

## **Composition of Corporate Social Responsibility (CSR) Committee, CSR Policy and CSR Projects**

### **The Composition of CSR Committee:**

	<b>Name of Director</b>	<b>Designation/Nature of Directorship</b>
1	Ms. Radhika Rajan	Chairperson - Independent Director
2	Ms. Jung Hyun Kim	Member - Non-Executive Director
3	Mr. Ramesh Ramadurai	Member - Managing Director
4	Mr. Jayanand V. Kaginalkar	Member - Whole-time Director

### **CSR Policy**

#### **1.1 Objectives**

- To engage in outcome-based corporate social responsibility programs that will impact and enrich the communities around the Company's areas of operation.
- To engage 3M India employees to contribute to the Company's corporate social responsibility initiatives

#### **1.2 3M India CSR Philosophy**

- 3M India's corporate social responsibility philosophy stems from the Company's purpose to unlock the power of people, ideas and science to reimagine what is possible. Sustainability is a core value of the Company.
- As a purpose-driven company, 3M India applies science to solve customer problems, reduce environmental impact, and improve the lives of people and communities in the company's areas of operation.

#### **1.3 3M India CSR Strategy**

- In line with the Company's core values, 3M India's CSR framework is centered around four pillars – Education, Community Environment and COVID.
- Each pillar represents 3M's strategic intent to create social impact and improve life through innovative investments in education, our communities and the environment. COVID was added as a pillar given the developments of 2020.
- The interventions are mapped to the Schedule VII of the Companies Act 2013 and to the Sustainable Development Goals (SDGs).

### **1.3. 1 EDUCATION: Support the development of children and youth through various education interventions to inculcate the spirit of inquiry & innovative thinking and build future innovators**

In the area of education, 3M India intervenes at multiple levels:

- Early child education and development through a sustained intervention at Government Anganwadis to build readiness among children under the age of 6 to attend school. Investment in this approach is important to support the growth and development of children in their formative years to be sustained scholars through their growing years.
- Building science as a life skill through creative and engaging education models that stimulate a spirit of inquiry and creative thinking which is critical to building the foundation for innovation capability. The investment in this kind of an education based approach is important to empower young minds to be curious, question, discover and believe that they have the power to create and find solutions to problems in their environment.
- Continuing in the area of education, 3M India's efforts extend to supporting young scientists, social innovators and entrepreneurs who are working to solve India's problems with innovative solutions with a social relevance. 3M supports these young innovators with grants to further their ideas and develop prototypes in their innovation process.
- Other areas of intervention include improving access to the education for underprivileged girl children and improving infrastructure for Government schools.

### **1.3.2 COMMUNITY:**

- 3M has a wide reach in India with branches and manufacturing facilities in various locations and extensive sales presence across most states.
- 3M India's community efforts are aimed at improving lives in communities around areas we operate and have a presence, with interventions ranging from education, sanitation, skills development, income generation to initiatives to promote public health and safety.
- 3M India's response to community interventions during times of natural disasters also come under the community initiatives.

### 1.3.3 ENVIRONMENT

- In line with 3M's objective to improve lives in the areas we operate, 3M works in interventions around the theme of water conservation through initiatives such as rain-water harvesting to address drinking water needs in rural homes and to support agricultural needs.
- Other interventions include water conservation efforts around city lake development programs.

### 1.3.4 COVID

During the COVID outbreak, 3M prioritised CSR contributions with greater focus on COVID related relief and support initiatives, and support programs to build resilience in our communities in the medium to longer term.

## 1.4 Geographical Areas for 3M India CSR activities

- 3M India drives its CSR activities, supporting local communities and engaging employees in areas where the Company has its manufacturing operations, R&D facilities, branch offices and sales presence.

## 1.5 Roles and responsibilities of the 3M India CSR Sub Committee

- 3M India CSR Sub-Committee will review the current CSR programs/projects and the pipeline of projects and recommend to the 3M India CSR Governing Committee (the Board of Directors), based on the progress status, the amount of disbursement towards the various activities under the three broad focus areas.
- When appropriate, the Sub-Committee shall make recommendations to the Board with respect to any of the areas that the Committee oversees, reviews, or monitors, and any other major social responsibility policies and practices of the Company.
- Assisting the Sub-Committee in this regard, will be the dashboards presented on Sattva Media & Consulting Pvt. Ltd.'s CSR monitoring and evaluation platform, SHIFT, that will provide an objective view of the budgetary allocation versus the actual spend on the various programs/projects on real time basis.
- The 3M India CSR Sub-Committee will evaluate and recommend suitable non-governmental agencies through which 3M India will implement its CSR initiatives.
- The 3M India CSR Sub-Committee will review and monitor the progress of CSR initiatives on a half-yearly basis and recommend changes as appropriate to the CSR Committee.

- The 3M India CSR Committee will thereafter review, approve and direct the manner of spending of the budget allocated for CSR activities.
- The 3M India CSR Committee shall ensure that all CSR initiatives have scope for engaging volunteers from 3M India on a regular basis.
- The Sub-Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Sub-Committee shall also carry out any other duties and responsibilities delegated to it by the Board from time to time that are related to the purpose of the Sub-Committee.

### **1.6 Meetings of the Sub-Committee**

- The Sub-Committee will meet once every month . Any member of the Sub-Committee may call for a meeting. The Sub-Committee may have in attendance at its meetings such members of management of the Company and other individuals or consultants as the Sub-Committee deems necessary or desirable to provide the information the Sub-Committee needs to carry out its duties and responsibilities. A meeting with majority of the Sub-Committee members shall constitute a quorum for the transaction of business.
- The Sub-Committee shall keep written minutes of its meetings through the CSR Program Lead for the Company jointly with the Corporate Secretary of the Company. The Sub-Committee shall regularly provide the Board with a report of the Sub-Committee's activities and proceedings.

### **1.7 Project Implementation**

- NGOs with an established three-year track record and 12 A and 80G certificate and meets FCRA compliances will be considered as implementing agencies.
- CSR Sub Committee reviews programs using a Selection Scorecard with identified criteria for project selection.
- All selected NGOs will go through an Integrity Assessment and Due Diligence process as per 3M Global compliance standards.
- All projects are monitored and evaluated using the Sattva Media & Consulting Pvt. Ltd. Consulting CSR Monitoring platform.

**1.8. Implementation Partners**

- 3M will undertake CSR activities as approved by the CSR Sub Committee either through direct implementation or through registered trust or registered society, or through a company registered under the Section 8 of the Companies Act 2013, after a due diligence process.
- The Company will undertake activities as approved by the CSR Sub Committee through the following partners – United Way of Bengaluru, K. C. Mahindra Trust, Smile Foundation and other organizations approved by the Committee.

Revision history	Date
	2014
1 <sup>st</sup> Revision	May 27, 2016
2 <sup>nd</sup> Revision	May 28, 2021
3 <sup>rd</sup> Revision	June 1, 2022
4 <sup>th</sup> Revision	April 1, 2025