

Update 9
06 June 2025**Composition of Internal Committee (IC) for Mumbai - 1 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 Mumbai - 1 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

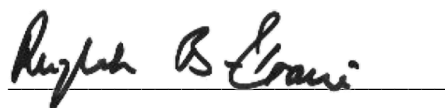
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Nikisha Chetan Kucheria (Presiding officer)	F	General Manager - Finance & Accounts Mahindra Towers, Akurli Road, Kandivali East, Mumbai – 400101	kucheria.nikisha@mahindra.com	9833399309
Debanjana Sengupta	F	Deputy General Manager, Mahindra & Mahindra Limited, Mahindra Towers, P.K. Kurne Chowk, (opposite Doordarshan), 2nd Floor – Accounts Department, Mumbai – 400 018, Maharashtra	sengupta.debanjana@mahindra.com	9821481805
Neeta Radia	F	Deputy General Manager - Diversity Equity & Inclusion, Mahindra and Mahindra Limited, AD Towers, 3rd Floor, Akurli Road – Kandivali East, Mumbai– 400 101, Maharashtra	radia.neeta@mahindra.com	9819995831
Rahul Narkar	M	General Manager - Vehicle Assembly - Manufacturing Operations Mahindra & Mahindra Limited, Mahindra Towers, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune 410503.	narkar.raahul@mahindra.com	9881080299
Risheka Dhawan (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 Mumbai - 1 Region**

IC Region	Address
Mumbai 1	Mahindra & Mahindra Ltd., MITC Kandivali, Akurli Road, Mira Road East, Aliko Nagar, Akurli Nagar, Kandivali East, Mumbai 400 101, Maharashtra.
	Mahindra & Mahindra Ltd., Farm Division, Kandivali Plant, Akurli Road, Kandivali (East), Mumbai-400101, Maharashtra.
	Mahindra & Mahindra Ltd., FES, Gate No. 2, Akurli Road, Kandivali East, Mumbai-400101, Maharashtra.
	Mahindra & Mahindra Ltd., Automotive and Farm Equipment Sectors, AFS Head Office Administration, Mahindra Towers, Akurli Road, Kandivali (East), Mumbai-400101, Maharashtra.
	Mahindra & Mahindra Ltd., Automotive Sector, Kandivali Plant, Akurli Road, Kandivali (East), Mumbai-400101, Maharashtra.
	Mahindra & Mahindra Ltd, Lotus Corporate Park, "G" Wing, 11th Floor, 1101 & 1102, Ram Mandir Lane, Off Western Express Highway, Goregaon, Mumbai-400063. Maharashtra.
	NBS Int'l Ltd., Vinod Sanghi Marg, Udyog Nagar, Goregaon (West), Mumbai – 400 062, Maharashtra.