

Update 10
16 October 2025**Composition of Internal Committee (IC) for Nashik - 2 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 – 2 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

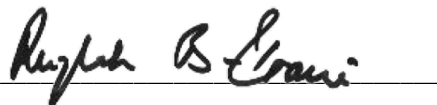
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Ruchi Rawat (Presiding Officer)	F	General Manager-HR Mahindra and Mahindra Limited, AD Towers, 4th Floor, Akurli Road – Kandivali East, Mumbai-400101, Maharashtra.	rawat.ruchi@mahindra.com	9820435209
Deepa Kunder	F	Deputy General Manager- HR Mahindra and Mahindra Limited, AD Towers, 2nd Floor, Akurli Road – Kandivali East, Mumbai-400101, Maharashtra	kunder.deepa@mahindra.com	9890142412
Fatema Chinikamwala	F	Manager- Group Legal (Operations) Mahindra & Mahindra Limited, Fifth Floor, Mahindra Towers, Dr. G. M. Bhosale Marg Worli, Mumbai-400018, Maharashtra	chinikamwala.fatema@mahindra.com	9833998525
Sameer Desai	M	Senior General Manager - Strategic Sourcing • SSU A&T Proprietary, Mechanisms and SBP Mahindra & Mahindra Limited, Mahindra Towers, Akurli Road, Kandivali East, Mumbai - 400 101, Maharashtra	desai.sameer@mahindra.com	9867973902
Ankit Dixit (External member)	M	Member NGO A-1/3, Lower Ground Floor, Hospital Road, Jangpura-A, New Delhi- 110014.	ankitdixit@poshdesk.in	8929273500

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 – 2 Region

IC Region	Address
Nashik 2	Mahindra Leadership University, MLU Nashik, Next to YCMOU (Yashwantrao Chavhan Open University), Gowardhan Village, Gangapur Road, Nashik - 422 222, Maharashtra.
	Mahindra & Mahindra Limited, Plant II, AS. Plot No. 80, Part of 81 at MIDC Satpur and GATE No. 64C, Part of 64 B-NMC Area, MIDC, Satpur, Near ABB Ltd, Nashik 422 007, Maharashtra - (Nashik Plant 2).
	Mahindra & Mahindra Limited, Plot 81 (P) Part of 81 At MIDC,,Gat No Part Of 64b-Nmc, Area,, Satpur, Behind Mahindra and Mahindra Plant, 2, Midc,Nashik-422007, Maharashtra.
	Mahindra & Mahindra Limited, AS. Gate No. 161/A-1, Trimbak Road, Near Hotel Sanskruti, Belgaondhaga, Taluka & District Nashik - 422 213, Maharashtra.
	Mahindra & Mahindra Limited, As. Gat No 416/1 417 And 418, Tirmbak Road,Near Sandip Foundation, Mahirvani, Nashik-422213, Maharashtra.
	Mahindra & Mahindra Limited, AS. Gate No. 416/417, Trimbak Road, Mahiravani, Taluka and District Nashik - 422 213, Maharashtra.
	Mahindra & Mahindra Limited, AS. Plot No. 126, Satpur, Opp. Sharda Motors, MIDC Nashik - 422 007, Maharashtra.
	Mahindra & Mahindra Limited, Spares Business Unit, S. No-157, Gogad Estate, Mumbai Agra Highway, Near DRDO Gate, Dighory Nashik Maharashtra, 422206.