



**February 22, 2024**

**BSE Limited**  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai – 400 001

**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra Kurla Complex  
Bandra (East)  
Mumbai – 400 051

**Scrip Code: 544008**

**SYMBOL: MAXESTATES**

**Sub: Newspapers advertisement regarding the dispatch of Notice of Postal Ballot**

Dear Sir/Madam,

Pursuant to Regulation 47 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed copies of newspaper advertisement published in English newspaper "Financial Express" and vernacular newspaper "AJ DI AWAAZ" regarding the dispatch of the Notice of Postal Ballot and e-voting information.

This is for your information and records.

Thanking you,

Yours faithfully,

**For Max Estates Limited**

**Abhishek Mishra**  
**Company Secretary & Compliance Officer**

**Encl: a/a**

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**Max Estates Limited**

Corporate Office: Max Towers, L-20, C-001/A/1, Sector-16B, Noida-201301, Uttar Pradesh, India, | P: +91 120-4743222  
Regd Office: 419, Bhai Mohan Singh Nagar, Village Railmajra,  
Tehsil Balachaur, Dist. S.B.S. Nagar (Nawanshahr), Punjab 144 533, India

Email : [secretarial@maxestates.in](mailto:secretarial@maxestates.in) | Website : [www.maxestates.in](http://www.maxestates.in) | CIN: L70200PB2016PLC040200

# Gender-inclusive workplaces still a distant dream

VAISHALI DAR  
New Delhi, February 21

**DESPITE MAJOR GAINS** in education and significant improvement in maternal health in the past few decades, India still has a low rate of participation of women in the paid workforce.

Over 63% (290 million) of women aged 15-64 years in India are not a part of the labour force, says a study titled "From Intent to Practice, Fostering Gender-Inclusive Workplaces" conducted by the Women in India Inc (WIIIn) Programme, the Udaiti Foundation and the Centre for Economic Data and Analysis (CEDA), Ashoka University.

It suggests factors such as the role of marriage, motherhood, disproportionate responsibility for domestic and care work, and conservative social norms as critical constraints on women's ability to enter the workforce.

While the corporate sector is in a position to significantly influence women's labour force participation rates by addressing these issues, the study underscores the pivotal role of employers in the corporate sector, who have the potential to significantly influence women participation rates by fostering gender-inclusive workplaces.

It also delves into the state of gender diversity and inclusion aiming to identify barriers and enablers to women's participation in white-collar roles. Over 73% of organisations claimed to have gender diversity goals, but only 21% possess clear internal strategies for achieving them.

## WHEN GENDER IS THE BAR

**Over 63%** (290 million) of women aged 15-64 years in India not part of labour force

More than **73%** of organisations surveyed claim to have gender diversity goals, but only 21% possess clear internal strategies for achieving them

**40%** respondents said women left jobs for work-life balance; for men only 4% HR managers said this was a concern

**59%** of survey respondents said their organisations had not set up internal committees as mandated by POSH Act

Salary concerns and career opportunities were among the top three reasons for women, as they were most likely to attribute their decision to leave to challenges of work-life balance. Also, as many as 59% of the survey respondents said their organisations had not set up internal committees as mandated by the Prevention of Sexual Harassment (POSH) Act, indicating a substantial gap in addressing sexual harassment concerns impacting women.

Employers play a larger role in affecting women's participation in the workforce, creating a win-win proposition. Sri Rajan, chair, board of advisors, The Udaiti Foundation, and partner, Cota Capital, said, "Many organisations like Delhivery, Godrej, Mahindra Group, Hindustan Unilever, HCL Technologies are driving exemplary inclusion practices, setting benchmarks by fostering inclusive work environments, and championing gender diversity across all levels."

"Women want to rejoin paid work once their children grow up, but lack networks, information and the right guidance that would facilitate their re-entry

into the workforce. Employers can play a huge role in changing the status-quo by taking concrete steps to ease barriers to women's employment, retention and re-entry," said Dr Ashwini Deshpande, professor and head, department of economics, and founding director, Centre for Economic Data and Analysis (CEDA), Ashoka University.

Pankaj Kumar Kalass, VP-field HR of logistics and supply chain firm Delhivery, said while gender-neutral job descriptions and mixed-gender panel interviews offer numerous benefits and are relatively inexpensive and easier to implement compared to other diversity initiatives, they are considered first-generation strategies.

"Organisations should continue to evaluate their hiring practices to address systemic barriers and promote greater diversity, equity, and inclusion across all aspects of the hiring process. This may involve adopting more advanced strategies, such as blind resume screening, structured interviews, and diversity training for hiring teams, to enhance fairness and equity in recruitment and selection," said Kalass.

COOMI KAPOOR  
New Delhi, February 21

**FALI SAM NARIMAN**, the exceptional jurist and humanist, a colossus in the courts who helped secure many a landmark verdict in modern India, whose moral authority steered and even shaped the judiciary, passed away in his sleep at his home in New Delhi an hour after midnight Wednesday.

Nariman was 95. The family issued a statement that the burial will be held on February 22 at the Parsi Aramgah and a prayer meeting at the Parsi Anjuman in New Delhi at 4 pm the same day.

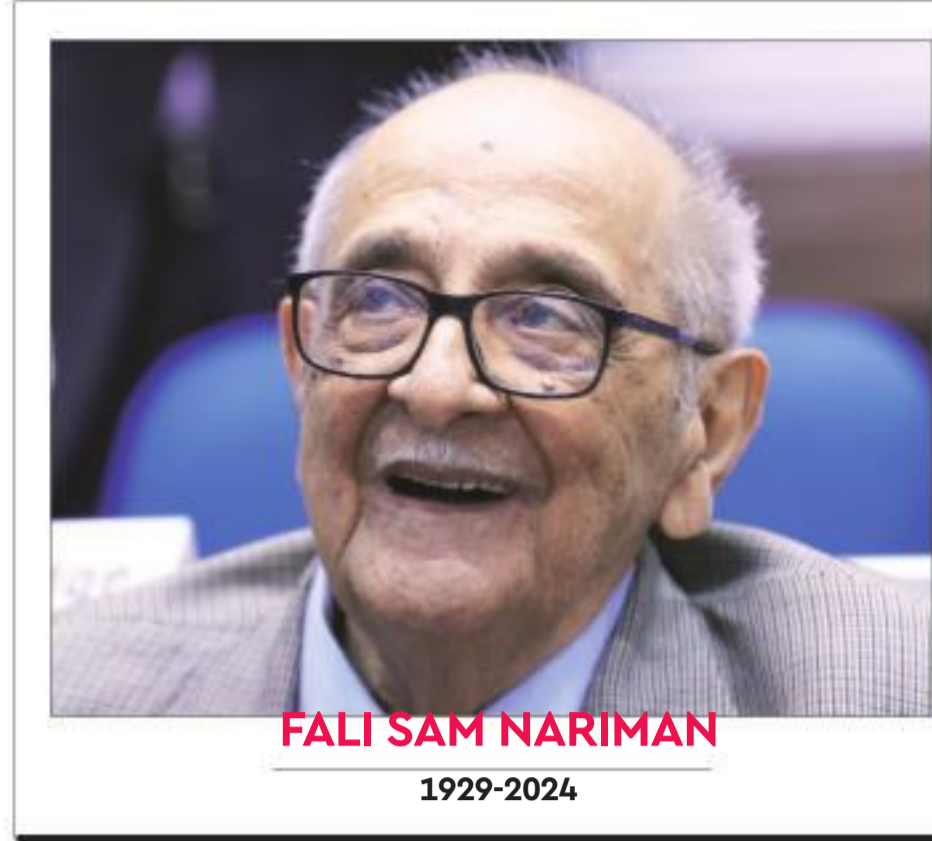
Nariman, perhaps among the last of a distinguished group of legal luminaries, including Nani Palkhivala, C K Daphtary, Ashok Desai, Homi Seervai and Soli Sorabji, was universally respected. He was unafraid of freely voicing his opinion on decisions taken by successive governments and Supreme Courts when he felt that they had crossed the line.

He vigorously took up cudgels on behalf of freedom of speech and fundamental rights.

In his last book "You Must Know your Constitution", published just four months ago, Nariman warned that governments with huge majorities led by populist leaders tend to slowly bend the written and unwritten rules which condition the correct functioning of a liberal democracy.

Nariman's uncompromising rectitude first came to public attention when on June 26, 1975 he resigned his post as Additional Solicitor General hours after then Prime Minister Indira Gandhi had declared the Emergency. He was the only senior government law officer to do so.

During the Emergency, he developed a special bond with this newspaper and its late owner Ramnath Goenka, who lived under the constant threat of the closure of his newspaper chain with a vindictive Gandhi government filing dozens of cases all over the country.



FALI SAM NARIMAN  
1929-2024

At one point, Nariman suggested to Goenka that maybe "enough is enough" - and that he should find a way out -- but Goenka was insistent and Nariman rose to stand by him, conjuring "out-of-the-box" legal defences for *The Indian Express* until the Emergency was finally lifted in March 1977.

The senior counsel would once again stand by the Express in 1980-84 when then Delhi Lt Governor Jagmohan sought to demolish a section of the Express building. His special relationship with The Indian Express continued throughout his life. When Nariman felt

strongly on an issue, he would often telephone me to inform that he would be writing on a particular matter since he felt strongly. My colleagues on the edit page often used me as a "messenger girl" when they sought the eminent jurist's take on an issue.

Some months ago, I asked jokingly why I was used as the intermediary. Was it because we were fellow Parsis? He simply laughed and said, "Nonsense."

He was unfailingly warm with a wonderful sense of humour. It came as a surprise, therefore, to discover that some of his most heavyweight clients and fellow lawyers were, in fact, so much in awe of him that they felt slightly intimidated and fearful in his presence.

He was said to have a short fuse and did not suffer fools gladly. His clients were also terrified of the little pug by his side during briefings. Despite being warned not to pat the dog, some injudiciously did so to their cost. The master was never apologetic over his pet's behaviour.

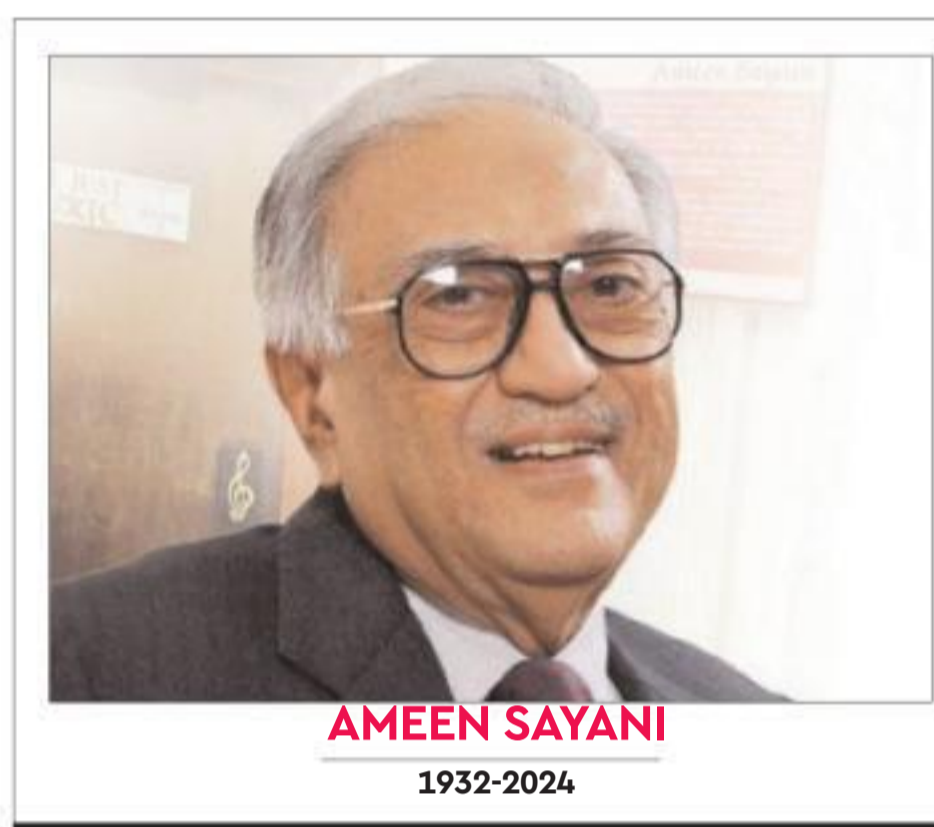
# Voice that revolutionised radio falls silent

SUANSHU KHURANA  
New Delhi, February 21

**"NAMASKAR BEHNO AUR Ameen Sayani bol raha hoon,"** announced Ameen Sayani in 1952 from his underground outpost of Radio Ceylon in Sri Lanka and had a newly independent nation in a thrall.

It was for the first time that the warmth and affability of a voice from the radio broke down the sanctioned solemnity and sternness that came in the guise of authoritative baritones, perfect pronunciations, and diction - all of which were associated with state-owned All India Radio.

Sayani's was a salutation in Hindustani, with all the etiquette in place and what he spoke was friendly, simply spoken, somewhat urban, and thus, modern. The voice joked with its audiences, teased



AMEEN SAYANI  
1932-2024

them, gave interesting trivia, interviewed celebrities, and punctuated it all with "filmy sangeet", the kind that was a rage at the time.

For decades, one cocked one's ears to "Binacca Geet-

mala", as Sayani played the top 10 every Wednesday, loyalties bought forever by Mohammed Rafi, Lata Mangeshkar, Asha Bhosle and Kishore Kumar, and his reassuring commentary stitching it all together.

Sayani, the golden voice that revolutionised radio presentation in India, passed away Tuesday night due to a cardiac arrest at his Mumbai home. He was 91.

"I wanted each listener to feel that I was talking to them and that immediately struck a chord. I didn't expect it to become a phenomenon," he told *The Indian Express* in a 2014 interview.

Born in 1932 to Kulsum Sayani and doctor father Jan Mohammad Sayani, both of whom were freedom fighters, Sayani grew up amid an academic atmosphere throbbing with ideas of liberty, its significance, and how language and culture could play a significant role in bringing people together.

While his father held charge of a hospital taking care of the wounded during the freedom struggle, his mother Kulsum, whose own father Rajabally Patel had been the personal

physician to Mahatma Gandhi and Maulana Abul Kalam Azad, started a fortnightly newsletter, *Rahber*.

The newsletter, on Mahatma Gandhi's advice, was brought out in Hindustani -- a blend of Hindi and Urdu. Mahatma Gandhi wanted Hindustani to become the lingua franca of India, thinking that it could bind the nation after Independence. This was the time of much conflict when Hindi and Urdu supporters were using heavy words from Sanskrit and Persian, respectively, to establish the superiority of either language. *Rahber*, which began in 1940, stuck to Hindustani, reaching out to many, especially the political prisoners.

"So right after Independence, it was a moment of pride to speak in Hindustani. More so, if you did it over All India Radio," Sayani told *The Indian Express*.

**MAX ESTATES LIMITED**  
(CIN: L70200PB2016PLC040200)  
Registered office: 419, Bhai Mohan Singh Nagar, Village Rallimajra, Tehsil Balachaur, District S B S Nagar (Nawanshahr), Punjab - 144 533, India  
Tel. No.: 01881-462000, 462001 Fax: 01881-273607  
Corporate Office: Max Towers, L-20, C-001/A/1, Sector - 16B, Gautam Buddha Nagar, Noida - 201301, Uttar Pradesh, India  
Email: secrearial@maxestates.in Website: www.maxestates.in

**NOTICE OF POSTAL BALLOT AND REMOTE E-VOTING INFORMATION**  
Members are hereby informed that the Company has, on Wednesday, February 21, 2024 sent the notice of Postal Ballot through electronic mode in compliance with the provisions of section 110 of the Companies Act, 2013 read with the Companies (Management and Administration) Rules, 2014, including any statutory modification(s) or re-enactment thereof for the time being in force read with the General Circular No. 09/2023 dated September 25, 2023 (In continuation to the circulars issued earlier in this regard) Issued by the Ministry of Corporate Affairs (the "MCA Circulars"), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulation") and pursuant to any other applicable laws, rules and regulations, to seek approval of members by way of passing of Resolution for the following in the manner as set out in the Notice of Postal Ballot by means of remote voting only:

S.No.	Type of Resolution	Description of Resolution
1	Special Resolution	Approval for payment of compensation to Mr. Anajit Singh (DIN: 00029641), Chairman (Non-Executive) of the Company, for the Financial Year 2024-25.
2	Special Resolution	Appointment of Ms. Avani Vishal Davda (DIN: 07504739) as an Independent Director of the Company.
3	Ordinary Resolution	Approval of material related party transaction between the Company and Max Square Limited.
4	Special Resolution	Approval for shifting the Registered office of the Company from the State of Punjab to National Capital Territory (NCT) of Delhi.
5	Special Resolution	Approval for alteration of the Memorandum of Association (MOA) of the Company.

The voting will commence on Thursday, February 22, 2024 at 9:00 a.m. and will end at close of working hours i.e. by 5.00 p.m. on Friday, March 22, 2024 after which the e-voting module shall be disabled by NSDL.

In accordance with Section 110 of the Companies Act, 2013 and Rules 22 and 20 of the Companies (Management and Administration) Rules, 2014 read with MCA Circulars, physical copies of the Notice will not be circulated to the members.

However, it is clarified that all the persons who are members of the Company as on February 16, 2024 ("Cut off date") (Including those members who may not have received this Notice due to non-registration of their email IDs with the Company or with the Depositories) shall be entitled to vote in relation to there solution specified in this Notice.

Details of the process and manner of remote e-voting along with the User ID and password are provided over email to all shareholders who have registered their email addresses.

Entire shareholding of the Company has been in demat mode. Therefore, the shareholders whose email ids are not registered with the depositories, are requested to kindly register their email ids with their respective Depository Participants (DPs) and send a scanned copy of client master to [investor@masserv.com](mailto:investor@masserv.com) for procuring user id and password for e-voting for the resolution set out in this postal ballot notice.

Alternatively, Shareholders may send a request to [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in) for procuring user id and password for e-voting by providing above mentioned documents.

Any Member who does not receive the Postal Ballot Notice may obtain the same by sending an email at [investor@masserv.com](mailto:investor@masserv.com). The same can also be downloaded from the Company's website by clicking the link: <http://maxestates.in/wp-content/uploads/2024/02/Postal-Ballot-Notice-9-Feb-2024.pdf>

Please treat this Notice as our attempt to reach all our members who have missed or not received other communication on this subject matter and intend to participate in the proposed remote e-voting.

The Chairman or any other person authorised by the Chairman shall declare the results of the postal ballot on Friday, March 22, 2024. The results of the Postal Ballot along with the Scrutinizer's report will be hosted on the website of the Company i.e. [www.maxestates.in](http://www.maxestates.in) and also shall be communicated BSE Limited ("BSE") and National Stock Exchange of India Limited ("NSE"), where the Company's Equity shares are listed and be made available on their respective websites viz [www.bseindia.com](http://www.bseindia.com) and [www.nseindia.com](http://www.nseindia.com). The Company will also display the results at its Registered and Corporate office.

In case of any grievances/queries relating to evoting, members may refer FAQs and user manual for shareholders to cast their votes in the help section at [www.evoting.nsdl.com](http://www.evoting.nsdl.com) or contact at [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in). Further, in case of grievances pertaining to the remote evoting system, members may contact Ms. Pallavi Mhatre, Sr. Manager NSDL, 4th Floor, A Wing, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013, email- [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in) or [pallavi@nsdl.co.in](mailto:pallavi@nsdl.co.in) or contact at 022-24994738 or at toll free number 1800-222-990 or alternatively members may contact the Registrar and Transfer Agent of the Company M/s. Mas Services Limited, concerned official Mr. Sharwan Mangla, General Manager at 011-41320336 or [sm@masserv.com](mailto:sm@masserv.com).

By order of the Board  
For Max Estates Limited  
Sd/-  
Abhishek Mishra  
Company Secretary  
Membership No. FCS - 9566  
Place : Noida  
Date: February 21, 2024

Form No. INC-26  
[Pursuant to rule 30 of the Companies (Incorporation) Rules, 2014]  
NOTICE  
Before the Central Government / Regional Director  
Western Region-Maharashtra  
Ministry of Corporate Affairs

In the matter of sub-section (4) of Section 13 of Companies Act, 2013 and clause (a) of sub-rule (5) of rule 30 of the Companies (Incorporation) Rules, 2014

AND

In the matter of SUPERNORMAL CONCEPTS PRIVATE LIMITED having its registered office at Office No 408, 4th Flr, Parmeshwari Centre Dalmia Estate, Plot No 18 Off LBS Marg, Mulund West, Mumbai 400080, Maharashtra, India; CIN: U52590MH2019PTC333540

-Petitioner

Notice is hereby given to the General Public that the company proposes to make application to the Central Government under section 13 of the Companies Act, 2013 seeking confirmation of alteration of the Memorandum of Association of the Company in terms of the special resolution passed at the Extra-ordinary general meeting held on Friday, 09th February, 2024 to enable the company to change its Registered Office from "State of Maharashtra" to "State of Karnataka".

Any person whose interest is likely to be affected by the proposed change of the registered office of the company may deliver either on the MCA-21 portal ([www.mca.gov.in](http://www.mca.gov.in)) by filing investor complaint form or cause to be delivered send by registered post of his/her objections supported by an affidavit stating the nature of his/her interest and grounds of opposition to the Regional Director at the address The Regional Director, Mumbai, Maharashtra ROC Everest, 5th Floor, 100 Marine Drive, Mumbai-400002, Maharashtra within fourteen days of the date of publication of this notice with a copy to the applicant company with a copy of the applicant company at its registered office at the address mentioned below:

**Office No 408, 4<sup>th</sup> Flr, Parmeshwari Centre Dalmia Estate, Plot No 18 Off LBS Marg, Mulund West, Mumbai 400080, Maharashtra, India**

For and on behalf of the board of directors of  
Supernormal Concepts Private Limited

Sd/- Keertiprakash C. Ganacharya Director DIN: 07769003 Address: C-4, Kolungade Estate, Kolbad Road, Thane 400601, Maharashtra, India.	Sd/- John P. Kanattukalayi Director DIN: 06547643 Address: 102 Neelsiddhi Gloria, Plot 150/151, Near CIDCO Garden, Sector 2, Uran - 410206, Maharashtra, India.
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Date: 20/02/2024  
Place: Mumbai

**Hero MotoCorp Limited**  
CIN: L35911DL1984PLC017354  
Regd. Office : The Grand Plaza, Plot No.2, Nelson Mandela Road, Vasant Kunj - Phase-II, New Delhi - 110070  
Phone No. 011-46044220 | Fax No. 011-46044399  
E-mail: [secretarial@heromotocorp.com](mailto:secretarial@heromotocorp.com),  
Website: [www.heromotocorp.com](http://www.heromotocorp.com)

**PUBLIC NOTICE FOR ISSUE OF DUPLICATE SHARE CERTIFICATES**

Members of the general public and existing shareholders of Hero MotoCorp Ltd. ('Company') are hereby informed that the Original Share Certificates, details of which are given hereunder have been reported lost/misplaced/stolen/not received and that pursuant to requests received from concerned shareholders, the Company intends to issue duplicate share certificates in lieu of the said original Share Certificates (Face Value Rs.2-) in their favour:

Folio No.	Shareholder Name	Face Value	Distinctive Nos.	Certificate No.(s)	No. of Shares
HML0130720	AMIT PUNJABHAI PATEL VINOD PUNJABHAI PATEL	FV/2-	160396701-160396830	518377	130
HML0004912	TAZAIYUN OOMER	FV/10/-	245266-245315 12033074-12033093 15990589-15990598 15990599-15990603 15990604-15990605 20026641-20026690 20026691-20026727	4915 117039 195109 195110 195111 316342 316343	50 20 10 05 02 50 37
HML0052970	SHAKILA ANIS RAUT ANIS AHMED DAUD RAUT	FV/10/-	20689956-20690005 20690006-20690036	335470 335471	50 31
HML0126415	RAMESH KUMAR AGARWAL	FV/10/-	12274906-12274925 12278486-12278505 15516416-15516425 34832532-34832581	312726 312726 312726 405690	20 20 20 50

Any person having objection to issue of duplicate Share Certificates, as mentioned herein above, may submit the same, in writing, with the Company marked to the 'Secretarial Department' at its Registered Office or send an email at [secretarial@heromotocorp.com](mailto:secretarial@heromotocorp.com) within 7 days from the date of publication of this Notice. In the meanwhile, members of the public are hereby cautioned against dealing in the above mentioned Share Certificates.

For Hero MotoCorp Ltd.  
Sd/-  
Dhiraj Kapoor  
Company Secretary & Compliance Officer  
Place : New Delhi  
Date : 21.02.2024

**The Indian EXPRESS**  
JOURNALISM OF COURAGE

RELIGARE  
Values that bind

Presents  
**The Indian EXPRESS**  
**AQDA**

**WHERE NEWSMAKERS DROP IN FOR A CANDID CHAT.**

The Express Adda hosts  
**Michael Sandel**  
Philosopher, Author,  
Global Public Intellectual

in conversation with  
**Anant Goenka**  
Executive Director  
The Indian Express Group

By invitation only

Associate Partner  
**DeVANS**

Hospitality Partner  
**L MERIDIEN**  
NEW DELHI

New Delhi

