

Update 9
06 June 2025**Composition of Internal Committee (IC) for Hubli Region**

Pursuant to Circular dated 5th 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 Hubli Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

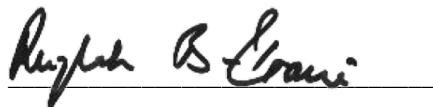
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Ruchi Rawat (Presiding Officer)	F	General Manager - HR Mahindra and Mahindra Limited, AD Towers, 4th Floor, Akurli Road – Kandivali East, Mumbai-400101, Maharashtra.	rawat.ruchi@mahindra.com	9820435209
Dharmendra Kumar	M	Deputy General Manager - Manufacturing Head- Rudrapur Plant Mahindra & Mahindra Ltd., Village & Post – Lalpur, Distt - Udham Singh Nagar, Uttarakhand- 263148	kumar.dharmendra@mahindra.com	9719414553
Gauri Sawant	F	Deputy General Manager, Product Mgmt - Digital Dealer Experience Mahindra Towers, Akurli Road, Kandivali East, Mumbai-400101	sawant.gauri@mahindra.com	9820348386
Sachchidanand Mishra	M	General Manager – Sales - Farm Machinery Mahindra & Mahindra Ltd., 3rd floor, Orchid Mall, Opposite A.N. College, Boring Road, Patna - 800001	mishra.sachchidanand@mahindraswaraj.com	9955991712
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.

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 Hubli Region

IC Region	Address
Hubli	Mahindra & Mahindra Limited, FES Swaraj Division, R.S. No. 97/4+5, Plot No: 19, 3rd Floor, Sri Sai Arcade, Airport/Gokul Road, Manjunath Nagar Cross, Hubli-580030