

**Update 10**  
16 October 2025**Composition of Internal Committee (IC) for Bhubaneshwar Region**

Pursuant to Circular dated 5<sup>th</sup> October 2023 issued by the President - Group HR and member of the Group Executive Board announcing the shift from a zonal IC structure to a regional IC structure, the following IC has been constituted for Bhubaneshwar Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

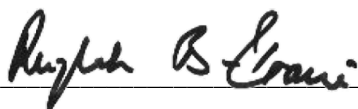
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Neha Anand (Presiding Officer)	F	Vice President & Head - XUV Brand and International Operations - Marketing Mahindra & Mahindra Limited, Mahindra Towers, Akurli Road, Kandivali East, Mumbai - 400 101, Maharashtra	anand.neha@mahindra.com	9899412125
Harinder Negi	M	Deputy General Manager - Manufacturing Operations Mahindra & Mahindra Limited, Farm Machinery Division, Unit II Plot No 02 Sector No 01 Industrial Area Pithampur District Dhar 454775, Madhya Pradesh	negi.harinder@mahindra.com	8085953128
Rajesh Wani	M	Deputy General Manager - Plant Engineering, Mahindra & Mahindra Limited, Mahindra Towers, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune 410502	wani.rajesh@mahindra.com	9423173290
Natasha Dsouza	F	Senior Manager - Group Legal Mahindra & Mahindra Limited, Automotive Sector, Mahindra Towers Annex Building, Akurli Road, Kandivali East, Mumbai - 400 101, Maharashtra	d'souza.natasha@mahindra.com	9920023634
Akshita Kumar (External Member)	F	Member NGO A-1/3, Lower Ground Floor, Hospital Road, Jangpura-A, New Delhi - 110014	akshita@poshdesk.in	9315228441

Any person facing any form of sexual harassment at the workplace should file a written complaint to any Committee member mentioning the following details:

- Date(s) of the incident(s)
- Relevant Timing(s) and location(s)
- Name of the complainant
- Name of the respondent(s)
- Description of each incident(s)
- Parties working relationship.
- Name(s) and address(es) of witness(es) who may have witnessed this alleged harassment
- Supporting Documents (if any)

In case any help or guidance is required, please send an email to [posh@mahindra.com](mailto:posh@mahindra.com).

The Company's Policy on Prevention of Sexual Harassment at Workplace is available for reference on the notice board of the workplaces and also on the Rise@work portal.



**Ruzbeh Irani**  
**President - Group HR**  
**Member of the Group Executive Board**

**ANNEXURE**

**List of Workplaces in Bhubaneswar Region**

<b>IC Region</b>	<b>Address</b>
Bhubaneswar	Mahindra & Mahindra Limited, FES- Swaraj Division, Plot No.388, Ground Floor, (Behind Axis Bank), Gautam Nagar, Vivekananda Marg, Near BMC Office, Bhubaneswar – 751 014a
	Mahindra & Mahindra Ltd., Mahindra Tower, 2nd Floor, Plot No 511, Rasulgarh, Bhubaneswar-751010
	Mahindra & Mahindra Ltd, 2nd floor, 423 Rasulgarh, Cuttack Puri Road, Bhubaneswar - 751010