

Update 9
06 June 2025**Composition of Internal Committee (IC) for Mohali - 3 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 Mohali - 3 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

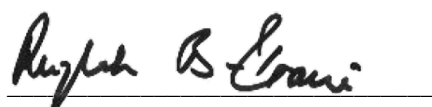
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Manjari Upadhye (Presiding Officer)	F	Chief Marketing Officer, Mahindra and Mahindra Limited, AD Towers, 3rd Floor, Akurli Road – Kandivali East, Mumbai-400101, Maharashtra	upadhye.manjari@mahindra.com	9167062459
Khyati Shekhar Bendre	F	Deputy General Manager-Finance & Accounts, Mahindra & Mahindra Limited, AS. Plot No. 89 MIDC, Satpur, Nashik, Maharashtra - 422 007 (Nashik Plant 1)	bendre.khyati@mahindra.com	9373920025
Rishiraj Bhuyan	M	Deputy General Manager – Sales Karnataka Zone 1, Mahindra & Mahindra Limited., Farm Equipment Sector, Swaraj Division, R S No. 97/4+5, Plot No. 19, 3rd floor, Shri Sai Arcade, Gokul Road (Airport Road), Manjunath Nagar, Cross, Hubli – 580030, Karnataka	bhuyan.rishiraj@mahindraswaraj.com	9900893168
Amol Deshpande	M	CFO Heavy Engines, Mahindra & Mahindra Limited., Spares Business Unit, 374, Satav Estate & Warehousing, Warehouse No-3 Chakan- Talegaon Road, Kharabwadi, Taluka- Khed, District-Pune Maharashtra. 401501	deshpande.amol2@mahindra.com	9922957014
Risheka Dhhawan (External Member)	F	Member NGO A-1/3, Lower Ground Floor, Hospital Road, Jangpura-A, New Delhi-110014	risheka@poshdesk.in	9811966222

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 Mohali - 3 Region

IC Region	Address
Mohali - 3	Mahindra & Mahindra Limited, C/o Swaraj Engines Ltd, Admin Block, 2nd Floor, Indl. Focal Point, Phase IX, SAS Nagar, Mohali 160062 (Punjab).
	Mahindra & Mahindra Ltd., R&D Office, Swaraj Division, Plot No. 829E, Phase VII, Industrial Area, SAS Nagar, Mohali – 160055.