

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

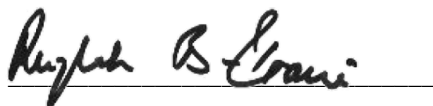
Name	Gender	Designation and Office Address	Email ID	Mobile no.
Sonu Aseem Garg (Presiding Officer)	F	General Manager - Finance & Accounts, FM Mahindra Towers, 2nd floor, 2B wing, Group HR, Worli, Mumbai 400018	garg.sonu@mahindra.com	9920780104
Santanu Sinha	M	Vice President-Group Legal (Head Legal – Compliance, Governance, Litigation & IP) Mahindra & Mahindra Limited, Automotive Sector, Mahindra Towers Annex Building, Akurli Road, Kandivali East, Mumbai 400 101, Maharashtra	sinha.santanu@mahindra.com	9920740397
Neha Sharma	F	Deputy General Manager - Digital Manufacturing, Mahindra & Mahindra Limited, Mahindra Towers, Plot No. A-1, Chakan Industrial Phase IV, Tal Khed, District Pune 410501	25003552@mahindra.com	9028835351
Pushpakant Sawant	M	Deputy General Manager-HR Mahindra & Mahindra Limited, Farm Machinery Division, Unit II Plot No 02 Sector No 01 Industrial Area Pithampur District Dhar 454775, Madhya Pradesh	sawant.pushpakant@mahindra.com	9004786868
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 Rudrapur Region

IC Region	Address
Rudrapur	Mahindra & Mahindra Ltd., Farm Equipment Sector, Rudrapur Plant, Kicha Road, VPO - Lalpur, Rudrapur. – 263148, Udham Singh Nagar, Uttarakhand.
	Mahindra & Mahindra Limited, Agri Business Devp. Centre, Village & P.O.- Lalpur, Rudrapur, Dist. Udham Singh Nagar, Uttaranchal - 263153