025
Place : New Delhi

