

Update 9
06 June 2025**Composition of Internal Committee (IC) for Lucknow and Varanasi 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 Lucknow and Varanasi Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

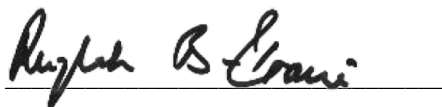
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Pamela Tikku (Presiding Officer)	F	Vice President Auto- Group Public Affairs Mahindra & Mahindra Limited, Mahindra Towers, Dr. G. M. Bhosale Marg Worli, Mumbai 400 018, Maharashtra.	tikku.pamela@mahindra.com	9810246943
Meenakshi Balasubramanian	F	Deputy General Manager - Delhi – CIS Mahindra & Mahindra Ltd., First Floor, East Tower, NBCC Place, Bishma Pitamah Marg, Pragati Vihar, Lodhi Road, New Delhi-110003.	balasubramanian.meenakshi@mahindra.com	9811432535
Arun Raghav	M	Head-HR ER Admin & CSR Mahindra & Mahindra Limited - Swaraj Division, Mohali Plant 1, Phase 4, Cellulosics Rd, Industrial Area, Sector 73, Sahibzada Ajit Singh Nagar, Punjab -160055	raghav.arun@mahindra.com	8629817000
Dhananjay Kolamkar	M	Deputy General Manager - Group Legal (HeadLegal – Litigation), Mahindra & Mahindra Limited, Automotive Sector, Mahindra Towers Annex Building, Akurli Road, Kandivali East, Mumbai 400101, Maharashtra.	kolamkar.dhananjay@mahindra.com	9987600686
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 Lucknow and Varanasi Region

IC Region	Address
Lucknow and Varanasi	Mahindra & Mahindra Ltd., FES Swaraj Division, Nawan Chamber, CP-11, First Floor, Viraj Khand, Gomti Nagar, Lucknow – 226010, Uttar Pradesh.
	Mahindra & Mahindra Limited, 701 Felix Square, 7th Floor, IBB-2 Sushant Golf City, Shaheed Path, Lucknow, Uttar Pradesh, 226030.
	Mahindra & Mahindra Limited, 706, 7th Floor, Tower-A, Vinayak Plaza, Maldahiya, Varanasi - 221002, Uttar Pradesh.