

Update 9
21 January 2026**Composition of Internal Committee (IC) for West Bengal 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 West Bengal 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– 400 101, Maharashtra | upadhye.manjari@mahindra.com | 9167062459 |
| Romin Gavankar | M | Deputy General Manager - Group Legal (ESG Compliances), Mahindra & Mahindra Limited, Mahindra Towers, Annex Building, Akurli Road, Kandivali East, Mumbai 400101 | gavankar.romin2@mahindra.com | 9766097362 |
| Akshata Tinaikar | F | Deputy General Manager - Finance & Accounts Mahindra & Mahindra, Automotive Sector, Akurli, Cross Road 2, Kandivali East, Mumbai - 400101 | tinaikar.akshata@mahindra.com | 7718827395 |
| Syam | M | Deputy General Manager-HR, Mahindra and Mahindra Limited, AD Towers, 4th Floor, Akurli Road – Kandivali East, Mumbai– 400 101, Maharashtra. | syam@mahindra.com | 8380024767 |
| 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 West Bengal Region**

| IC Region | Address |
|------------------|---|
| West Bengal | Mahindra & Mahindra Limited, 1st floor, 31, Jawaharlal Nehru Road, Chowringhee, Kolkata 700016, West Bengal. |
| | Mahindra & Mahindra Ltd., 2nd Floor, 7, Kyd Street, Kolkata - 700 016, West Bengal. |
| | Mahindra & Mahindra Ltd., 3rd Floor, 7, Kyd Street, Kolkata - 700 016, West Bengal. |
| | Mahindra & Mahindra Ltd, V.K Trade Centre, 3rd Floor, Opp. Down Town Hospital, G.S. Road, Rukminigaon, Guwahati, 781022 |
| | Mahindra & Mahindra Ltd., FES Swaraj Division, Unit No ECSU-0504, Eco Suite, 5th floor, Plot no 22, Action Area - II, New Town, Kolkata 700 156, West Bengal. |
| | Mahindra & Mahindra Ltd., Spares Business Unit, Plot No-G2 Vidyasagar Industrial Park New Town Road, Kharagpur, Paschim Medinipur West Bengal- 721301. |
| | Mahindra & Mahindra Limited, Mahindra Institute of Learning Excellence - Kolkata, Ground Floor, 2, Ripon Street, Kolkata 700016, West Bengal. |