



3M India Limited
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Bengaluru 560001, India
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www.3M.com/in

April 16, 2026

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

Scrip Code - 523395

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

Scrip Code – 3MINDIA

Dear Sirs,

Sub: Intimation for Change in Senior Management Personnel.

Ref.: Disclosure under Regulation 30 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Pursuant to Regulation 30 read with Para A(7) of Part A of Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”), we hereby inform you that:

- (a) On the basis of recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company have today i.e. on April 16, 2026, approved the appointment of Mr. Jerry Daniel as Country Business Leader – Healthcare of the Company with effect from May 1, 2026. On taking up the appointment, Mr. Jerry Daniel will be considered a Senior Management Personnel for the Company in terms of Regulation 16 (1)(d) of the SEBI Listing Regulations.
- (b) Mr. Rajiv Gupta, currently serving as Country Business Leader - Healthcare Business of the Company, will be transitioning to a senior leadership role as part of internal talent movement within the 3M Group. Consequently, he will cease to be a Senior Management Personnel for the Company.

The details with respect to the said appointment / change as required under Regulation 30(6) read with Para A (7) of Part - A of Schedule III of the SEBI Listing Regulations and SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 are provided in Annexure I to this letter.

Kindly bring this to the notice of the members of the Exchange.

Thanking you

Yours faithfully

For 3M India Limited

Pratap Rudra Bhuvanagiri
Company Secretary & Compliance Officer

Regd Office: Plot No 48-51
Electronics City, Bangalore 560100
CIN No: L31300KA1987PLC013543



Details with respect to change in Senior Management Personnel under Regulation 30(6) read with Para A (7) of Part A of Schedule III of the Listing Regulations and SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated January 30, 2026:

Sl No.	Particulars	Details	Details
1	Name	Mr. Jerry Daniel	Mr. Rajiv Gupta
2	Reason for Change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment as Country Business Leader – Healthcare.	Cessation as Country Business Leader – Healthcare, (Senior Management Personnel), due to transitioning to a senior leadership role as part of internal talent movement within the 3M Group.
3	Date of Appointment / reappointment/cessation and term of appointment	May 1, 2026. Appointment as Senior Management Personnel.	April 30, 2026. Cessation as Senior Management Personnel.
4	Brief Profile (in case of appointment)	Mr. Jerry Daniel currently serves in the Company as Business Operations Leader –Transportation & Energy and has been based in Pune since 2023. He has been associated with the 3M Group since 2013. During his tenure at 3M, he has held multiple leadership roles across Asia, including as Area Portfolio Leader for Automotive & Aerospace, Regional Sales Leader for Southeast Asia, Business Head for the East India Region and Division & General Manager for the Auto Division, Bangalore. He holds a Degree in Engineering and a Diploma in Marketing Management.	Not Applicable
5	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable (Mr. Jerry Daniel is not related to any Director of the Company)	Not Applicable