

Update 9
21 January 2026**Composition of Internal Committee (IC) for Nashik - 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 Nashik – 1 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

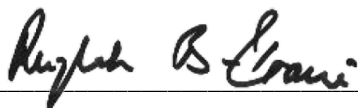
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Damayanti Bandopadhyay (Presiding Officer)	F	Vihaan Lead - SD - Digitization Swaraj H/O Mohali Plant 1, 6, Phase IV, Sahibzada Ajit Singh Nagar, Mohali, Punjab, Pin Code: 160055	25022019@mahindra.com	9004919795
Abhay Likhite	M	Deputy General Manager - ER Mahindra & Mahindra Ltd., Automotive Sector, Akurli Road, Kandivali East, Mumbai-400101, Maharashtra.	Likhite.abhay@mahindra.com	7738772675
Dhananjay Kolamkar	M	Deputy General Manager - Group Legal (Head Legal – Litigation) Mahindra & Mahindra Limited, Automotive Sector, Mahindra Towers Annex Building, Akurli Road, Kandivali East, Mumbai 400 101, Maharashtra	kolamkar.dhananjay@mahindra.com	9987600686
Vikranti Rao	F	Manager-Group Legal Services Mahindra & Mahindra Limited., 5th floor, Mahindra Towers, Dr. G. M. Bhosale Marg, Worli, Mumbai 400018, Maharashtra	rao.vikranti@mahindra.com	9004758151
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 Nashik – 1 Region

IC Region	Address
Nashik 1	Mahindra & Mahindra Ltd., Automotive Sector, Igatpuri Plant Mouze Talegaon, Taluka-Igatpuri, Nashik – 422 403, Maharashtra.