

**Update 9**  
21 January 2026**Composition of Internal Committee (IC) for Nashik - 3 Region**

Pursuant to Circular dated 5<sup>th</sup> 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 – 3 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

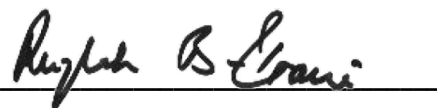
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Manjari Upadhye (Presiding Officer)	F	Chief Marketing Officer Mahindra and Mahindra Limited, AD Towers, 3rd Floor, Akurli Road – Kandivali East, Mumbai-400101, Maharashtra	upadhye.manjari@m ahindra.com	9167062459
Ritika Singh	F	Manager - Group Legal(Compliance) Mahindra & Mahindra Ltd, 5th Floor, Mahindra Towers, Dr. G. M. Marg, Worli , Mumbai – 400018	23171818@mahindr a.com	9570091672
Akshata Tinaikar	F	Deputy General Manager - Finance & Accounts Mahindra & Mahindra, Automotive Sector, Akurli, Cross Road 2, Kandivali East, Mumbai - 400101	tinaikar.akshata@m ahindra.com	7718827395
Anil Kumar M	M	General Manager-Plant head Mahindra & Mahindra Limited, Automotive Sector, Zaheerabad Plant, Mahindra Nagar, Near Bidar T Junction, Medak District, Zaheerabad-502 220, Telangana	anilkumar.m@mahin dra.com	9866434134
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](mailto: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 – 3 Region**

<b>IC Region</b>	<b>Address</b>
Nashik 3	Mahindra & Mahindra Limited, AS. Plot No. 89 MIDC, Satpur, Opp. Epiroc India Ltd, Nashik, Maharashtra - 422 007 (Nashik Plant 1).