

Update 9
06 June 2025**Composition of Internal Committee (IC) for Pune - 4 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 Pune - 4 Region. The list of the workplaces of the company falling within this region is given in **Annexure**.

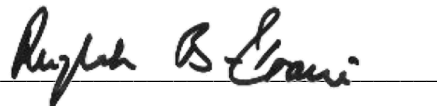
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Sonu Aseem Garg (Presiding Officer)	F	General Manager - Finance & Accounts, FM Mahindra Towers, 2nd floor, 2B wing, Group HR, Worli, Mumbai-400018	garg.sonu@mahindra.com	9920780104
Syam	M	Deputy General Manager-HR Mahindra and Mahindra Limited, AD Towers, 4th Floor, Akurli Road – Kandivali East, Mumbai- 400101, Maharashtra.	syam@mahindra.com	8380024767
Meenakshi Balasubramanian	F	Deputy General Manager - DELHI – CIS Mahindra & Mahindra Ltd., First Floor, East Tower, NBCC Place, Bhisma Pitamah Marg, Pragati Vihar, Lodhi Road, New Delhi-110003.	balasubramanian.meenakshi@mahindra.com	9811432535
Rahul Dhadphale	M	Deputy General Manager - HEAD -XUV300 TCF- XUV300 TCF-Production Mahindra & Mahindra Limited, 80/89, MIDC Satpur District Nashik – 422007, Maharashtra	dhadphale.rahul@mahindra.com	9890928070
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 Pune - 4 Region

IC Region	Address
Pune 4	Mahindra & Mahindra Ltd., FES Swaraj Division, 703/704, 7th Floor, Pride Ikon, Sr. No: 22/1/1A, Bypass Road, Kharadi, Pune-411 014, Maharashtra.
	Mahindra & Mahindra Limited, Nyati Emporium, 702, 703, 704, 7th Floor, Mumbai Bangalore Highway, Near Balewadi Square, Radha Chowk, Next to Mercedes Benz Showroom, Baner, Pune-411045, Maharashtra.
	Mahindra & Mahindra Ltd, Farm Digital Centre, Nyati Emporiums, 8th Floor, 803, 804, 805 & 806, Mahalunge, Baner, Pune-411045, Maharashtra.
	Mahindra & Mahindra Limited, Automotive Sector, MISEM Tower, Near Sharda Centre, 19/2, Plot no- 5, Erandwane, Off Karve Road, Pune-411 004, Maharashtra.
	Mahindra & Mahindra Ltd., Powerol Division., C/o Mahindra Logistics, Near Vijay logistics, Kurli, Sr. No. 96, Old Kurli - Chimbali Grampanchayat, Taluka – Khed, District – Pune-410501, Maharashtra.
	Mahindra & Mahindra Ltd., Powerol Division, C/o Amane Engineering, Gate no 59/1, Behind Rajratna hotel, Waki Budruk, Chakan, District Pune-410501, Maharashtra.
	Mahindra & Mahindra Ltd., Powerol Division, Farm Equipment Sector, Shyam Global Technoventures Pvt Ltd., Gate No. - 6, B-2 & 3 Tal- Bhor, Khed Shivapur, Saswad Link Road, Kasurdi, Pune-412205, Maharashtra.