



3M India Limited
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Bengaluru 560001, India
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Corporate Relationship Department
BSE Limited
1st Floor, New Trading Ring, Rotunda Building
P.J. Towers, Dalal Street, Fort
Mumbai - 400 001

March 13, 2025

The Secretary
National Stock Exchange of India Limited
Exchange Plaza, Bandra – Kurla Complex
Bandra (E), Mumbai – 400 051

Scrip Code - 523395

Scrip Code – 3MINDIA

Dear Sirs,

Sub: Outcome of the Board Meeting held on March 13, 2025.

Ref: Reg. 30 SEBI (LODR) Regulations, 2015.

We hereby inform you that the Board of Directors of the Company at its Meeting held on March 13, 2025 (Thursday) has transacted the following business items *inter-alia* others:

1. The Board of Directors based on the recommendation of the Nomination and Remuneration Committee has:
 - (a) Appointed **Mr. Jayanand Vasudeorao Kaginalkar** (DIN: 07904558), as an Additional Director of the Company, categorized as Executive Director (designated as “Whole-time Director”) with effect from April 1, 2025. The appointment of Mr. Jayanand as a Whole-time Director of the Company will be for a period of 2 years i.e., from April 1, 2025 to March 31, 2027.
 - (b) Appointed **Ms. Jung Hyun Kim** (DIN: 10954275) as an Additional Director of the Company, categorized as Non-Executive and Non-Independent Director of the Company with effect from April 1, 2025.
 - (c) Appointed **Mr. Nikhil Arora** as Chief Financial Officer and Key Managerial Personnel of the Company with effect from May 5, 2025.
 - (d) Taken note of the resignation of **Mr. Andrew Paul Bennett** (DIN: 10681735) as a Director of the Company with effect from April 1, 2025, due to various other professional commitments and responsibilities within the 3M Group.



- (e) Taken note of the resignation of **Ms. Yun Jin** (DIN: 09474323) as a Director of the Company with effect from April 1, 2025, consequent upon her taking up a new role and responsibility within 3M Group.

Additionally, the Board has approved the commencement of a Postal Ballot process to seek shareholder approval for the appointment of Mr. Jayanand Kaginalkar and Ms. Jung Hyun Kim as Directors of the Company.

2. **Mr. Bharat D Shah** (DIN: 00136969) will cease to be Independent Director of the Company upon completion of his second and final term of 5 years on March 26, 2025. Mr. Shah is associated with 3M India since March 2015. His rich experience in the financial services sector and expertise in the fields of banking, finance, business management and securities market has immensely benefited the Company. The Board of Directors of the Company place on record their sincere appreciation for the valuable contributions made by Mr. Shah and extend their gratitude and best wishes for his distinguished services.
3. The Board has unanimously appointed **Ms. Radhika Rajan** (DIN: 00499485) (Non-Executive, Independent Director of the Company) as the “Chairperson of the Board”, with effect from March 26, 2025.
4. In view of the induction of new Directors, the resignations, and the impending retirement of Mr. Bharat D Shah, the Board reconstituted the Committees of the Board as under.

Effective March 26, 2025			Effective April 1, 2025		
(A)	Nomination and Remuneration Committee		(A)	Audit Committee	
1)	Mr. N.V Sivakumar	Chairperson	1)	Mr. N.V Sivakumar	Chairperson
2)	Ms. Radhika Rajan	Member	2)	Ms. Radhika Rajan	Member
3)	Mr. Andrew Bennett	Member	3)	Ms. Elizabeth Kong	Member
(B)	Stakeholders Relationship Committee		(B)	Nomination and Remuneration Committee	
1)	Ms. Radhika Rajan	Chairperson	1)	Mr. N.V Sivakumar	Chairperson
2)	Ms. Elizabeth Kong	Member	2)	Ms. Radhika Rajan	Member
3)	Mr. Ramesh Ramadurai	Member	3)	Ms. Jung Hyun Kim	Member
(C)	Corporate Social Responsibility Committee		(C)	Corporate Social Responsibility Committee	
1)	Ms. Radhika Rajan	Chairperson	1)	Ms. Radhika Rajan	Chairperson
2)	Ms. Elizabeth Kong	Member	2)	Ms. Jung Hyun Kim	Member
3)	Mr. Ramesh Ramadurai	Member	3)	Mr. Ramesh Ramadurai	Member
			4)	Mr. Jayanand Kaginalkar	Member
			(D)	Risk Management Committee	
			1)	Mr. N.V Sivakumar	Chairperson
			2)	Ms. Radhika Rajan	Member
			3)	Ms. Elizabeth Kong	Member
			4)	Mr. Ramesh Ramadurai	Member
			5)	Mr. Jayanand Kaginalkar	Member



The details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD1/P/CIR/2023/123 dated July 13, 2023 read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P /2023/120 dated July 11, 2023 are given in the enclosed “Annexure - 1”.

The Meeting commenced at 3.21 P.M.(IST) and concluded at 3.35 P.M.(IST).

Please take all the above on record and kindly treat this as compliance with Regulations 30 and 33 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Thanking you

Yours faithfully

For 3M India Limited

A handwritten signature in blue ink, appearing to read 'Pratap Rudra Bhuvanagiri', is written over the typed name.

Pratap Rudra Bhuvanagiri
Company Secretary & Compliance Officer

Encl: as above



Disclosure of information pursuant to Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023:

“Annexure 1”

	Particulars	1(a)	1(b)	1(c)	1(d)	1(e)	2
1	Name & DIN	Mr. Jayanand Vasudeorao Kaginalkar (DIN: 07904558)	Ms. Jung Hyun Kim (DIN: 10954275)	Mr. Nikhil Arora	Mr. Andrew Paul Bennett (DIN: 10681735)	Ms. Yun Jin (DIN: 09474323)	Mr. Bharat D Shah (DIN: 00136969)
2	Reason for Change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment as an Additional Director of the Company, categorized as Whole-time Director with effect from April 1, 2025	Appointment as an Additional Director of the Company, categorized as Non-Executive and Non-Independent Director with effect from April 1, 2025	Appointment as Chief Financial Officer and Key Managerial Personnel of the Company with effect from May 5, 2025	Resignation as Director of the Company with effect from April 1, 2025. Letter of resignation is attached. The reason for resignation is as disclosed in the letter.	Resignation as Director of the Company with effect from April 1, 2025. Letter of resignation is attached. The reason for resignation is as disclosed in the letter.	Will complete his second and final term as Independent Director of the Company on March 26, 2025.
3	Date of Appointment / reappointment/cessation and term of appointment	April 1, 2025 to March 31, 2027 (2 Years). Appointment	April 1, 2025. Appointment	May 5, 2025. Appointment	April 1, 2025. Cessation	April 1, 2025. Cessation	March 26, 2025. Cessation
4	Brief Profile (in case of appointment)	Mr. Jayanand Kaginalkar was the Business Supply Chain Director for Safety and Industrial Business group for Asia, with 3M Innovation, Singapore. He Joined 3M India in 2007 as Site manager of Pimpri Plant, Pune. He then became Site Manager of Ranjangaon plant in 2009. As a part of leadership development and exposure to international manufacturing experience, he was deputed to 3M Brazil in 2012 for a period of 9 months. He returned to India as Manufacturing operations Manager taking care of all the manufacturing plants. He was then assigned as Master Black belt, taking care of Lean six Sigma operations for 3M India. In 2016 he became Manufacturing and Supply chain leader for 3M India. In 2019 he was transferred to 3M Innovation, Singapore as Lean Six Sigma Director for Asia Pacific Region. In 2021 he became Lean value Stream Director for Safety and Industrial Business group for Asia. Prior to Joining 3M, he worked in various companies such as Tata Auto Comp (T C Springs), Sandvik Asia and MICO (Robert Bosch) in field of Manufacturing. Mr. Jayanand Kaginalkar holds a Post Graduate Diploma in Management (PGDM) with specialisation in Operations from the Indian Institute of Management, Bangalore and a Bachelor of Engineering in Metallurgical Engineering from the College of Engineering, Pune.	Ms. Jung Hyun Kim is Human Resources Director, 3M Asia from September 01, 2023. She is a seasoned HR leader with over 25 years of experience driving people and talent strategies across Asia. As the Asia HR Director at 3M, she oversees HR operations and strategy, ensuring alignment with business objectives while fostering an inclusive, high-performance culture. During her career, Ms. Kim has held several senior HR leadership roles, including South East Asia HR Director and North Asia HR Director. With expertise in Business Partnering HR, Total Rewards, Employee Relations, and HR Solutions, she has played a key role in enhancing employee engagement and organizational effectiveness. Ms. Kim holds a Bachelor's Degree in Public Administration with a major in Social Welfare from Pusan National University.	Mr. Nikhil Arora is an accomplished seasoned Finance leader with over 25 years of experience, highly focused on driving business growth, maximising profitability and excelling in commercial analytics. He has led organisations in both Regional and Global CFO roles. He was previously, the Global CFO at Honeywell Technology Solutions. Prior to that, he served as CFO for India and the Rest of Asia for Honeywell's Building Automation business. He has also held key leadership positions in Hewlett Packard Enterprise, Thermo Fisher Scientific Life Sciences Solutions Group, Dell India and Dell Singapore Hindustan Lever. Nikhil is a Certified Public Accountant (CPA) from USA and a Cost and Management Accountant from ICWAI, India.	Not Applicable	Not Applicable	Not Applicable
5	Disclosure of relationships between directors (in case of appointment of a director)	Nil	Nil	Not Applicable	Not Applicable	Not Applicable	Not Applicable
6	Confirmation in compliance with SEBI Letter dated June 14, 2018 read along with Exchange Circular dated June 20, 2018 (Affirmation that the person proposed to be appointed as Director is not debarred from holding the office by virtue of any SEBI Order or any other authority)	Not debarred from holding the office of Whole-time Director (Executive and Non-Independent Director) of the Company, by virtue of any SEBI order or any other authority.	Not debarred from holding the office of Non-Executive and Non-Independent Director of the Company, by virtue of any SEBI order or any other authority.	Not Applicable	Not Applicable	Not Applicable	Not Applicable
7	Shareholding, if any in the Company.	Nil	Nil	Nil	Nil	Nil	Nil

March 13, 2025

To,

The Board of Directors

3M India Limited

CIN: L31300KA1987PLC013543

Plot No.48-51, Electronic City, Hosur Road

Bangalore - 560 100

Dear Board Members,

Sub: Resignation as a Director of 3M India Limited.

I am writing to inform you of my decision to resign from the position of Non-Executive Director of 3M India Limited from the close of India business hours on **April 1, 2025**, due to various other professional commitments and responsibilities within the 3M Group.

Consequently, I will also step down as a member of the Nomination and Remuneration Committee of the Board of Directors, effective the above date.

It was a great pleasure working with you all. I thank the Directors and the Management of the Company for all the support extended to me during my tenure.

Thanking you,



Andrew Bennett

Director

(DIN: 10681735)

March 13, 2025

To,

The Board of Directors

3M India Limited

CIN: L31300KA1987PLC013543

Plot No.48-51, Electronic City, Hosur Road

Bangalore - 560 100

Dear Board Members,


Sub: Resignation as a Director of 3M India Limited.

I am writing to announce my decision to resign from the position as Non-Executive Director of 3M India Limited, and from the Audit Committee, effective at the close of business hours in India on **April 1, 2025**.

This is due to a change in my role and responsibilities within the 3M Group.

I thank the Board of Directors and the management for their invaluable support and collaboration throughout my tenure.

Thanking you,



Yun Jin

Director

(DIN: 09474323)