



CORDS CABLE INDUSTRIES LIMITED

REGD. OFFICE : 94, 1st Floor, Shambhu Dayal Bagh
Marg, Near Okhla Industrial Area Phase-III,
Old Ishwar Nagar, New Delhi - 110020

Tel : +91-11-40551200; Fax : +91-11-20887232

Website : www.cordscable.com ; Email : ccil@cordscable.com

CIN: L74999DL1991PLC046092

Date: 25.02.2026

| | |
|--|---|
| Listing Department (Compliance Cell), National Stock Exchange of India Limited Exchange Plaza, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai-400 051 <u>Scrip Code : CORDSCABLE</u> | Listing Department (Compliance Cell), Bombay Stock Exchange Ltd. Floor 25, PJ Towers, Dalal Street, Mumbai-400 001 <u>Scrip Code : 532941</u> |
|--|---|

Subject: Newspaper Advertisement on Special Window for Re-lodgement of Transfer and Dematerialisation of Physical Securities.

Dear Sir / Madam,

Please find enclosed herewith is the newspaper advertisements published in Financial Express and Jansatta dated February 25th, 2026 for creating awareness among shareholders pursuant to SEBI's Circular No. HO/38/13/11(2)2026-MIRSD-POD/I/3750/2026 dated January 30, 2026.

The copy of this intimation is also available on the websites of the Company i.e. www.cordscable.com.

Thanking You,

For CORDS CABLE INDUSTRIES LIMITED

**Garima Pant
(Company Secretary)**

Works :

(UNIT I) : A-525, E-518, 519, 520, Industrial Area Chopanki, Bhiwadi, Distt. Alwar - 301019 (Rajasthan) Tel. No. : +91-7230003177

(UNIT II) : SP-239, 240, 241, Industrial Area Kaharani, Bhiwadi, Distt. Alwar - 301019 (Rajasthan) Tel. No. : +91-7230003176

74% RECRUITERS STRUGGLE FINDING TALENT Skill diversity fuels hiring momentum

Three in four recruiters struggle to hire the right talent: LinkedIn

BISWAJIBAN SHARMA
New Delhi, February 24

FOR A GROWING number of young professionals, the toughest question in job hunting isn't where to apply—it's what to learn next. As technology reshapes every role, nearly four in ten Indian job seekers now say they feel unprepared for the speed at which skills are evolving, according to new data from LinkedIn.

The findings, part of LinkedIn's Skills on the Rise 2026 report, spotlight five fast-growing "skill stacks" defining the modern workplace: AI and automation, data and analytics, IT and cybersecurity, business and growth, and people and leadership. Together, these represent the evolving mix of technical and human capabilities employers are seeking.

Globally, 46% of recruiters now rely on skills data to fill roles. Yet in India, 74% say it's harder than ever to find qualified talent. Demand is surging for professionals who can harness AI tools, translate data into decisions, and strengthen digital systems. But technical expertise alone no longer guarantees success. As AI makes teams more cross-functional, collaboration and leadership are becoming critical differentiators.

"For years, young professionals were told to specialise. In 2026, that rule is changing," said Nirajita Banerjee, LinkedIn Career Expert and India Senior Managing Editor. "The candidates getting noticed today aren't just specialists—they're skill stackers.

THE SKILL SHIFT FIVE STACKS

AI, data, IT, business, people

38% job seekers feel unprepared

46% recruiters use skills data

■ AI, data, and efficiency drive demand
■ Soft skills now key differentiator

■ AI tools, automation, prompt skills rising
■ Data storytelling, decision-making in demand

■ IT and cybersecurity demand resilience and threat detection skills
■ People and leadership skills are essential across all functions in an AI-driven world

They combine AI fluency, data literacy, operational know-how, and collaboration. That adaptability is what gets you hired and promoted."

Each skill stack tells a story about shifting work priorities. AI and automation now underpin productivity itself, with prompt engineering and workflow automation spreading from IT into HR, marketing and sales. Data and analytics skills are moving beyond raw analysis to actionable insight, with storytelling and decision-making becoming core capabilities.

In IT and cybersecurity, system resilience is emerging as the backbone of digital growth, driving demand for skills like cloud infrastructure, real-time monitoring and threat detection.

Meanwhile, the business

Cybersecurity, cloud, threat detection crucial

Business growth needs negotiation, optimisation



■ Adaptable, upskilled professionals thrive in the AI economy

India Inc to hand out 9.1% pay hike this yr

SALARIES IN INDIA are projected to rise 9.1% in 2026, reflecting sustained employer confidence and steady economic momentum, according to a study by Aon.

Aon, a leading global professional services firm, revealed that while the salary momentum remains steady, pay growth is increasingly uneven across sectors. Real estate, infrastructure and non-banking financial companies (NBFCs) are expected to post the highest hikes, followed by automotive manufacturing, engineering design, industrial manufacturing and retail. These trends, Aon notes, reflect employers' ongoing push to strengthen technology, engineering and customer-facing roles in a market. **FE BUREAU**

Unlisted firms clock solid growth

RELIANCE RETAIL HAS topped the JM Financial Hurun India Unlisted Gems 2026 list of India's leading unlisted companies, clocking ₹2.71 lakh crore in revenue with 5% annual growth. Flipkart ranks second at ₹83,105 crore, up 17%. Tata Electronics posted a stunning 1,652% jump to ₹66,601 crore on the back of its semiconductor push, while Malabar Gold & Diamonds rose 38% to ₹66,872 crore. Retail and consumer-facing firms dominate the top ten, alongside fast-growing players in real estate, manufacturing, fintech and digital commerce.



| Top 5 companies by revenue | | | | | |
|----------------------------|-----------------|----------|---------------------------|------------------|--------------|
| Revenue % Chg (y-o-y) | ↑ 5 | ↑ 17 | ↑ 38 | ↑ 1,652 | ↑ 5 |
| Revenue 2025 (₹ cr) | 2,71,227 | 83,105 | 66,872 | 66,601 | 32,188 |
| Company | Reliance Retail | Flipkart | Malabar Gold and Diamonds | Tata Electronics | Tata Digital |
| Rank | 1 | 2 | 3 | 4 | 5 |

| Top 5 companies by 3-year revenue CAGR (%) | | | | | |
|--|------------------|----------------------------------|-------------------|---------|-------|
| Revenue 2025 (₹ cr) | 66,601 | 15,247 | 3,983 | 4,746 | 2,473 |
| Revenue (3-year CAGR %) | 3,173 | 904 | 522 | 198 | 196 |
| Company | Tata Electronics | Tata Passenger Electric Mobility | JSW One Platforms | Spinnny | CRED* |
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*Based on 2024 filings

Bengal SIR: SC allows judges from other states

Now, judges from Odisha, Jharkhand to assist the drive

EXPRESS NEWS NETWORK
New Delhi, February 24

THE SUPREME COURT on Tuesday permitted the deployment of judicial officers from Odisha and Jharkhand for completing the adjudication of claims and objections of persons included in the "logical discrepancy/unmapped category" during the ongoing Special Intensive Revision of electoral rolls in West Bengal.

A bench of Chief Justice of India Surya Kant and Justices Joymalya Bagchi and Vipul M Pancholi also said that the Chief Justice of Calcutta High Court can depute civil judges, if needed.

On February 20, the top court, while taking note of the "trust deficit" between the state government and the Election Commission of India (ECI), had directed deployment of serving and former district judges of West Bengal for vetting claims and objections.

The CJ said that on February 22 he had received a communication from the Chief Justice of the Calcutta High Court stating that while there are 5 million cases of logical discrepancy or unmapped categories to be decided, only 250 judicial officers were available for such duties. Even if one officer was to decide 250 matters a day, it will take at least 80 days to complete the process.

"In addition to the judicial officers already assigned the tasks, the Chief Justice of the High Court would be entitled to draw officers from the rank of Civil



The CJ said he received a letter from Calcutta HC noting 5 million pending discrepancy cases, but only 250 officers were available

Judges (Senior Division) and Civil Judges (Junior Division) who have experience of not less than three years," the bench ordered.

It added, that "if the Chief Justice of the Calcutta High Court is of the opinion that further human resources are required, he is at liberty to

approach the Chief Justices of the High Courts of Jharkhand and Orissa to provide serving or retired judicial officers from those states of similar rank"

The SC asked the ECI to bear the expenses of their travel, honorarium etc and urged the Chief Justice of Jharkhand and

Orissa "to sympathetically and urgently consider any request that may be made by the Calcutta High Court Chief Justice in this regard."

The bench also issued some directions for streamlining the nature of the work.

The court directed that "the verification shall be with reference to documents referred to in (a) notification dated October 27, 2025, issued by the ECI... declaring the commencement of SIR in the state of West Bengal, read with notification dated June 24, 2025 of the Standard Operating Procedure (b) the order passed by this Court on September 8, 2025... whereby Aadhaar card was allowed to be accepted as proof of identity and (c) the order of this Court on January 19, 2026... whereby Maadhyaamik (Class X) admit card and Maadhyaamik pass certificate was also allowed to be submitted."

The Singareni Collieries Company Limited
(A Government Company)
Regd. Office: Kothagudem - 507101, Telangana.

E-PROCUREMENT TENDER NOTICE

Tenders have been published for the following Services/Material Procurement through e-procurement platform. For details, please visit <https://tenders.telangana.gov.in> or <https://scclm.com>

INT. Enquiry No. - Description/Subject - Last date and time.

E172500363 - Comprehensive Annual Maintenance Contract for HP make Plotters for a period of 3 (Three) Years being used in mines and various departments of SCCL - 16.03.2026 - 17:00 Hrs.

E042500362 - Procurement of Range Finder (Distance Measurement) to use at various areas of SCCL - 16.03.2026 - 17:00 Hrs.

E152600356 - Procurement of 40 HP SS Casing Centrifugal pumps to various areas of SCCL - 16.03.2026 - 17:00 Hrs.

E102500369 - Procurement of PVC SWA AL, XLPE AL, CNDTOR and XLPE CU CNDTOR Cables - 16.03.2026 - 17:00 Hrs.

E142500325 - Loading, Transportation and delivery of Processed OB from KKOC (Mandamari Area) POB Plant to SRP group of UG mines for a period of two years - 10.03.2026 - 15:00 Hrs.

E052500355 - Procurement of Bleaching Powder on rate contract basis for a period of one year for use at various areas in SCCL - 06.03.2026 - 17:00 Hrs.

E042500360 - Procurement of HFOUD-68 Oil on RC Basis for two years period - 06.03.2026 - 17:00 Hrs.

E062500359 - Procurement of various types of Welding Equipments - 04.03.2026 - 17:00 Hrs. GM (MP)

INT. Enquiry No. - Description/Subject - Estimated Contract Value - Last date and time.

CRR/CVI_YLD/TN-63/2025-26, Dt.14.02.2026 - Construction of Chain Link mesh fencing around the 130.41 Ha Non-forest land at Koyyagudem OCPA, Yellandu Area, Bhadrachal Kothagudem District, Telangana State - Rs. 1,81,96,145/- - 04.03.2026-04.30 PM GM (Civil)

PR/2026/ADVT/IMP/CVI/20 DIPR B.O. No. : 1289-PP/CL-AGENCY/ADVT/1/2025-26, Date: 24-02-2026

KERALA WATER AUTHORITY e-Tender Notice

Tender No: 29/SE/PHC/ TSR/2025-26

Jal Jeevan Mission (JM)-5th SLSSC-Kolazhy Grama Panchayath - Thrissur District- Providing distribution network and 1900 FHTCs in Kolazhy Grama Panchayath- Package 1 - Part H -Pipeline Work-I-Balance work EMD : Rs. 5,00,000/-

Tender fee : Rs. Rs. 16,540 /- Last Date for submitting Tender : 11-03-2026 03:00:pm Phone : 0487 - 2423230 Website : www.kwa.kerala.gov.in

www.etenders.kerala.gov.in Superintending Engineer PH Circle, Thrissur

KWA-JB-GL-6-737-2025-26

CAPROLACTAM CHEMICALS LIMITED
(CIN: L24110MH1988PLC049683)

Regd. Office: B-31 MIDC, Industrial Area, Mahad, Dist: Raigad, Maharashtra, India, 402302
Phone: 09869324017, E-mail: caprolactam@gmail.com, website: www.caprolactam.co.in

NOTICE OF POSTAL BALLOT

NOTICE is hereby given pursuant to Section 110 read with Section 108 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act") (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Rules"), Secretarial Standard on General Meetings issued by the Institute of Company Secretaries of India ("SS-2") as amended, and in accordance with the requirements prescribed by the Ministry of Corporate Affairs ("MCA") for holding general meetings / conducting postal ballot process through electronic voting (remote e-voting) vide General Circular Nos. 14/2020 dated April 8, 2020, 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 8, 2021, 3/2022 dated May 5, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated September 19, 2024 ("MCA Circulars") and other applicable laws and regulations, as amended from time to time (including any statutory modification(s) or re-enactment(s) thereof for the time being in force, Caprolactam Chemicals Limited (the "Company"), seeks approval of the Members through Postal Ballot on the resolutions set out in the Notice of Postal Ballot ("Notice") by means of electronic voting. For this purpose, Members are requested to pass the resolutions by voting through electronic means ("remote e-voting"). Communication of assent or dissent of the Members would take place only through the remote e-voting system.

| Sr. No. | Description of Resolution | Type of Resolution |
|---------|--|---------------------|
| 1 | Revision in Remuneration of Mr. Siddharth Shankaral Bhanushali (DIN: 01721586) the Chief Financial Officer cum Whole-Time Director of the Company. | Special Resolution |
| 2 | Revision in Remuneration of the Ms. Zaver Shankaral Bhanushali (DIN: 00663374) Managing Director of the Company. | Special Resolution |
| 3 | Related Party Transaction with Ms. Shital Bhanushali (PAN: A1YYPBA4439L) with regards to Leasing of Property. | Ordinary Resolution |
| 4 | Revision in Consultancy Fees Payable by the Company to Related Party - Mr. Shankar Bhanushali. | Ordinary Resolution |

In compliance with the above-mentioned provisions and MCA Circulars, the electronic copies of Postal Ballot Notice ("Notice") along with the Explanatory Statement has been sent on February 20th, 2026 to those Members whose names appeared in the Register of Members / List of Beneficial Owners maintained by the Company/ Depositories respectively as at close of business hours on February 20th, 2026, (the "Cut-off date") and whose e-mail IDs are registered with the Company/Depositories. In accordance with the above-mentioned Circulars, members can vote only through remote e-voting process. Further, pursuant to the aforesaid circulars the requirement of sending physical copies of the Notice, postal ballot forms and pre-paid business reply envelopes has been dispensed with.

Notice will also be available on the Company's website at www.caprolactam.co.in, websites of the Stock Exchanges i.e. BSE Limited at www.bseindia.com and on the website of Purva Share Registry (India) Private Limited at <https://evoting.purvashare.com>.

The Remote e-voting period shall commence on Saturday, 28th February, 2026 at 10:00 a.m. (IST) and end on Sunday, 29th March, 2026 at 5:00 p.m. (IST) (both days inclusive). During this period shareholders of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date (record date) of Friday, 20th February, 2026 may cast their vote electronically. The e-voting module shall be disabled by Purva for voting thereafter.

Members are requested to refer to the detailed instructions for E-voting mentioned in notes forming part of the Postal Ballot Notice. All grievances connected with the facility for voting by electronic means may be addressed to Ms. Deepali Dhuri, Compliance Officer, Purva Share Registry (India) Private Limited, Unit No. 9, Shiv Shakti Industrial Estate, J. R. Boricha Marg, Lower Parel (East), Mumbai - 400011 or send an email to evoting@purvashare.com or contact at 022-022-49614132 and 022-35220056.

Mr. Rahul Gori is appointed as the Scrutinizer for conducting the Postal Ballot through remote e-voting process in a fair and transparent manner. The result of the Postal Ballot shall be declared by the Chairman or any other duly authorized person of the Company on Monday, 30th March, 2026, the same shall be communicated to the Stock Exchange and would also be uploaded on the Company's website at www.caprolactam.co.in.

Members who have not registered their e-mail address so far, or want to change their email ids, are requested to register/change the same with the Company/ RTA/ their Depository Participants, so as to receive all communications electronically.

By Order of the Board
For Caprolactam Chemicals Limited
Sd/-
Place: Mahad
Date: 25/02/2026
Ms. Zaver Bhanushali
DIN: 00663374

CORDS Cords Cable Industries Limited
Registered Office: 94, 1st Floor, Shambhu Dayal Bagh Marg, Near Okhla Industrial Area Phase-III, Old Ishwar Nagar, New Delhi-110020
* Tel: 011-40551200 * Fax: 011-20887232 * E-mail: ccil@cordscable.com
* Website: www.cordscable.com * CIN: L74999DL1991PLC046092

Special Window - Re-lodgement for Transfer and Dematerialisation of Physical Securities

Securities and Exchange Board of India ("SEBI") had discontinued transfer of physical shares from 1st April 2019. However, a special window was opened by SEBI from 7th July 2025 to 6th January 2026, for re-lodgement of physical share transfer requests originally submitted before 1st April 2019 but returned due to deficiencies in documentation. In order to facilitate the Investors, the SEBI vide its Circular No. HO/38/13/11(2)/2026-MIRSD-POD/1/3750/2026 dated 30th January 2026 has decided to open another special window for one year from 5th February 2026 to 4th February 2027. While lodging request under special window for transfer of physical shares, one of the mandatory requirements is submission of original share certificate which is as follows:

| Execution date of transfer deed | Lodged for transfer before 1st April 2019? | Original Security Certificate Available? | Eligible to lodge in the current window? |
|---------------------------------|---|--|--|
| Before 1st April 2019 | No (it is fresh lodgement) | Yes | Yes |
| | Yes (it was rejected / returned earlier) | Yes | Yes |
| | Yes | No | No |
| | No | No | No |

Further, the following cases will not be considered under this window:

- Cases involving disputes between transferor and transferee.
- Securities which have been transferred to Investor Education and Protection Fund (IEPF).

NOTE: All shares re-lodged during this period will be processed through the transfer-cum-demat route i.e. they will only be issued in dematerialised (demat) form after transfer and the same will be subject to a lock-in of one year.

Shareholders who have missed the earlier deadline for re-lodgement of transfer deeds are once again encouraged to take advantage of this opportunity by furnishing the necessary documents to the Company's Registrar and Share Transfer Agent ("RTA")- MUFG Intime India Private Limited and in case of any clarification, concerned shareholders can get in touch with the Company and RTA, at any of the addresses given below:

| Cords Cable Industries Limited | M/s. MUFG Intime India Private Limited, (formerly Link Intime India Private Limited) |
|--|--|
| 94, 1 st Floor, Shambhu Dayal Bagh Marg, Near Okhla Industrial Area Phase-III, Old Ishwar Nagar, New Delhi-110020 Tel: 011-40551200 Fax: 011-20887232 E-mail: ccil@cordscable.com Website: www.cordscable.com | Noble Heights, 1st Floor, NH - 2, C - 1 Block LSC, Near Savitri Market, Janakpuri, New Delhi 110058 E-mail: shamwan.kushwah@in.mpmfsm.fugf.com ; swapan@in.mpmfsm.fugf.com ; |

Update of KYC and conversion of physical shares into dematerialised form:
Shareholders are encouraged to update their E-mail IDs/ KYC details with RTA of the company or with their respective Depository Participants and the Shareholders holding shares in physical form are requested to convert their physical shares into dematerialised (electronic) form. Holding shares in dematerialised form offers multiple benefits and eliminates the risks associated with the physical share certificates.

By Order of Board of Directors
For Cords Cable Industries Limited
Sd/-
Garima Pant
Company Secretary

Date : 24.02.2026
Place : New Delhi

National Highways Authority of India
(Ministry of Road Transport and Highways)
G-5 & 6, Sector-10, Dwarka, New Delhi-110075

Unaudited Financial Results for the Quarter Ended 31st December, 2025
(As per SEBI circular no. SEBI/HO/DDHS_Div1/P/CIR/2022/000000103 dated July 29, 2022)

(₹ in Lakhs)

| S. No. | Particulars | Quarter ended | | Year ended |
|--------|---|----------------------------|----------------------------|------------------------------|
| | | 31 st Dec, 2025 | 31 st Dec, 2024 | 31 st March, 2025 |
| | | Unaudited | Unaudited | Unaudited |
| 1. | Total income from Operations | NA | NA | NA |
| 2. | Net Profit/(Loss) for the period (before prior period of Tax, Exceptional and or Extraordinary Items) * | (1,13,115.04) | (21,496.56) | (5,32,843.37) |
| 3. | Net Profit/(Loss) for the period before Tax (after Exceptional and or Extraordinary Items) | (1,13,515.00) | (21,834.48) | (5,36,889.91) |
| 4. | Net Profit/(Loss) for the period after tax (after Exceptional and or Extraordinary Items) | (1,13,515.00) | (21,834.48) | (5,36,889.91) |
| 5. | Total Comprehensive Income for the period (comprising Profit/Loss for the period (after tax) and Other Comprehensive Income (after tax) | (1,13,515.00) | (21,834.48) | (5,36,889.91) |
| 6. | Paid up Equity Share Capital (Shareholders' Fund) ** | 11,32,99,395.02 | 9,04,28,726.60 | 9,64,60,037.06 |
| 7. | Reserves (excluding Revaluation Reserve) | (3,46,674.49) | NA | (95,972.28) |
| 8. | Securities Premium Account | NA | NA | NA |
| 9. | Net worth (6+7+8) | 11,29,52,720.53 | 9,04,28,726.60 | 9,63,64,064.78 |
| 10. | Paid up Debt Capital/Outstanding Debt | 2,37,31,583.04 | 2,76,04,608.87 | 2,44,60,647.30 |
| 11. | Outstanding Redeemable Preference Shares | NA | NA | NA |
| 12. | Debt Equity Ratio *** | 0.21 | 0.31 | 0.25 |
| 13. | Earnings per share (of Rs. /- each) (for continuing and discontinued operations)- 1. Basic 2. Diluted | NA | NA | NA |
| 14. | Capital Redemption Reserve | NA | NA | NA |
| 15. | Debture Redemption Reserve | NA | NA | NA |
| 16. | Debt Service Coverage Ratio | NA | NA | NA |
| 17. | Interest Service Coverage Ratio | NA | NA | NA |

*The Authority is an executing agency of Government of India, mandated to develop, maintain and manage Road Assets entrusted to it. Authority does not have any source of operational income. All its operations are wholly dependent on funds provided by the Government of India; accordingly, any surplus or deficit reflected in the Profit and Loss Account represents only the excess of expenditure over receipts.

**Shareholder's Fund = Capital Base, Cess Fund, Additional Budgetary Support, InvIT and TOT proceeds and Capital Grants.

***Debt Equity Ratio = Debt Outstanding / Net Worth.

a) The above is an extract of the detailed format of quarterly / annual financial results filed with the Stock Exchanges under Regulation 52 of the LODR Regulations. The full format of the quarterly/annual financial results are available on the websites (www.bseindia.com and www.nseindia.com) of the Bombay Stock Exchange and National Stock Exchange and the National Highways Authority of India (www.nhai.gov.in).

b) For the other line items referred in regulation 52 (4) of the LODR Regulations, pertinent disclosures have been made to Bombay Stock Exchange and National Stock Exchange and can be accessed on the websites (www.bseindia.com and www.nseindia.com).

For and on behalf of the Board of the Authority

Date : 24.02.2026
Place : New Delhi

Sd/-
Member (Finance)

Sd/-
Chairman

BUILDING A NATION, NOT JUST ROADS

74% RECRUITERS STRUGGLE FINDING TALENT

Skill diversity fuels hiring momentum

● Three in four recruiters struggle to hire the right talent: LinkedIn

BISWAJIBAN SHARMA
New Delhi, February 24

FOR A GROWING number of young professionals, the toughest question in job hunting isn't where to apply—it's what to learn next. As technology reshapes every role, nearly four in ten Indian job seekers now say they feel unprepared for the speed at which skills are evolving, according to new data from LinkedIn.

The findings, part of LinkedIn's Skills on the Rise 2026 report, spotlight five fast-growing "skill stacks" defining the modern workplace: AI and automation, data and analytics, IT and cybersecurity, business and growth, and people and leadership. Together, these represent the evolving mix of technical and human capabilities employers are seeking.

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"For years, young professionals were told to specialise. In 2026, that rule is changing," said Nirajita Banerjee, LinkedIn Career Expert and India Senior Managing Editor. "The candidates getting noticed today aren't just specialists—they're skill stackers.

THE SKILL SHIFT

FIVE STACKS

AI, data, IT, business, people

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■ Soft skills now key differentiator

■ AI tools, automation, prompt skills rising

■ Data storytelling, decision-making in demand

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■ Adaptable, upskilled professionals thrive in the AI economy

They combine AI fluency, data literacy, operational know-how, and collaboration. That adaptability is what gets you hired and promoted."

Each skill stack tells a story about shifting work priorities. AI and automation now underpin productivity itself, with prompt engineering and workflow automation spreading from IT into HR, marketing and sales. Data and analytics skills are moving beyond raw analysis to actionable insight, with storytelling and decision-making becoming core capabilities.

In IT and cybersecurity, system resilience is emerging as the backbone of digital growth, driving demand for skills like cloud infrastructure, real-time monitoring and threat detection.

Meanwhile, the business

and growth stack favours professionals who can marry efficiency with expansion through relationship management, negotiation and process optimisation.

Finally, people and leadership skills—once confined to management—are becoming essential across functions. In an AI-enabled world, those who can align teams, manage complexity and deliver outcomes collaboratively are the ones most likely to thrive.

As India's workforce navigates this new terrain, experts say the winners will be those who combine curiosity with continuous learning. Skill stacking, they note, is no longer a trend but a survival strategy—an approach that helps professionals stay relevant, resilient, and ready for whatever the AI economy brings next.

India Inc to hand out 9.1% pay hike this yr

SALARIES IN INDIA are projected to rise 9.1% in 2026, reflecting sustained employer confidence and steady economic momentum, according to a study by Aon.

The modest uptick from 2025's 8.9% hike points to continued competition for skilled talent across key sectors. Aon, a leading global professional services firm, revealed that while the salary momentum remains steady, pay growth is increasingly uneven across sectors. Real estate, infrastructure and non-banking financial companies (NBFCs) are expected to post the highest hikes, followed by automotive manufacturing, engineering design, industrial manufacturing and retail. These trends, Aon notes, reflect employers' ongoing push to strengthen technology, engineering and customer-facing roles in a market. **FE BUREAU**

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*Based on 2024 filings



Bengal SIR: SC allows judges from other states

Now, judges from Odisha, Jharkhand to assist the drive

EXPRESS NEWS NETWORK
New Delhi, February 24

THE SUPREME COURT on Tuesday permitted the deployment of judicial officers from Odisha and Jharkhand for completing the adjudication of claims and objections of persons included in the "logical discrepancy/unmapped category" during the ongoing Special Intensive Revision of electoral rolls in West Bengal.

A bench of Chief Justice of India Surya Kant and Justices Joymalya Bagchi and Vipul M Pancholi also said that the Chief Justice of Calcutta High Court can depute civil judges, if needed.

On February 20, the top court, while taking note of the "trust deficit" between the state government and the Election Commission of India (ECI), had directed deployment of serving and former district judges of West Bengal for vetting claims and objections.

The CJ said that on February 22 he had received a communication from the Chief Justice of the Calcutta High Court stating that while there are 5 million cases of logical discrepancy or unmapped categories to be decided, only 250 judicial officers were available for such duties. Even if one officer was to decide 250 matters a day, it will take at least 80 days to complete the process.

"In addition to the judicial officers already assigned the tasks, the Chief Justice of the High Court would be entitled to draw officers from the rank of Civil



The CJ said he received a letter from Calcutta HC noting 5 million pending discrepancy cases, but only 250 officers were available

Judges (Senior Division) and Civil Judges (Junior Division) who have experience of not less than three years," the bench ordered.

It added, that "if the Chief Justice of the Calcutta High Court is of the opinion that further human resources are required, he is at liberty to

approach the Chief Justices of the High Courts of Jharkhand and Orissa to provide serving or retired judicial officers from those states of similar rank."

The SC asked the ECI to bear the expenses of their travel, honorarium etc and urged the Chief Justice of Jharkhand and

Orissa "to sympathetically and urgently consider any request that may be made by the Calcutta High Court Chief Justice in this regard."

The bench also issued some directions for streamlining the nature of the work.

The court directed that "the verification shall be with reference to documents referred to in (a) notification dated October 27, 2025, issued by the ECI... declaring the commencement of SIR in the state of West Bengal, read with notification dated June 24, 2025 of the Standard Operating Procedure (b) the order passed by this Court on September 8, 2025... whereby Aadhaar card was allowed to be accepted as proof of identity and (c) the order of this Court on January 19, 2026... whereby Maadhyamik (Class X) admit card and Maadhyamik pass certificate was also allowed to be submitted."

The Singareni Collieries Company Limited

(A Government Company)
Regd. Office: Kothagudem - 507101, Telangana.

E-PROCUREMENT TENDER NOTICE

Tenders have been published for the following Services/Material Procurement through e-procurement platform. For details, please visit <https://tender.telangana.gov.in> or <https://scclm.com>

■ IT, Enquiry No. - Description/Subject - Last date and time.

E172500363 - Comprehensive Annual Maintenance Contract for HP make Plotters for a period of 3 (Three) Years being used in mines and various departments of SCCL - 16.03.2026 - 17:00 Hrs.

E042500362 - Procurement of Range Finder (Distance Measurement) to use at various areas of SCCL - 16.03.2026 - 17:00 Hrs.

E152500356 - Procurement of 40 HP SS Casing Centrifugal pumps to various areas of SCCL - 16.03.2026 - 17:00 Hrs.

E102500369 - Procurement of PVC SWA AL, XLPE AL CNDTOR and XLPE CU CNDTOR Cables - 16.03.2026 - 17:00 Hrs.

E142500325 - Loading, Transportation and delivery of Processed OB from KKOC (Mandamari Area) POB Plant to SRP group of UG mines for a period of two years - 10.03.2026 - 15:00 Hrs.

E052500355 - Procurement of Bleaching Powder on rate contract basis for a period of one year for use at various areas in SCCL - 06.03.2026 - 17:00 Hrs.

E042500360 - Procurement of HFOUD-68 Oil on RC Basis for two years period - 06.03.2026 - 17:00 Hrs.

E062500359 - Procurement of various types of Welding Equipments - 04.03.2026 - 17:00 Hrs. GM (MP)

■ IT, Enquiry No. - Description/Subject - Estimated Contract Value - Last date and time.

CRRP/CVI_YLD/TN-63/2025-26, Dt.14.02.2026 - Construction of Chain Link mesh fencing around the 130.41 Ha Non-forest land at Koyyaladam OCPA, Yellandu Area, Bhadrachal Kothagudem District, Telangana State - Rs. 1,81,96,146/- - 04.03.2026-04.30 PM GM (Civil)

PR/2025/ADVT/IMP/CVI/20 DIPR R.O. No. : 1289-PP/CL-AGENCY/ADVT/1/2025-26, Date: 24-02-2026

KERALA WATER AUTHORITY e-Tender Notice

Tender No: 29/SE/PHC/ TSR/2025-26
Jal Jeevan Mission (JM)-5th SLSSC-Kolazhy Grama Panchayath - Thrissur District- Providing distribution network and 1900 FHTCs in Kolazhy Grama Panchayath- Package I - Part H -Pipeline Work-I-Balance work EMD : Rs. 5,00,000/-
Tender fee : Rs. Rs. 16,540 /- Last Date for submitting Tender : 11-03-2026 03:00:pm Phone : 0487 - 2423230 Website : www.kwa.kerala.gov.in
www.etenders.kerala.gov.in Superintending Engineer PH Circle, Thrissur
KWA-JB-GL-6-737-2025-26

CAPROLACTAM CHEMICALS LIMITED

(CIN: L24110MH1988PLC049683)
Regd. Office: B-31 MIDC, Industrial Area, Mahad, Dist: Raigad, Maharashtra, India, 402302
Phone: 09869234017, E-mail: caprolactam@gmail.com, website: www.caprolactam.co.in

NOTICE OF POSTAL BALLOT

NOTICE is hereby given pursuant to Section 110 read with Section 108 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act") (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Rules"), Secretarial Standard on General Meetings issued by the Institute of Company Secretaries of India ("SS-2") as amended, and in accordance with the requirements prescribed by the Ministry of Corporate Affairs ("MCA") for holding general meetings / conducting postal ballot process through electronic voting (remote e-voting) vide General Circular Nos. 14/2020 dated April 8, 2020, 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 8, 2021, 3/2022 dated May 5, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023 and 09/2024 dated September 19, 2024 ("MCA Circulars") and other applicable laws and regulations, as amended from time to time (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), Caprolactam Chemicals Limited (the "Company"), seeks approval of the Members through Postal Ballot on the resolutions set out in the Notice of Postal Ballot ("Notice") by means of electronic voting. For this purpose, Members are requested to pass the resolutions by voting through electronic means ("remote e-voting"). Communication of assent or dissent of the Members would take place only through the remote e-voting system.

| Sr. No. | Description of Resolution | Type of Resolution |
|---------|--|---------------------|
| 1 | Revision in Remuneration of Mr. Siddharth Shankaral Bhanushali (DIN: 01721586) the Chief Financial Officer cum Whole-Time Director of the Company. | Special Resolution |
| 2 | Revision in Remuneration of the Ms. Zaver Shankaral Bhanushali (DIN: 00663374) Managing Director of the Company. | Special Resolution |
| 3 | Related Party Transaction with Ms. Shital Bhanushali (PAN: A1YYPBA4439L) with regards to Leasing of Property. | Ordinary Resolution |
| 4 | Revision in Consultancy Fees Payable by the Company to Related Party - Mr. Shankar Bhanushali. | Ordinary Resolution |

In compliance with the above-mentioned provisions and MCA Circulars, the electronic copies of Postal Ballot Notice ("Notice") along with the Explanatory Statement has been sent on February 20th, 2026 to those Members whose names appeared in the Register of Members / List of Beneficial Owners maintained by the Company/ Depositories respectively as at close of business hours on February 20th, 2026, (the "Cut-off date") and whose e-mail IDs are registered with the Company/Depositories. In accordance with the above-mentioned Circulars, members can vote only through remote e-voting process. Further, pursuant to the aforesaid circulars the requirement of sending physical copies of the Notice, postal ballot forms and pre-paid business reply envelopes has been dispensed with.

Notice will also be available on the Company's website at www.caprolactam.co.in, websites of the Stock Exchanges i.e. BSE Limited at www.bseindia.com and on the website of Purva Share Registry (India) Private Limited at <https://evoting.purvashare.com>.

The Remote e-voting period shall commence on Saturday, 28th February, 2026 at 10:00 a.m. (IST) and end on Sunday, 29th March, 2026 at 5:00 p.m. (IST) (both days inclusive). During this period shareholders of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date (record date) of Friday, 20th February, 2026 may cast their vote electronically. The e-voting module shall be disabled by Purva for voting thereafter.

Members are requested to refer to the detailed instructions for E-voting mentioned in notes forming part of the Postal Ballot Notice. All grievances connected with the facility for voting by electronic means may be addressed to Ms. Deepali Dhuri, Compliance Officer, Purva Share Registry (India) Private Limited, Unit No. 9, Shiv Shakti Industrial Estate, J. R. Boricha Marg, Lower Parel (East), Mumbai - 400011 or send an email to evoting@purvashare.com or contact at 022-022-49614132 and 022-35220056.

Mr. Rahul Gori is appointed as the Scrutinizer for conducting the Postal Ballot through remote e-voting process in a fair and transparent manner. The result of the Postal Ballot shall be declared by the Chairman or any other duly authorized person of the Company on Monday, 30th March, 2026, the same shall be communicated to the Stock Exchange and would also be uploaded on the Company's website at www.caprolactam.co.in.

Members who have not registered their e-mail address so far, or want to change their email ids, are requested to register/change the same with the Company/ RTA/ their Depository Participants, so as to receive all communications electronically.

By Order of the Board
For Caprolactam Chemicals Limited
Sd/-
Ms. Zaver Bhanushali
DIN: 00663374

CORDS Cable Industries Limited

Registered Office: 94, 1st Floor, Shambhu Dayal Bagh Marg, Near Okhla Industrial Area Phase-III, Old Ishwar Nagar, New Delhi-110020
* Tel: 011-40551200 * Fax: 011-20887232 * E-mail: cordscable.com
* Website: www.cordscable.com * CIN: L74999DL1991PLC046092

Special Window - Re-lodgement for Transfer and Dematerialisation of Physical Securities

Securities and Exchange Board of India ("SEBI") had discontinued transfer of physical shares from 1st April 2019. However, a special window was opened by SEBI from 7th July 2025 to 6th January 2026, for re-lodgement of physical share transfer requests originally submitted before 1st April 2019 but returned due to deficiencies in documentation. In order to facilitate the Investors, the SEBI vide its Circular No. HO/38/13/11(2)/2026-MIRSD-POD/3750/2026 dated 30th January 2026 has decided to open another special window for one year from 5th February 2026 to 4th February 2027. While lodging request under special window for transfer of physical shares, one of the mandatory requirement is submission of original share certificate which is as follows:

| Execution date of transfer deed | Lodged for transfer before 1st April 2019? | Original Security Certificate Available? | Eligible to lodge in the current window? |
|---------------------------------|--|--|--|
| Before 1st April 2019 | No (it is fresh lodgement) | Yes | Yes |
| | Yes (it was rejected / returned earlier) | Yes | Yes |
| | Yes | No | No |
| | No | No | No |

Further, the following cases will not be considered under this window:

- Cases involving disputes between transferor and transferee.
- Securities which have been transferred to Investor Education and Protection Fund (IEPF).

NOTE: All shares re-lodged during this period will be processed through the transfer-cum-demat route i.e. they will only be issued in dematerialised (demat) form after transfer and the same will be subject to a lock-in of one year.

Shareholders who have missed the earlier deadline for re-lodgement of transfer deeds are once again encouraged to take advantage of this opportunity by furnishing the necessary documents to the Company's Registrar and Share Transfer Agent ("RTA")- MUFG Intime India Private Limited and in case of any clarification, concerned shareholders can get in touch with the Company and RTA, at any of the addresses given below:

| Cords Cable Industries Limited | M/s. MUFG Intime India Private Limited, (formerly Intime India Private Limited) |
|--|--|
| 94, 1 st Floor, Shambhu Dayal Bagh Marg, Near Okhla Industrial Area Phase-III, Old Ishwar Nagar, New Delhi-110020 Tel: 011-40551200 Fax: 011-20887232 E-mail: cordscable.com Website: www.cordscable.com | Noble Heights, 1st Floor, NH - 2, C - 1 Block LSC, Near Savitri Market, Janakpuri, New Delhi 110058 E-mail: shamwants.kushwah@in.mpmfsmufg.com ; swapan@in.mpmfsmufg.com ; |

Update of KYC and conversion of physical shares into dematerialised form: Shareholders are encouraged to update their E-mail IDs/ KYC details with RTA of the company or with their respective Depository Participants and the Shareholders holding shares in physical form are requested to convert their physical shares into dematerialised (electronic) form. Holding shares in dematerialised form offers multiple benefits and eliminates the risks associated with the physical share certificates.

By Order of Board of Directors
For Cords Cable Industries Limited
Sd/-
Garima Pant
Company Secretary

Date : 24.02.2026
Place : New Delhi

National Highways Authority of India

(Ministry of Road Transport and Highways)
G-5 & 6, Sector-10, Dwarka, New Delhi-110075

Unaudited Financial Results for the Quarter Ended 31st December, 2025

(As per SEBI circular no. SEBI/HO/DDHS_Div1/P/CIR/2022/000000103 dated July 29, 2022)

| S. No. | Particulars | Quarter ended | | |
|--------|---|----------------------------|----------------------------|------------------------------|
| | | 31 st Dec, 2025 | 31 st Dec, 2024 | 31 st March, 2025 |
| | | Unaudited | Unaudited | Unaudited |
| 1. | Total income from Operations | NA | NA | NA |
| 2. | Net Profit/(Loss) for the period (before prior period, Tax, Exceptional and or Extraordinary Items) * | (1,13,115.04) | (21,496.56) | (5,32,843.37) |
| 3. | Net Profit/(Loss) for the period before Tax (after Exceptional and or Extraordinary Items) | (1,13,515.00) | (21,834.48) | (5,36,889.91) |
| 4. | Net Profit/(Loss) for the period after tax (after Exceptional and or Extraordinary Items) | (1,13,515.00) | (21,834.48) | (5,36,889.91) |
| 5. | Total Comprehensive Income for the period (comprising Profit/Loss for the period (after tax) and Other Comprehensive Income (after tax) | (1,13,515.00) | (21,834.48) | (5,36,889.91) |
| 6. | Paid up Equity Share Capital (Shareholders' Fund) ** | 11,32,99,395.02 | 9,04,28,726.60 | 9,64,60,037.06 |
| 7. | Reserves (excluding Revaluation Reserve) | (3,46,674.49) | NA | (95,972.28) |
| 8. | Securities Premium Account | NA | NA | NA |
| 9. | Net worth (6+7+8) | 11,29,52,720.53 | 9,04,28,726.60 | 9,63,64,064.78 |
| 10. | Paid up Debt Capital/Outstanding Debt | 2,37,31,583.04 | 2,76,04,608.87 | 2,44,60,647.30 |
| 11. | Outstanding Redeemable Preference Shares | NA | NA | NA |
| 12. | Debt Equity Ratio *** | 0.21 | 0.31 | 0.25 |
| 13. | Earnings per share (of Rs. /- each) (for continuing and discontinued operations)- 1. Basic 2. Diluted | NA | NA | NA |
| 14. | Capital Redemption Reserve | NA | NA | NA |
| 15. | Debture Redemption Reserve | NA | NA | NA |
| 16. | Debt Service Coverage Ratio | NA | NA | NA |
| 17. | Interest Service Coverage Ratio | NA | NA | NA |

*The Authority is an executing agency of Government of India, mandated to develop, maintain and manage Road Assets entrusted to it. Authority does not have any source of operational income. All its operations are wholly dependent on funds provided by the Government of India; accordingly, any surplus or deficit reflected in the Profit and Loss Account represents only the excess of expenditure over receipts.

**Shareholder's Fund = Capital Base, Cess Fund, Additional Budgetary Support, InvIT and TOT proceeds and Capital Grants.

***Debt Equity Ratio = Debt Outstanding / Net Worth.

a) The above is an extract of the detailed format of quarterly / annual financial results filed with the Stock Exchanges under Regulation 52 of the LODR Regulations. The full format of the quarterly/annual financial results are available on the websites (www.bseindia.com and www.nseindia.com) of the Bombay Stock Exchange and National Stock Exchange and the National Highways Authority of India (www.nhai.gov.in).

b) For the other line items referred in regulation 52 (4) of the LODR Regulations, pertinent disclosures have been made to Bombay Stock Exchange and National Stock Exchange and can be accessed on the websites (www.bseindia.com and www.nseindia.com).

For and on behalf of the Board of the Authority

Date : 24.02.2026
Place : New Delhi

Sd/-
Member (Finance)

Sd/-
Chairman

BUILDING A NATION, NOT JUST ROADS

epaper.financialexpress.com