3M India Limited
5th Floor Marksquare,
61, St Marks Road,
Bengaluru 560001, India
Tel: +91 80 22231414
www.3mindia.in

August 4, 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 Sir,

Sub: Submission of Business Responsibility and Sustainability Report for FY 2025-26.

Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Please find enclosed herewith the Business Responsibility and Sustainability Report for FY 2025-26, which also forms part of the Annual Report for FY 2025-26.

Thanking you
For 3M India Limited

Pratap Rudra Bhuvanagiri
Company Secretary &
Compliance Officer

Encl: as above

Regd Office: Plot No 48-51
Electronics City, Bangalore 560100
CIN No: L31300KA1987PLC013543
Email: investorhelpdesk.in@mmm.com

ANNEXURE 'C' TO THE REPORT OF THE BOARD OF DIRECTORS

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31300KA1987PLC013543
2.	Name of the Listed Entity	3M INDIA LIMITED
3.	Year of incorporation	1987
4.	Registered office address	Plot Nos. 48-51, Electronic City, Hosur Road, Bengaluru - 560 100
5.	Corporate address	MARKSQUARE, 5th Floor, St. Marks Road, Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560001
6.	E-mail	investorhelpdesk.in@mmm.com
7.	Telephone	+91-80-2223 1414
8.	Website	https://www.3mindia.in
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital (INR)	112,650,700
12.	Details of the person who may be contacted in case of any queries on the BRSR report	Ms. Smitha Gopalkrishnan +91 80-2223-1414 sgopalkrishnan@mmm.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)?	Standalone
14.	Name of assurance provider	Intertek India Private Limited
15.	Type of assurance obtained	Reasonable Assurance

II.	Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Other Manufacturing	59%
2.	Trading	Wholesale Trading	41%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Transportation & Electronics products	3290	36%
2.	Safety & Industrial products	3290	32%
3.	Healthcare products	3290	20%
4.	Consumer products	3290	11%
5.	Others (Exports)	3290	1%

III.	Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	0	0

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	36
International (No. of Countries)	21

b. What is the contribution of exports as a percentage of the total turnover of the entity?

0.99%

c. A brief on types of customers

(i) **Business to Business (B2B):** 3M India Limited ("3M India") serves a diverse B2B customer base, including Original Equipment Manufacturers (OEMs), construction and infrastructure companies, hospitals and clinics, industrial facilities, electronics and telecommunication companies, automotive manufacturers and aftermarket dealers, as well as the aerospace sector.

(ii) **Business to Consumer (B2C):** 3M India markets a range of consumer products directly to end-users, including Scotch-Brite® scrub pads, Command™ strips, Scotch® tapes, Post-it® notes, respirators and car care products.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	930	769	83%	161	17%
2.	Other than permanent (E)	234	204	87%	30	13%
	Total Employees (D+E)	**1,164**	**973**	**84%**	**191**	**16%**
Workers						
4.	Permanent (F)	343	307	90%	36	10%
5.	Other than permanent (G)	1023	929	91%	94	9%
	Total Workers (F+G)	**1,366**	**1,236**	**90%**	**130**	**10%**

b. Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
	Total Employees (D+E)	**1**	**1**	**100%**	**0**	**0%**
Workers						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	1	1	100%	0	0%
	Total Workers (F+G)	**2**	**2**	**100%**	**0**	**0%**

Notes:

Only blue-collar workers are considered under "permanent workers," while "permanent employees" include those not directly engaged in production such as corporate, sales, R&D, support functions and Manufacturing and Engineering (M&E) staff.

Data on differently abled is based on the voluntary disclosures shared by employees/workers with the entity.

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	3	43%
Key Management Personnel	4	0	0%

22. **Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):**

	FY 26 (Turnover rate in current FY)			FY 25 (Turnover rate in previous FY)			FY 24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8%	11%	9%	10%	17%	11%	19%	19%	19%
Permanent Workers	3%	7%	3%	2%	12%	3%	2%	17%	2%

***Note:** Turnover includes those who left the entity voluntarily, separation due to under performance, workforce reduction, retirement and death in service.*

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) **Names of holding / subsidiary / associate companies / joint ventures:**

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures(A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1.	3M Company	Holding	-	Yes

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No):** Yes.

(ii) **Turnover (in ₹):** 5,089.76 crores

(iii) **Net worth (in ₹):** 1,768.15 crores

VII. Transparency and Disclosures Compliances

25. **Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, community grievances are addressed through direct engagement channels (email and NGO partners) and regular field interactions with local stakeholders. Concerns are monitored through third-party assessments and integrated into programme design for timely resolution.	0	0	None	0	0	None
Investors (other than shareholders)	Yes, investors may reach 3M India through a dedicated investor helpdesk for addressing their queries and concerns. Contact information of the designated officials of the company.	0	0	None	0	0	None

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, 3M India shareholders may reach the entity or registrar and share transfer agent. [Contact information of the designated officials of the company]	142	0	6 pending complaints as on March 31st 2025 were resolved in April 2025 and included in FY 25-26 disclosures.	133	6	The pending complaints as on March 31st 2025, were resolved in the first week of April 2025.
Employees and workers	Yes, 3M India provides a dedicated platform, *3MEthics.com*, through which employees and workers can report concerns or grievances, including the option to do so anonymously. [EthicsPoint - 3M]	49	10	The pending cases follow 3M's standard Ethics and Compliance investigation protocol and will be resolved in due course.	51	24	The pending cases follow 3M's standard Ethics and Compliance investigation protocol and will be resolved in due course.
Customers	Yes, for 3M India, customer grievances are addressed through an online portal called Customer Issue Resolution portal. Every customer has unique access to this portal to log complaints and view the status for resolution. The average cycle time to address queries is <=10 days.	8,928	0	None	7,847	1	None
Value chain partners	Yes, value chain partners are covered under 3M India's grievance redressal framework through *3MEthics.com*, which enables the registration of complaints, including anonymous submissions by non-employees. [EthicsPoint - 3M]	0	0	None	0	0	None
Others (please specify)	-	-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following formats.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Innovation and commercialisation	Opportunity	Our New Product Introduction (NPI) process provides a robust framework to develop products from ideas to launch. Throughout, we identify ways to maximise growth opportunities by delivering against customer needs. One way we do this is through the Sustainability Value Commitment (SVC) for new products. An SVC helps teams understand how sustainability may play a role in customer-relevant product differentiation in the product development process and drive business growth. For example: Reduction of waste, energy use and water use; reusability, recyclability and the use of recycled materials; third-party eco-label or certification and responsible sourcing.	-	Embedding sustainability early in the NPI process may improve 3M's finances, increasing the likelihood of new products aligning with evolving customer and market demand, cutting production costs, ensuring regulatory compliance, reducing legal risks and enhancing brand reputation, driving sustainable growth and profitability.
2.	Innovation and commercialisation	Risk	Any health and safety incident related to our products poses a risk of injury or harm to our customers, which can lead to legal liabilities, damage to our brand reputation and financial losses.	By continuously improving product safety standards, implementing rigorous testing protocols and swiftly addressing any issues through transparent communication and prompt recalls, if necessary, we can mitigate risks, protect customer trust and reinforce our commitment to safety and quality. The entity provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carry information on product usage, hazard status, storage conditions, shelf life and disposal methodologies.	Prioritising health and safety in our products and solutions helps build consumer trust, boosts product demand, strengthens brand reputation and avoids costly legal actions, while fostering confidence among stakeholders.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Working conditions	Risk	Employee health and safety are important considerations for positive working environment. It poses a risk to the entity due to potential accidents, health issues, increased costs, reduced productivity and potential legal liabilities, impacting human resources and overall operational efficiency.	At 3M India, we prioritise employee health and safety with rigorous training, regular health screenings and strict compliance with safety regulations. We foster a culture of awareness, utilise advanced technologies and engage employees to ensure a safe and supportive workplace environment.	Focusing on employee health and safety creates a positive work environment that minimises medical expenses, avoids regulatory penalties and boosts productivity. By prioritising the well-being of our team, we not only enhance job satisfaction but also make 3M India an attractive place for talented individuals to join and stay.
4.	Community engagement	Risk	The impact of community health, safety and well-being issues on the entity include potential regulatory scrutiny, operational disruptions, reputational damage and legal liabilities, which can affect business continuity and stakeholder trust.	3M India has strong community engagement through its CSR programme. The entity's community philosophy is enshrined in the CSR policy which states that it seeks to engage in outcome-based CSR programmes that will impact and enrich the communities around its areas of operation. The interventions are mapped to the activities listed under Schedule VII of the Companies Act 2013 and to the Sustainable Development Goals (SDGs), broadly falling under the focus themes of STEM & Skilled Trades and Community Needs.	By actively supporting community health, safety and well-being, we can strengthen our brand reputation, ensure smooth operations and foster positive relationships with regulators. This commitment not only helps us avoid legal expenses but also demonstrates our dedication to being a responsible corporate citizen, enhancing the trust and goodwill of the communities we serve.
5.	Climate	Risk	Climate change may adversely impact 3M India's operations, supply chain and financial performance through increased exposure to extreme weather events, resource constraints, regulatory changes, carbon reduction requirements and evolving stakeholder expectations.	3M India has undertaken initiatives to mitigate climate-related risks through renewable energy transition, water stewardship, circularity and waste reduction programmes and sustainable value chain management.	By proactively managing climate-related risks, we can optimise operational costs, avoid regulatory fines and safeguard against disruptions. This approach not only protects our financial health but also demonstrates our commitment to environmental stewardship.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Water	Risk	Operating in a water-stressed area poses a significant risk to 3M India's operations due to the potential scarcity of a critical resource. Water stress can lead to restrictions on water usage, increased costs for water and potential conflicts with local communities and other water users. It can also impact 3M India's ability to expand or maintain operations in the region.	3M's 2025 global manufacturing locations were evaluated using the Aqueduct™ Water Risk Atlas stress- level screening tool, Aqueduct 4.0. Over 100 3M locations were analysed, with 10 identified as being in "extremely high" or "high" water-stressed areas. The 10 locations account for 1.2% of 3M's total water use. Manufacturing locations include those with annual water use equal to or greater than 1,000 cubic meters. To mitigate this risk, 3M India initiated a water conservation and management programme in Shirur Taluka where its manufacturing site is located (Ranjangaon) to develop sustainable water resources and infrastructure. This includes watershed interventions, rainwater harvesting and community engagement to build local water management capabilities. By elevating water levels in aquifers and enhancing irrigation, the entity is working to secure its water supply and support the local community.	Effectively managing this risk allows us to maintain optimal operational costs, comply with water resource regulations and enhance the goodwill of the communities we serve.
7.	Corporate Ethics	Risk	Unethical conduct, non-compliance, or inadequate transparency could expose 3M India to legal, regulatory, financial and reputational risks, impacting stakeholder confidence and business continuity.	3M India mitigates risks through robust compliance programmes, regular audits, comprehensive ethical training, fostering a culture of integrity and transparent communication with stakeholders.	Embracing strong ethics and compliance safeguards our reputation, avoids fines and boosts investor confidence, fostering trust and transparency with all our stakeholders.
		Opportunity	Implementing ethical and transparent business practices enhance trust, attracts stakeholders and strengthens corporate governance at 3M India, driving sustainable growth and leadership in the marketplace.	-	Ethical and transparent practices enhance brand reputation, attract loyal stakeholders, reduce operational risks for 3M India.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1.	a.	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		**P1- :** 3M Company's Code of Conduct establishes the guiding principles for ethical, transparent and accountable business conduct. The Company aligns with internationally recognised frameworks, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGP), the Equal Employment Opportunity Commission (EEOC), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Organisation for Economic Co-operation and Development (OECD) guidelines and the United Nations Convention Against Corruption. **P2-** 3M Company has voluntarily adopted the Globally Harmonised System (GHS) for the classification, labelling and safety data sheets (SDS) of hazardous chemicals, ensuring alignment with global standards and providing comprehensive environmental, health and safety information to customers. **P3-**All 3M India manufacturing sites are certified to ISO 45001:2018 for Occupational Health and Safety Management Systems. **P4-** 3M Company is a participant of the United Nations Global Compact (UNGC) and is committed to aligning its strategies and operations with the UNGC principles on human rights, labour, environment and anti-corruption. **P5-** 3M Company adheres to and supports globally recognised human rights frameworks, including: • United Nations Global Compact (UNGC) • Universal Declaration of Human Rights (UNHR) • United Nations Guiding Principles on Business and Human Rights (UNGP) • International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work • OECD Guidelines for Multinational Enterprises, including OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas **P6-** All 3M India manufacturing sites are certified to ISO 14001:2015 for Environmental Management Systems. **P7-** 3M Company collaborates with the United Nations Framework Convention on Climate Change (UNFCCC) to support and advance the United Nations Sustainable Development Goals (SDGs). **P8-**3M Company engages with UNFCCC initiatives to further its commitment towards achieving the United Nations Sustainable Development Goals (SDGs). **P9-** 3M India is certified to ISO 9001: 2015 for Quality Management Systems.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	3M Company's sustainability strategy is anchored around three sustainability pillars: • Science for Circular • Science for Climate • Science for Community Accordingly, 3M India has identified a set of priorities and leading Indicators to drive value across its stakeholders:								

ESG Priorities	Leading performance indicator
Environment / Climate Action	
Energy Transition – Reducing greenhouse gas emissions through increased adoption of renewable energy and continued energy-efficiency improvements.	Increasing the share of renewable electricity in its operations
Water Stewardship – Improving water efficiency, optimising operational processes and exploring opportunities for water conservation and reuse.	Reducing water intensity across manufacturing operations
Circularity & Waste Reduction – Improving material efficiency through reduced waste generation and increased use of recycled content in products and packaging, where technically feasible.	Improve waste recovery and disposal intensity across manufacturing operations
Social / Employee Health, Safety and Well-being	
Investing in employee health, safety and well-being programmes while improving workforce diversity and representation.	Increase representation of women across the company
Governance/ Sustainable Value Chain	
Strengthening resilience & competitive differentiation across the value chain by expanding sustainability capabilities across our key suppliers.	Coverage across Tier 1 suppliers

<table>
<tr><th colspan="2">Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="11">Policy and management processes</td></tr>
<tr><td>6.</td><td>Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.</td><td colspan="9">During FY 25-26, 3M India continued to advance its sustainability agenda across these priorities -

Environment/ Climate action:
• The entity made continued investments in resource-efficiency initiatives, including energy-efficient chillers, pumps, wastewater treatment systems and water recharge infrastructure.
• Renewable electricity consumption increased to 18,256 GJ during the year.
• Improved resource efficiency through focused sustainability initiatives –
o Energy intensity in terms of physical output reduced by 15.4%.
o Water intensity in terms of physical output reduced by 16.4% compared to the previous year.
o 54% of total waste generated was recycled, reused, or recovered, while less than 1% was sent to landfill
• Increased recycled content in packaging by 21.1% year-on-year.
• 100% compliance with Extended Producer Responsibility (EPR) obligations across plastics, e-waste, batteries and used oil.

Social / Employee Health, Safety and Well-being
• Employee well-being expenditure, as a percentage of revenue, increased by 23% year-on-year.
• Gross wages paid to women, as a percentage of total wages, increased to 14.7%, reflecting progress toward greater gender representation.

Governance/ Sustainable Value Chain
• Continued implementation of responsible sourcing practices, with 11% of input materials sourced from local suppliers in India covered under Supplier Responsibility Code assessments.</td></tr>
<tr><td></td><td colspan="10">Governance, leadership and oversight</td></tr>
<tr><td>7.</td><td>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</td><td colspan="9">At 3M India, sustainability is a critical value driver embedded within our business strategy, guided by our global priorities of Science for Circular, Science for Climate and Science for Community. In FY 25–26, we continued to advance our sustainability agenda through focused initiatives on resource efficiency, sustainable operations and community programmes.
We have made consistent progress in areas such as renewable energy adoption, waste reduction and water circularity, while also strengthening ESG governance through enhanced use of technology and data transparency. Recognising evolving regulatory expectations, we remain committed to continuously improving our ESG performance. Through our BRSR disclosures, we reaffirm our commitment to transparency, accountability and long-term value creation for our stakeholders.</td></tr>
<tr><td>8.</td><td>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</td><td colspan="9">Aseem Joshi, Managing Director, 3M India Limited</td></tr>
<tr><td>9.</td><td>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details</td><td colspan="9">Yes, The Managing Director is part of the 3M India ESG Council, a management-level committee responsible for overseeing sustainability and responsible business practices. The Council comprises representatives from across business groups and functions, ensuring enterprise-wide alignment.

The Council meets quarterly to review ESG performance, assess emerging risks and opportunities and drive continuous improvement. Its key focus areas include strengthening ESG governance and risk management, increasing regulatory awareness, improving reporting transparency and efficiency, promoting sustainable operations and supply chain practices, advancing ESG initiatives and reinforcing a culture of ethics and compliance.</td></tr>
</table>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)
Performance against above policies and follow up action	Yes	P1 - Quarterly
		P2 – Annually
		P3 – Half Yearly
		P4 - Half Yearly
		P5 - Quarterly
		P6 – Annually
		P7 - Annually
		P8 - Half Yearly
		P9 - Quarterly
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes	P1 - Quarterly
		P2 – Annually
		P3 – Half Yearly
		P4 - Half Yearly
		P5 - Quarterly
		P6 – Annually
		P7 - Annually
		P8 - Half Yearly
		P9 - Quarterly

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Yes, the entity has carried out independent assessments by external agencies for Principle 3, 6, 8, 9.

Annual audits for all 3M India manufacturing sites were conducted by the BSI Group India.

1. ISO 14001: 2015 – Environment Management System
2. ISO 45001: 2018 – Occupational Health and Safety Management System
3. ISO 9001: 2015 Quality Management System

The entity's CSR policy was evaluated by Sattva Media and Consulting Pvt. Ltd.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Not applicable.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by awareness programmes
Board of Directors	10	Compliance topics are routinely included in the agenda for the entity's Board meetings. In FY 25-26, the 3M India Board received updates and presentations on the following topics to enhance their awareness and understanding: 1. 3M Code of Conduct 2. Whistleblower policy Additionally, the Managing Director, Whole-Time Director and Non-Executive Directors, being employees of 3M, participate in the all-employee legal and compliance training mandated by the 3M Global Ethics & Compliance Department. During FY 25-26, the following trainings programs and awareness sessions were completed - 1. Preventing Bribery and Corruption 2. Working with Third Parties 3. Data Privacy 4. Cybersecurity 5. Revenue Recognition 6. Code of Conduct Certification 7. Fair Dealings 8. Manager Dialogue Program (quarterly supervisor-led awareness sessions on various ethics and compliance topics, featuring actual case stories and examples depicting employee behavior and actions) Awareness communications and articles were sent to leaders and people leaders, covering the following topics: 1. Third Party Risks 2. Managing Conflicts of Interest 3. Leaders set the Tone 4. Revenue Recognition 5. Leaders Role in Compliance Culture Awareness communications and articles were also sent to all employees, covering the following topics: 1. Preventing Bribery & Corruption 2. Navigating Challenges with Integrity 3. Conflicts of Interest 4. Business Courtesies	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by awareness programmes
Key Managerial Personnel	8	Key Managerial personnel of the entity participate in the all-employee legal and compliance training mandated by the 3M Global Ethics & Compliance Department. All employees are assigned online training modules on various topics and timely completion is diligently tracked. In FY 25-26, key managerial personnel completed the following training programs and awareness sessions: 1. Preventing Bribery and Corruption 2. Working with Third Parties 3. Data Privacy 4. Cybersecurity 5. Revenue Recognition 6. Code of Conduct Certification 7. Fair Dealings 8. Manager Dialogue Program (quarterly supervisor-led awareness sessions on various ethics and compliance topics, featuring actual case stories and examples depicting employee behavior and actions) Awareness communications and articles were sent to leaders and people leaders, covering the following topics: 1. Third Party Risks 2. Managing Conflicts of Interest 3. Leaders set the Tone 4. Revenue Recognition 5. Leaders Role in Compliance Culture Awareness communications and articles were also sent to all employees, covering the following topics: 1. Preventing Bribery & Corruption 2. Navigating Challenges with Integrity 3. Conflicts of Interest 4. Business Courtesies	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by awareness programmes
Employees other than BoD and KMPs	8	Employees are part of the all-employee legal and compliance training mandated by the 3M Global Ethics & Compliance Department. Each employee is assigned online training modules on various topics, with timely completion diligently tracked. In FY 25-26, employees completed the following training programmes and awareness sessions: 1. Preventing Bribery and Corruption 2. Working with Third Parties 3. Data Privacy 4. Cybersecurity 5. Revenue Recognition 6. Code of Conduct Certification 7. Fair Dealings 8. Manager Dialogue Programme (quarterly supervisor-led awareness sessions on various ethics and compliance topics, featuring actual case stories and examples depicting employee behavior and actions) Awareness communications and articles were also sent to all employees, covering the following topics: 1. Preventing Bribery & Corruption 2. Navigating Challenges with Integrity 3. Conflicts of Interest 4. Business Courtesies	100%
Workers	12	Manufacturing workers are exposed to ethics and compliance topics like anti-bribery, anti-competition and conflict of interest through in-person training or awareness sessions. Conflict of interest declarations are taken from manufacturing workers. Additional topics covering health, safety and environment management included - Fire safety & rescue Emergency Response & First Aid Training Electrical safety & First Aid Ergonomics for staff EHS policies Waste Handling Safety Training - Machine Guard Spill/emission prevention & response Wastewater & Stormwater/ Fire water Hazardous Chemicals Handling and PPE Standards Occupational Health training - Biosafety, Food hygiene	100%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement	Nil				
Compounding fee					
Penalty/Fine					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment				

3. **Of the instances disclosed in Question 2 above, details of Appeal/Revision preferred in case where monetary non-monetary actions has been appealed**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes. 3M has established an Anti-Bribery and Anti-Corruption Policy, details of which are available at: https://multimedia.3m.com/mws/media/459284O/principle-anti-bribery-en.pdf

3M is committed to conducting business ethically and in compliance with applicable anti-bribery and anti-corruption laws. 3M strictly prohibits all forms of bribery, including the offering, giving, soliciting, or receiving of anything of value to improperly influence decisions or obtain an undue advantage. This applies to interactions with government officials and all third parties, including customers, suppliers and business partners.

The policy outlines requirements relating to gifts, hospitality, political contributions and charitable donations, with prior approvals mandated for higher-risk transactions. 3M also undertakes risk-based due diligence of business partners in accordance with its integrity assessment procedures. Employees and third parties are required to report any suspected or actual violations through established reporting channels, including anonymous mechanisms.

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

Designation	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. **Details of complaints with regard to conflict of interest:**

	FY25-26 Current Financial Year		FY24-25 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, in case of corruption and conflicts of interest.**

Not applicable.

8. Number of days of accounts payables (Accounts payable *365)/Cost of goods/service procured) in the following format:

	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Number of days of accounts payables	78	88

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

			FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	0%	0%
	b.	Number of trading houses where purchases are made from	0	0
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a.	Sales to dealers /distributors as % of total sales	55%	54%
	b.	Number of dealers / distributors to whom sales are made	958	1123
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	17%	13%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)**	37%	47%
	b.	Sales (Sales to related parties / Total Sales)	1 %	1.6%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d.	Investments (Investments in related parties / Total Investments made)	0%	0%

***Note:** **3M Company, USA is a Holding Company of 3M India Limited and together with other members of 3M Group are "related parties" for 3M India Limited. In the ordinary course of its business, 3M India Limited enters into transactions for the sale and purchase of goods and raw materials with, for availing / rendering services from/to and other commercial transactions with such related parties, which are very critical and essential for the entity to carry out its business operations and maximise its growth and performance.*

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Awareness session on BRSR disclosures, ESG topics and Principles 1-9 was conducted with both Upstream (Suppliers) and Downstream (Customers) partners of the entity	12%

***Note:** Only local suppliers have been covered in value chain partner trainings related to BRSR Principles. During business channel meets, ethics & compliance topics are regularly covered to enhance the awareness of the value chain partners of the entity.*

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of Board? If Yes, provide details of the same

Yes, the entity has processes in place to manage and mitigate conflicts of interest involving members of the Board of Directors. The 3M Code of Conduct outlines clear guidelines for identifying, disclosing and addressing any actual or potential conflicts of interest. Members of the Board of Directors and Senior Management are required to provide annual declarations confirming compliance with the 3M Code of Conduct and to update disclosures, as necessary. The policy is publicly accessible at: https://multimedia.3m.com/mws/media/1237516O/3m-global-code-of-conduct.pdf.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY25-26 Current Financial Year	FY24-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	7.8%	0	In FY 25-26, 3M India made investments in energy efficient HVAC systems for its R&D labs.
Capex	8.5%	0	In FY 25–26, 3M India continued to invest in technologies aimed at improving environmental performance across its manufacturing sites. Key capital investments were directed towards energy efficiency, water management and effluent treatment infrastructure. Major initiatives included installation of energy-efficient chiller systems at the Ranjangaon plant, effluent treatment enhancements and yield improvement projects at the Electronic City facility and development of stormwater recharge infrastructure at the Ahmedabad site. Additionally, upgradation of sewage treatment systems at Ranjangaon further strengthened wastewater management and reuse capabilities. These investments have contributed to improved resource efficiency and enhanced water circularity, supporting the entity's broader sustainability objectives.

2. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?**

Yes, the 3M Supplier Responsibility Code (SRC) serves as the overarching framework outlining the entity's expectations for suppliers across key areas including Labor, Health & Safety, Environment, Ethics and Management Systems. Aligned to this Code, specific policies further strengthen responsible sourcing practices in high-risk areas. The 3M Responsible Minerals Sourcing Policy sets expectations for suppliers providing materials containing tin, tantalum, tungsten and gold, promoting ethical sourcing and due diligence across mineral supply chains. Similarly, the 3M Forest Products (FP) Sourcing Policy establishes requirements for direct (tier one) suppliers of wood-based materials, such as pulp, paper, solid wood, packaging and cellulosic fibers, mandating that such materials are legally harvested, sourced, transported and exported from their country of origin. Together, these policies support responsible, ethical and sustainable supply chain management.

During FY 25-26, 11% of input material was sourced from local suppliers based in India, that have undergone successful SRC audits. The Responsible Business Alliance (RBA) Self Assessment Questionnaire (SQA) is used to gather detailed information from suppliers on their performance across areas covered by the SRC, like labour practices, health & safety, environment, ethics and management systems.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life**

(a) **Plastics (including packaging)**

3M India manages plastic waste in compliance with the Extended Producer Responsibility (EPR) requirements under the Plastic Waste Management Rules. Pre-consumer plastic waste is channelled to authorised recyclers and co-processors, while post-consumer plastic waste is collected through CPCB-registered processors in collaboration with local bodies and logistics partners. Since 2023, 3M India has been meeting its EPR obligations through the CPCB's centralised EPR portal by procuring EPR credits. 3M India continues to achieve its targets across all packaging categories - Category I (rigid plastic packaging), Category II (flexible plastic packaging, including single/multi-layered plastics, sheets, bags and pouches), Category III (multi layered packaging with plastic and other materials).

(b) E-waste

In accordance with the E-Waste (Management) Rules, 2022, 3M India facilitates the collection and responsible recycling of end-of-life electrical and electronic equipment through authorised recyclers. 3M India fulfils its Extended Producer Responsibility (EPR) obligations by adhering to annual collection and recycling targets for the applicable notified product categories. The entity reports on product categories such as Variable Messaging Signs (VMS), polishers, dust extraction machines, spreading devices and certain medical products, as specified in Schedule I.

(c) Hazardous waste (Used Oil)

Under the Hazardous and Other Wastes Rules, 3M India is classified as a “producer” for used oil arising from its lubrication oil products that become contaminated after use. The entity complies with applicable Extended Producer Responsibility (EPR) requirements by ensuring environmentally sound recycling through authorised recyclers and by obtaining EPR certificates against prescribed targets.

(d) Other waste (Batteries)

As per the Battery Waste Management Rules, 2022, 3M India is registered as a "producer" with the CPCB and fulfils its Extended Producer Responsibility (EPR) obligations through authorised battery waste processors. 3M India submits annual EPR plans through the CPCB’s centralised portal, detailing the quantity, weight and dry weight of batteries manufactured during the previous financial year and meets the prescribed collection and recycling targets accordingly.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to 3M India's operations across plastics, e-waste, used oil and batteries. Waste collection, recycling and disposal mechanisms are aligned with EPR plans submitted to the Central Pollution Control Board (CPCB). Compliance is achieved through engagement with CPCB-authorised recyclers/processors and through the procurement of EPR credits, ensuring fulfilment of regulatory targets for the reporting period.

For FY 25–26, 3M India reported its plastic waste footprint and fulfilled its obligations by procuring EPR credits for **1,821 MT** from authorised processors.

In the e-waste category, 3M India completed its registration and met its EPR targets through an authorised recycler, enabling the recovery of materials including **Gold (0.000116 kg), Iron (0.332529 MT), Aluminum (0.019705 MT) and Copper (0.001645 MT)**, in line with CPCB requirements.

For battery waste, 3M India fulfilled its FY 25–26 EPR obligations through the purchase of **0.423 MT of EPR credits** from a CPCB-authorised recycler.

Additionally, 3M India aligns its used oil waste management practices with EPR guidelines and CPCB targets. During FY 25–26, 3M India reported its lubricant oil footprint and procured EPR credits for **6.27 MT** from a CPCB-registered recycler.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

   No, 3M India has not conducted formal LCAs for its products manufactured in India. At a global level, 3M Company undertakes initiatives such as Environmental Product Declarations (EPDs), Product Carbon Footprint (PCF) assessments and screening studies for select products. The Company is also implementing automated tools to assess cradle-to-gate emissions, strengthening its understanding of product-level environmental impacts.

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
	Not Applicable	

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

   We have actively worked to incorporate recycled plastics and paper as input materials in our products and packaging.

Indicate Input Material	Recycled or re-used input material to total material	
	FY 26 Current Financial Year	FY 25 Previous Financial Year
Recycled content incorporated in packaging (MT)	57.5	47.5

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed, as per the following format:**

	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	884	937	0	665	1063
E-waste	0	1.12	0	0	0.5	0
Hazardous Waste (Used Oil)	0	6.27	Not Applicable	0	7	Not Applicable
Other waste (Battery waste)	0	0.423	0	0	0	0

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic packaging waste	100%

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

Essential Indicators

1. a. **Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	769	769	100%	769	100%	NA	NA	769	100%	0	0%
Female	161	161	100%	161	100%	161	100%	NA	NA	161	100%
Total	**930**	**930**	**100%**	**930**	**100%**	**161**	**17%**	**769**	**83%**	**161**	**17%**
Other than Permanent											
Male	204	204	100%	204	100%	NA	NA	0	0%	0	0%
Female	30	30	100%	30	100%	30	100%	NA	NA	0	0%
Total	**234**	**234**	**100%**	**234**	**100%**	**30**	**13%**	**0**	**0%**	**0**	**0%**

b. **Details of measures for the well-being of workers:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	307	307	100%	307	100%	NA	NA	307	100%	194	63%
Female	36	36	100%	36	100%	36	100%	NA	NA	36	100%
Total	**343**	**343**	**100%**	**343**	**100%**	**36**	**10%**	**307**	**90%**	**230**	**67%**
Other than Permanent											
Male	929	929	100%	929	100%	NA	NA	0	0%	583	63%
Female	94	94	100%	94	100%	94	100%	NA	NA	88	94%
Total	**1,023**	**1,023**	**100%**	**1,023**	**100%**	**94**	**9%**	**0**	**0%**	**671**	**66%**

Note: *For both permanent and non-permanent workers at the Ranjangaon plant, a physical crèche facility is available on-site and can be availed by all Ranjangaon workers.*

c. **Spending on measures towards well-being of employees and workers(including permanent and other than permanent) in the following format:**

	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.21%	0.17%

2. **Details of Retirement Benefits, For Current FY And Previous Financial Year.**

Benefits	FY25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
ESI	0%	0%	NA	0%	0%	NA
Gratuity	100%	100%	Y	100%	100%	Y
Other	0%	0%	NA	0%	0%	NA

3. **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard.

Yes. 3M India ensures that its premises are accessible to differently abled employees and workers in line with the Rights of Persons with Disabilities (RPwD) Act, 2016. Accessibility is validated through external audits, with sample locations assessed by specialised agencies. 3M India follows a structured approach to extend such assessments across locations and implement necessary improvements, where required.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web-link to the policy.**

Yes

https://multimedia.3m.com/mws/media/2416981O/3m-india-equal-opportunity-for-persons-with-disabilities-standard.pdf

5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	Multiple channels are available, including the Employee Communication Forum (ECF), a monthly grievance committee (with female representation) and an online grievance tool for issue escalation. Workers may also use *3MEthics.com* (24×7 confidential reporting system) and anonymous suggestion boxes at plant locations.
Other than Permanent Workers	Yes	Contract workers and their representatives engage with HR and plant leadership through regular forums. Anonymous grievance submission is enabled via suggestion boxes at plant sites.
Permanent Employees	Yes	Employees can report concerns through *3MEthics.com* in line with the 3M Code of Conduct. All reporters are protected under the Company's Anti-Retaliation Policy.
Other than Permanent Employees	Yes	Contract employees have the same access as permanent employees to the platforms available for reporting grievances.

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Category	FY25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**930**	**0**	**0%**	**886**	**0**	**0%**
Male	769	0	0%	737	0	0%
Female	161	0	0%	149	0	0%
Total Permanent Workers	**343**	**0**	**0%**	**327**	**0**	**0%**
Male	307	0	0%	307	0	0%
Female	36	0	0%	20	0	0%

8. Details of training given to employees and workers:

Category	FY25-26 Current Financial Year					FY24-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C /A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	973	973	100%	842	87%	909	783	86%	781	86%
Female	191	191	100%	186	97%	176	166	94%	167	95%
Total	**1,164**	**1,164**	**100%**	**1,028**	**88%**	**1,085**	**949**	**87%**	**948**	**87%**
Workers										
Male	1,236	1,236	100%	505	41%	720	276	38%	275	38%
Female	130	130	100%	32	25%	69	16	23%	16	23%
Total	**1,366**	**1,366**	**100%**	**537**	**39%**	**789**	**292**	**37%**	**291**	**37%**

Note: *For the current financial year, actual trainings conducted and its coverage has been reported.*

9. Details of performance and career development reviews of employees and workers:

Category	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	973	769	79%	909	737	81%
Female	191	161	84%	176	149	85%
Total	**1,164**	**930**	**80%**	**1,085**	**886**	**82%**
Workers						
Male	1,236	307	25%	720	307	43%
Female	130	36	28%	69	20	29%
Total	**1,366**	**343**	**25%**	**789**	**327**	**41%**

Note: *Performance reviews were conducted by the entity for all permanent employees and workers. Performance reviews for other than permanent employees and workers were conducted by respective contract agencies.*

10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system

Yes. 3M India has implemented a comprehensive Occupational Health and Safety (OHS) Management System across its operations through the global 3M Environment, Health and Safety Management Standard (EHS-MS). The framework covers all employees, workers, contractors, visitors and operational sites and supports effective management of EHS risks and regulatory compliance. The organization is committed to achieving Zero Lost Time Injuries (LTI) and conducts periodic audits and reviews to continuously strengthen safety performance.

Key elements of the system include:

- All manufacturing facilities are certified to ISO 45001:2018.
- CAMMS is used to monitor EHS compliance and legal obligations.
- EHS 360 enables incident reporting, investigation and tracking of corrective actions.
- The See & Act programme promotes proactive hazard identification and employee engagement.
- The EHS Cultural Excellence programme addresses ergonomics, industrial hygiene, process safety, ventilation, combustible dust management and workforce well-being.
- The Journey to Zero approach is embedded in daily operations, reinforcing a culture of safety and continuous improvement.
- The Contractor Safety Application (CSA) supports safe management of contractors and visitor authorisation.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

3M India uses a structured risk management approach to identify work-related hazards and assess risks for both routine and non-routine activities.

Key processes include –

- High Hazard Activity (HHA) and Safety Hour programmes for routine risk monitoring
- EHS Quality GEMBA Walks for Hazard recognition
- Process Hazard Management (PHM) for process safety risks
- Risk Assessment for Machines (RAM)
- Guarding and Prioritisation (GAP) process for machine-related hazards
- Job Safety Analysis (JSA) for non-routine and critical work
- Ergonomics Risk Reduction Process for assessing ergonomic risks in industrial and office environments.

In addition, EHS Bulletins, EHS Change Notices, periodic EHS Global Audits and dedicated Industrial Hygienists at each site support continuous identification and evaluation of workplace health and safety risks. All identified hazards, risk assessments and mitigation actions are tracked through the EHS 360 digital platform to ensure timely closure and ongoing monitoring.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes. 3M India has established processes that enable employees and workers to report work-related hazards, raise safety concerns and remove themselves from situations that pose an imminent risk to their health or safety. Through its EHS Cultural Acceleration Programme, the organisation promotes a proactive safety culture where hazard identification, reporting and preventive actions are encouraged at all levels.

Key mechanisms include:

- The See & Act Programme, which empowers employees to report unsafe conditions and behaviors, participate in root cause investigations and support corrective actions.
- Multiple reporting channels, including safety observations, audits, inspections and digital EHS platforms, that facilitate timely escalation and resolution of hazards.
- The Guarding Assessment & Prioritisation (GAP) process, which systematically identifies and addresses machine-related risks.
- Regular training and awareness programmes covering fire safety, PPE, first aid, process safety and behavioral safety to strengthen employees' ability to recognise hazards and respond appropriately.

These processes reinforce employees' right and responsibility to stop work, report hazards and remove themselves from unsafe situations without fear of retaliation.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. All manufacturing facilities are equipped with 24×7 Occupational Health Centres providing both occupational and non-occupational healthcare services. Additionally, the corporate office in Bengaluru has a wellness room with on-site medical support, ensuring healthcare accessibility for employees. In addition, employees and workers are eligible for annual health check ups and doctor consultations, mental health counselling services, group medical insurance policies and awareness programmes on health related topics.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.60	0
Total recordable work-related injuries	Employees	0	1
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Including the contract workforce*

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

3M India takes a comprehensive approach to workplace health and safety through risk prevention, leadership capability building, employee engagement, industrial hygiene, ergonomics and wellness initiatives.

- Risk Mitigation Campaigns: During FY26, focused campaigns were conducted on key risk areas including hand injury prevention, machine guarding, electrical safety, powered industrial vehicle (PIV) safety, dockyard safety, contractor safety, hearing conservation, ergonomics and spill prevention to strengthen hazard awareness and risk reduction.
- Frontline EHS Leadership: A dedicated EHS training programme for frontline supervisors was implemented across manufacturing sites to strengthen leadership accountability and capability in driving a strong safety culture and EHS performance.
- Safety Culture Excellence: Employee-led initiatives such as hazard mapping, non-routine task reviews, health and wellness campaigns and the SPM Campaign (Slip/Trip/Fall Prevention, PPE Adherence and No Mobile Usage While Walking) enhanced workforce participation in safety management.
- Safe Operations in R&D and Offices: The Journey to Zero programme was extended across R&D centres and office locations, supported by EHS training, audit management, infrastructure safety reviews, road safety initiatives and sharing of global best practices.
- Industrial Hygiene: Dedicated industrial hygienists at each site support occupational health risk management. Key initiatives included noise reduction, hearing conservation, ventilation improvements, health surveillance and exposure control programmes to maintain a healthy work environment.
- Ergonomics Risk Reduction: Through 3M's global Ergonomics Risk Reduction Process, all manufacturing sites completed ergonomic assessments and implemented projects to improve workstation design, reduce manual handling risks and enhance employee well-being and productivity.
- Health and Wellness Programmes: Comprehensive medical surveillance, preventive health screenings, occupational health monitoring, awareness campaigns and emergency response training were conducted across sites. Workplace health infrastructure was further strengthened through enhancements to occupational health facilities and emergency preparedness systems.

These initiatives are supported by the organisation's Journey to Zero approach, which embeds safety and well-being into everyday operations and decision-making.

13. Number of Complaints on the following made by employees and workers:

	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	2	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. **Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

All 3M sites globally leverage the **EHS 360 platform** to systematically report, investigate and manage both actual and potential incidents involving employees and contractors, including injuries, fires, environmental events and regulatory notices.

The organisation follows **OSHA record-keeping standards** to consistently track injury and illness rates across all employees and contingent workers at sites under its control.

In addition, **internal EHS dashboards** provide timely visibility of safety performance across organisational levels. These are regularly reviewed by executive management to **monitor trends, assess risks and drive continuous improvement initiatives** on a global scale.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of**

   (A) Employees (Y/N) - Yes

   (B) Workers (Y/N) - Yes

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

   For contract workers and suppliers, reports are sent to the entity's HR department which provide evidence that statutory deposits are made to the government like PT, PF, ESI etc.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

   Yes, the entity offers placement support through a reputed organisation to facilitate and equip transitioning employees or workers along their career journey.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	11%
Working Conditions	11%

Note: *Assessments were done for local suppliers based in India.*

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

   3M Company's supply chain risk management process prioritises higher-risk suppliers, while remaining applicable across all suppliers. It begins with a **Self-Assessment Questionnaire (SAQ)** to evaluate compliance with the **Supplier Responsibility Code (SRC)**. Based on the assessment outcomes, 3M may conduct virtual or on-site evaluations. Any identified gaps are addressed through a structured **Corrective and Preventive Action (CAPA) process** under the SRC, which may include follow-up audits to ensure closure. In cases where issues remain unresolved, they are escalated through the **Responsible Sourcing Supplier Issue Escalation process.** If concerns persist, a cross-functional team is engaged to determine appropriate remediation measures, including exploring alternative sourcing solutions.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.

Essential Indicators

1. **Describe the processes for identifying key stakeholder groups of the entity.**

   We engage with stakeholders to understand their expectations, gain technical insights and explore opportunities for collaboration. The identification of key stakeholder groups is guided by the Double Materiality Assessment (DMA) conducted at a global level by 3M Company.

   Aligned with 3M's values and ethical principles, our approach emphasises transparent, two-way engagement with both internal and external stakeholders to promote responsible and inclusive business practices. The DMA evaluates impacts, risks and opportunities across the full value chain, incorporating direct stakeholder inputs.

   This approach assesses both the influence of environmental and social issues on the Company's financial performance, as well as the Company's impact on stakeholders. It enables the prioritisation of key stakeholder groups and material topics, ensuring that stakeholder engagement remains focused, relevant and value-driven.

2. **List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	Email, Townhall meetings, Surveys, Employee engagement initiatives, Performance Appraisal discussions, Training programmes	Ongoing	To communicate organisational purpose, strategy and performance; address employee health & wellbeing, ethics & compliance, learning & development and career progression
2.	Investors & Shareholders	No	Email, Annual Report, Annual general meetings, investor meetings and press releases.	Quarterly	To ensure timely, transparent communication on financial and business performance and address investor queries
3.	Customers & Partners	No	Email, Site visits, Digital platforms, Events and Partner meets	Ongoing	To understand customer requirements, align products and solutions and drive business growth
4.	Government & Regulators	No	In-person meetings, industry forums and association engagements	Ongoing	To participate in policy discussions, comply with regulations and contribute to government initiatives
5.	Local Communities	Yes	Community meetings and outreach programmes	Ongoing	To create shared economic and social value while minimising environmental impact
6.	Suppliers	No	Email and business interactions	Ongoing	To manage ongoing business relationships, ensure responsible sourcing and drive supply chain compliance

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   3M India maintains structured mechanisms to ensure that stakeholder insights on economic, environmental and social matters are effectively integrated into Board-level deliberations. Regular stakeholder engagements are conducted to gather relevant inputs, which are channeled through business and functional heads and presented during Board meetings for strategic guidance and decision-making. At the governance level, dedicated committees facilitate focused oversight:

   - The Stakeholders' Relationship Committee addresses shareholder and investor matters
   - The Corporate Social Responsibility (CSR) Committee oversees CSR initiatives
   - The Risk Management Committee monitors business risks, including ESG-related aspects

2. **Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes, stakeholder consultation is actively used to support the identification and management of environmental and social topics.

   3M India engages closely with local communities, government authorities, customers and institutional stakeholders to understand ground-level concerns and incorporate these into its policies and initiatives. For instance, for its manufacturing site at Ranjangaon, in Shirur Taluka, hydrogeological studies, along with consultations with local authorities and farmers, helped identify water-stressed villages and design targeted watershed management interventions under its community water resilience CSR initiative.

   Similarly, for the new 3M Scotch-Brite® Scholarship Programme, which supported 550 scholars in FY 2025–26, the entity leveraged its existing CSR programmes and partner network in Pune, including Project Nanhi Kali and the 3M Wonder Tinkering Lab Programme, to identify and encourage eligible girls to apply for scholarships.

   In Bengaluru, the entity responded to requests from the local traffic police by undertaking a pilot project to improve road safety at identified high-risk junctions. The project involved the installation of road safety signage and infrastructure elements, alongside road user behavioral studies, to assess the effectiveness of road safety interventions and promote greater awareness among road users.

   These examples demonstrate how stakeholder inputs are systematically integrated into programme design and on-ground implementation, ensuring contextual relevance and improved outcomes.

3. **Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

   In FY 25–26, 3M India supported life-changing surgeries for 25 children born with scoliosis, a rare spinal deformity, under an initiative led by a reputed charitable hospital in Bengaluru. Many of the beneficiaries come from underserved rural communities where access to specialised treatment is limited. This initiative focused on addressing the needs of vulnerable children affected by this condition, enabling improved health outcomes and quality of life.

   Internally, the entity promotes inclusion and employee engagement through Employee Resource Networks (ERNs), which are voluntary and open to all employees. These networks, such as the Women's Leadership Forum, Pride Network, Diverse Abilities Network and New Employee Opportunity Network, foster an inclusive workplace culture, support underrepresented groups and contribute to community engagement and volunteerism initiatives.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	%(D/C)
Employees						
Permanent	930	930	100%	886	886	100%
Other than Permanent	234	234	100%	199	199	100%
Total Employees	**1,164**	**1,164**	**100%**	**1,085**	**1,085**	**100%**
Workers						
Permanent	343	343	100%	327	327	100%
Other than Permanent	1023	1023	100%	462	462	100%
Total Workers	**1,366**	**1,366**	**100%**	**789**	**789**	**100%**

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY25-26 Current Financial Year					FY24-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	**930**	**0**	**0%**	**930**	**100%**	**886**	**0**	**0%**	**886**	**100%**
Male	769	0	0%	769	100%	737	0	0%	737	100%
Female	161	0	0%	161	100%	149	0	0%	149	100%
Other than Permanent	**234**	**0**	**0%**	**234**	**100%**	**199**	**0**	**0%**	**199**	**100%**
Male	204	0	0%	204	100%	172	0	0%	172	100%
Female	30	0	0%	30	100%	27	0	0%	27	100%
Workers										
Permanent	**343**	**0**	**0%**	**343**	**100%**	**327**	**0**	**0%**	**327**	**100%**
Male	307	0	0%	307	100%	307	0	0%	307	100%
Female	36	0	0%	36	100%	20	0	0%	20	100%
Other than Permanent	**1,023**	**0**	**0%**	**1,023**	**100%**	**462**	**0**	**0%**	**462**	**100%**
Male	929	0	0%	929	100%	413	0	0%	413	100%
Female	94	0	0%	94	100%	49	0	0%	49	100%

3. **Details of remuneration/salary/wages, in the following format:**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	4	17,631,933	3	4,210,000
Key Managerial Personnel	4	29,551,864	0	0
Employees other than BoD and KMP	765	2,871,021	161	2,770,786
Workers	307	993,445	36	331,361

Notes:

Non-Executive (Non-Independent) Directors do not receive any remuneration from 3M India.

BoD includes Radhika Rajan, N. V. Sivakumar, M. D. Ranganath, Ramesh Ramadurai, Jayanand Kaginalkar, Kong Sau Wai Elizabeth, Jung Hyun Kim.

KMP includes Ramesh Ramadurai, Jayanand Kaginalkar, Nikhil Arora and Pratap Rudra Bhuvanagiri.

b. **Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Gross wages paid to females as % of total wages	14.7%	14.5%

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impact or issues caused or contributed to by the business?**

Yes, the Company has established governance mechanisms to address human rights issues across its operations and value chain. 3M's Code of Conduct mandates compliance with applicable laws and respect for internationally recognised human rights across all global operations. This is further supported by 3M's Human Rights Policy, which outlines commitments related to respectful workplaces, safe and healthy working conditions, workplace security, fair wages and working hours, freedom of association and the prevention of child labour and forced labour, applicable to employees, contract workers and third parties acting on behalf of the Company. Oversight of human rights-related matters is anchored within the **Ethics & Compliance function,** which serves as the focal point. This function conducts periodic assessments of 3M's businesses, operating models, locations and supply chain to evaluate adherence to ethical, compliance and human rights standards and to address any identified impact or risks.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The 3M Code of Conduct serves as the foundational framework, promoting dignity, fairness and compliance with applicable human rights standards.

The entity utilises the NAVEX platform for issue management and provides employees and stakeholders with access to a confidential online channel (*3MEthics.com*) to report concerns.

In line with Indian regulatory requirements, 3M India Limited has also established Internal Committees under the POSH Act across its locations, led by designated presiding officers and supported by external members, to address cases related to sexual harassment in a timely and impartial manner.

6. **Number of Complaints on the following made by employees and workers:**

Category	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	The two cases were upheld and resolved by the HR and Ethics & Compliance Department in FY 25-26.	2	0	The two cases were upheld and resolved by the HR and Ethics & Compliance Department in FY 24-25.
Discrimination at workplace	0	0	-	1	0	The case was resolved in FY 24-25.
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY26 Current Financial Year	FY25 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees / workers	0.7%	0.9%
Complaints on POSH upheld	2	2*

Note: **One upheld case from FY 24-25 spilled over to FY 25-26 and was resolved within the 90-day period (April 2025).*

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

A strict anti-retaliation policy is in place, which explicitly prohibits any form of retaliation against individuals who report concerns in good faith or participate in investigations.

Concerns may be reported through the NAVEX platform, which provides access to a confidential reporting channel via *3MEthics.com*, with the option for anonymity. Additionally, 3M India has implemented a Whistleblower Policy in line with the requirements of the Companies Act, 2013. This policy enables employees to report unethical behaviour, violations of the 3M Code of Conduct, or other concerns, while ensuring protection against retaliation.

All reported cases are handled through structured investigation processes that prioritise confidentiality, objectivity and impartiality. Appropriate safeguards are implemented to protect the identity of complainants and to prevent any adverse consequences.

Further, oversight is strengthened through periodic reviews and updates provided to the Audit Committee of the Board by the General Counsel, reinforcing a culture of transparency, accountability and trust across the organisation.

9. **Do human rights requirements form part of your business agreements and contracts? Yes/No**

Yes, human rights requirements are embedded within the entity's business agreements and contractual frameworks. 3M India adheres to the 3M Supplier Responsibility Code (SRC), which establishes mandatory expectations for suppliers across key areas including labour practices, health and safety, environmental management, ethics and management systems.

Contractual agreements and purchase order terms require suppliers to self-certify adherence to applicable laws and regulations and to implement policies aligned with the SRC. SRC Audit process deploys the Responsible Business Alliance (RBA) Self Assessment Questionnaire (SQA) to gather detailed information from suppliers on their performance across areas covered by the SRC including labour practices, health & safety, environment, ethics and management systems.

These provisions explicitly prohibit forced labour, coercion and other unethical labour practices, while promoting safe working conditions and responsible environmental management across the supply chain.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%
Others – please specify	-

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

No significant risks or adverse incidents have been identified through the entity's assessments.

Leadership Indicators

1. **Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

Not applicable.

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

3M India conducts human rights due diligence in line with the 3M Code of Conduct, covering employees, contractors and supply chain partners. The scope includes key areas such as labour practices, non-discrimination, workplace conduct and ethical business practices. This is supported by periodic assessments, supplier requirements under the Supplier Responsibility Code (SRC) and grievance mechanisms (e.g. *3MEthics.com*) to identify, monitor and address human rights risks.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, 3M India ensures that its premises are accessible to differently abled visitors in line with the Rights of Persons with Disabilities (RPwD) Act, 2016. Accessibility is validated through external audits, with sample locations assessed by specialised agencies. The entity follows a structured approach to extend such assessments across locations and implement necessary improvements, where required.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	11%
Discrimination at workplace	11%
Child Labour	11%
Forced Labour/Involuntary Labour	11%
Wages	11%
Others – please specify	-

Note: *Assessments were done for local suppliers based in India.*

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

All the vendors covered under the Supplier Responsibility Code (SRC) are meeting the expectations of the entity.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
From renewable sources (GJ)		
Total electricity consumption (A)	18,256	18,003
Total fuel consumption (B)	-	-
Energy consumption through other sources [C]	-	-
Total energy consumed from renewable sources (A+B+C)	**18,256**	**18,003**
From non-renewable sources (GJ)		
Total electricity consumption (D)	57,710	53,353
Total fuel consumption (E)	52,087	45,592
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F)	**1,09,797**	**98,945**
Total energy consumed (A+B+C+D+E+F)	**1,28,053**	**116,948**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000003	0.000003
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000051	0.000054
Energy intensity in terms of physical output (Total energy consumed in GJ/ Total output produced in MT)	3.62	4.28

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Assurance has been carried out: Yes.

Name of external agency: Intertek India Private Limited

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No.

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	95,921	88,437
(iv) Seawater / desalinated water		0
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**95,921**	**88,437**
Total volume of water consumption (in kilolitres)	**95,921**	**88,437**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000002	0.000002
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000038	0.000041
Water intensity in terms of physical output (Total water consumption / Total Output produced in Metric tonnes)	2.71	3.24

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Assurance has been carried out: Yes.

Name of external agency: Intertek India Private Limited

4. **Provide the following details related to water discharged:**

Parameter	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater	NA	NA
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
No treatment		
With treatment – please specify level of treatment		
(v) Others	NA	NA
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Assurance has been carried out: Yes.

Name of external agency: Intertek India Private Limited

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes. 3M India's manufacturing sites in Pune and Bengaluru are located in water-stressed regions. As part of water stewardship efforts, the entity focuses on water circularity initiatives to achieve Zero Liquid Discharge (ZLD) on site.

Manufacturing facilities at Electronic City and Ranjangaon are equipped with on-site Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP), enabling segregation, treatment and reuse of wastewater. At the Ranjangaon plant, nearly 5000 KL of wastewater is treated and reused each year. Approx 2800 KL of sewage water is treated and being reused for gardening on the site. At the Electronic City plant, over 1,000 KL of wastewater is treated annually and reused within the system, with zero discharge.

Additionally, rainwater harvesting and groundwater recharge initiatives across sites, through recharge pits and wells, further contribute to ground water replenishment. Electronic City site has 10 rainwater recharge pits while Ranjangaon plant and Ahmedabad plant have 3 recharge wells and 1 recharge well respectively.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Unit	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
NOx	Kg	50	36
SOx	Kg	20	16
Particulate matter (PM)	Kg	45	43
Persistent organic pollutants matter (POP)	Kg	0	0
Volatile organic compounds (VOC)	Kg	0	0
Hazardous air pollutants (HAP)	Kg	0	0
Others – Carbon Monoxide (CO)	Kg	24	37

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5000	4,550
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	11,382	10,774
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000003	0.0000003
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0000066	0.0000071
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions/Total output produced in MT)		0.46	0.56

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Assurance has been carried out: Yes.

Name of external agency: Intertek India Private Limited

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

3M India has implemented investments to reduce greenhouse gas (GHG) emissions as part of its broader decarbonisation strategy. This includes the deployment of energy-efficient technologies in energy-intensive operations, such as the installation of high-efficiency chillers to optimise cooling processes and deliver improved thermal performance. In addition, energy-efficient pumps have been introduced to optimise fluid movement and reduce overall energy intensity. These initiatives collectively support ongoing efforts to enhance equipment efficiency, minimise energy use and drive sustained emissions reduction over time.

9. **Provide details related to waste management by the entity, in the following format:**

Parameter	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	273	456
E-waste (B)	5	6
Bio-medical Waste (C)	0.7	0.2
Construction and demolition waste (D)	-	-
Battery Waste (E)	14	5
Radioactive Waste (F)	-	-
Other Hazardous waste. (used oil, waste or residue containing oil, empty barrels/container contaminated with hazardous chemicals, etc) (G)	2,988	1,305
Other Non-hazardous waste generated (H).(paper scrap, wooden scrap, drums, corrugated & packaging scrap,etc)	2,518	2,761
Total (A + B + C + D + E + F + G + H)	**5,798**	**4,532**

Parameter	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations	0.0000001	0.0000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000002	0.000002
Waste intensity in terms of physical output (Total waste consumption / Total output produced in metric tonnes)	0.16	0.17
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	1,625	1,274
(ii) Re-Used	214	1,140
(iii) Other recovery operations	1,275	1,991
Total	**3,114**	**4,405**
Total waste recovered through recycling, re-using or other recovery operations Intensity	**0.54**	**0.9**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	2,645	66
(ii) Landfilling	39	60
(iii) Other disposal operations		-
Total	**2,684**	**126**
Total waste disposed by nature of disposal method Intensity	**0.46**	**0.03**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Assurance has been carried out by an external agency: Yes.

Name of external agency: Intertek India Private Limited

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

3M India follows a structured waste management programme focused on waste minimisation, regulatory compliance and environmentally sound disposal practices. The entity strives to reduce the volume and hazards of waste generated through waste minimisation and responsible waste handling practices. All waste materials are managed from the point of generation through reuse, recycling, treatment, or final disposal, in accordance with applicable regulations and 3M environmental standards. The waste management programme includes waste identification and characterisation, segregation, labelling, storage, transportation, regulatory compliance, record keeping, employee training and periodic audits and approval of authorised waste management service providers. These practices help ensure responsible management of both hazardous and non-hazardous waste while supporting environmental protection and compliance objectives.

Outcomes in FY 25-26:

- Over 54% of total waste was recycled, reused, or recovered through various waste diversion initiatives.
- Less than 1% of waste was sent to landfill.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable						

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Sr. No.	Specify the law / regulation / guidelines which was not complied	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The entity is compliant with the applicable environmental law/ regulations/ guidelines in India.				

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Bengaluru Plant, Bengaluru Corporate Office, Gurgaon Office and Ranjangaon Plant

(ii) Nature of operations: Manufacturing and Operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Treatment	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		-	-
(i) Surfacewater		-	-
(ii) Groundwater		-	-
(iii) Third party water		93,736	86,351
(iv) Seawater / desalinated water		-	-
(v) Others		-	-
Total volume of water withdrawal(in kilolitres)		**93,736**	**86,351**
Total volume of water consumption(in kilolitres)		**93,736**	**86,351**
Water intensity per rupee of turnover (Water consumed / turnover)		0.000002	0.000002
Water discharge by destination and level of treatment (in kilolitres)		-	-
(i) Into Surface water		-	-
(ii) Into Groundwater		-	-
(iii) Into Seawater		-	-
(iv) Sent to third-parties		-	-
(v) Others		-	-
Total water discharged (in kilolitres)		**Nil**	**Nil**

Note:

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Has been carried out by an external agency: Yes.

Name of external agency: Intertek India Private Limited

2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available	Metric tonnes of CO2 equivalent	4,22,760	5,51,734
Total Scope 3 emissions per rupee of turnover		0.000008	0.000012

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Has been carried out by an external agency - No.

Name of external agency – Not applicable.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

   Not Applicable.

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Efficiency & Equipment Optimisation	Deployment of energy-efficient chillers, compressors, pumps, cooling towers, across plants to optimise energy consumption	• Reduced energy intensity and improved operational efficiency
2.	Zero Liquid Discharge (ZLD) & Water Circularity	ETP & STP segregation and reuse in manufacturing process and wastewater reuse systems at Ranjangaon and Electronic City plants	• Improved water reuse and reduced freshwater consumption • Progress towards ZLD
3.	Water Conservation & Ground water recharge	Implementation of rainwater harvesting, recharge pits and wells at all sites Ridge to Valley watershed interventions through CSR initiative at Kendur & Pabal gram panchayats, Shirur Taluka, Pune.	• Enhanced groundwater recharge and water availability • Positive community impact

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

   Yes. 3M India has a comprehensive Business Resilience Plan, structured to address business continuity, crisis management, EHS and cybersecurity risks. The plan is regularly updated and ensures preparedness across all sites.

   It is organised into four key components:

   - **Key Information:** Includes site layouts, roles, hazards, evacuation plans, inventories and links to government and rescue departments.
   - **Prepare:** Features self-assessments, gap assessments, exercise results and updated worksheets.
   - **Respond:** Outlines initial response actions, emergency communication, crisis notification thresholds, corporate crisis team actions and emergency procedures.
   - **Recover**: Details recovery tasks, risk mitigation strategies and requirements for human capital and workspace.

   The plan is digitally accessible and shareable across all 3M subsidiaries, enabling real-time coordination and effective response to disruptions.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   No incidents of adverse impact to the environment were reported from the value chain partners of the entity.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   11% of our local suppliers in India (by value of business done) were covered under the entity's Supplier Responsibility Code assessments which also evaluate partners for environmental impact.

8 a. **Green credits generated or procured by the entity**

   -

   b. **Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)**

   -

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

   6

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry (CII)	National
2.	American Chamber of Commerce (AMCHAM)	National
3.	US India Business Council (USIBC)	National
4.	Karnataka Employer Association (KEA)	State
5.	Electronics City Industrial Township Authority (ELCITA)	State
6.	Ranjangaon Industrial Association (RIA)	State

2. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
There were no issues related to anti-competitive conduct by the entity.		

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web link, if available
1.	Omission of Electrical Tape from Quality Control Order: Advocated for the removal of IS "7809 (Part 3/ Sec 1): 1986" (Specification for Pressure Sensitive Adhesive Insulating Tapes for electrical purposes) from the Electrical Accessories (Quality Control) Order, 2023.	Direct representation with the Department for Promotion of Industry and Internal Trade (DPIIT).	Yes	Annually	Gazette of India Notification S.O. 187(E), dated January 13, 2026.
	Removal of Import NOC for Friction Shims: Advocated for the elimination of the mandatory 6-month No Objection Certificate (NOC) requirement previously mandated by the Ministry of Steel for the import of friction shims.	Strategic representations and continuous engagement with the Ministry of Steel and NITI Aayog, highlighting the necessity of these components and the impact of the NOC on supply chain efficiency.	Yes	Annually	Ministry of Steel notification

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Social Impact Assessments were conducted during the year.					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

3. **Describe the mechanisms to receive and redress grievances of the community.**

3M India has established mechanisms to receive and address community grievances through multiple channels, including direct engagement via email and collaboration with NGO partners.

Regular site visits by manufacturing teams and interactions with local authorities and community stakeholders provide firsthand insights into concerns. Volunteers play a role in gathering insights and feedback on programmes through volunteering activities.

In addition, third-party monitoring and evaluation agencies conduct field assessments to ensure objective oversight.

Grievance redressal is further strengthened through needs assessments conducted in partnership with NGOs, which inform the design of targeted, multi-year community programmes. Continuous stakeholder feedback is incorporated throughout programme implementation, ensuring timely resolution of concerns and alignment with community needs.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	24%	21%
Directly from within India	49%	44%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Location	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Rural	0.004%	0.02%
Semi-urban	27.65%	29%
Urban	4.20%	4%
Metropolitan	68.14%	67%

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1.	Odisha	Balangir	21,35,505
2.	Assam	Goalpara	19,50,973
3.	Uttar Pradesh	Siddharthnagar	19,29,621

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)**

   No.

   (b) **From which marginalised /vulnerable groups do you procure?**

   Nil.

   (c) **What percentage of total procurement (by value) does it constitute?**

   Nil.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Intellectual Property based on traditional knowledge	Owned Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
Not Applicable			

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Authority Name	Brief Case	Corrective Action
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	3M Wonder Tinkering Labs (STEM) Programme	8,625 students	100%
2.	Community Water Resilience project	4,864 beneficiaries 1500 farmers	100%
3.	Project Nanhi Kali Girl Child Education Programme	2,800 girls	100%
4.	Smile on Wheels Mobile Primary Healthcare Programme	22,162 beneficiaries *(FY 25-26)* 300,000+ beneficiaries till date	100%
5.	We Are All Us – Gender and sexual minorities upliftment Programme	2,742 community members	100%
6.	Pragyaan Girls in STEM Scholarship Programme	200 girls	100%
7.	Scoliosis Project	25 children	100%
8.	Nurses Scholarships	40 students	100%
9.	3M-Scotch-Brite® Scholarships	550 students	100%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

   3M India has established a structured mechanism to receive and address consumer complaints and feedback through the Product Application & Customer Experience (PACE) system, ensuring centralised tracking and timely resolution. A dedicated service team manages the end-to-end complaint lifecycle, including categorisation, assignment, and closure.

   Complaints across areas such as product quality, advertising, data privacy, cybersecurity and trade practices are handled through this system.

   Key features include:

   - Centralised logging of complaints in PACE, tagged by subject and assigned to relevant subject matter experts (SMEs), with escalation to senior leadership or legal teams as required
   - Regular follow-ups by the PACE team with SMEs to ensure accountability and timely resolution
   - Communication of findings and actions to complainants, with feedback captured post-resolution
   - Formal closure and documentation of resolved cases to support traceability and continuous improvement

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. **Number of consumer complaints in respect of the following:**

Complaint Type	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber Security	0	0	-	0	0	-
Delivery of Essential Services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	8,928	0	-	7,847	1	-

4. **Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   Yes, 3M India has implemented structured frameworks to manage cybersecurity and data privacy risks.

   The 3M Information Security Policy applies globally to employees and third parties, accessing or supporting 3M systems and is supported by a cybersecurity framework aligned with the NIST Cybersecurity Framework. For data privacy, 3M India adheres to the 3M Global Privacy Policy, accessible at: https://www.3mindia.in/3M/en_IN/company-in/india-privacy-policy/#PolicyStatement.

   These frameworks are complemented by third-party due diligence processes to ensure compliance with applicable information security and data protection requirements across the value chain.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

   No issues reported during the financial year.

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches**

      0

   b. **Percentage of data breaches involving personally identifiable information of customers**

      Not Applicable.

   c. **Impact, if any,of data breaches**

      Not Applicable.

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

   Information on 3M India's products and services is accessible through the official 3M India website (www.3mindia.in), which hosts comprehensive online product catalogues.

   In addition, the entity's products are available across leading e-commerce platforms, enabling wider accessibility for customers and partners.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   3M India has established structured mechanisms to inform and educate consumers on the safe and responsible use of its products, supported by multiple communication formats.

   Key measures include:

   - **Provision of Technical Data Sheets (TDS) and Material Safety Data Sheets (MSDS)** outlining usage instructions, hazard classification, storage requirements and disposal guidelines
   - Inclusion of clear **safety and application instructions** on product packaging to guide end users
   - Availability of **instructional videos** on leading e-commerce platforms demonstrating safe and responsible product usage

   These initiatives ensure transparent communication, regulatory compliance and enhanced consumer awareness, while supporting safe product handling and usage.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   3M India has established mechanisms to proactively inform consumers of any risk of disruption or discontinuation of products and services. Relevant business groups issue targeted communications to affected customers, ensuring timely updates and transparency and enabling consumers to take appropriate actions.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

   Yes. 3M India provides product information beyond regulatory requirements to enhance consumer awareness and safe usage. Additional disclosures include:

   - Visual representations of product usage, particularly for products involving personal application
   - Guidance on storage conditions and handling
   - Information on recycling and responsible disposal, where applicable

   These measures support informed decision-making, safe product usage and environmental responsibility among consumers.

5. **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   No, 3M India has not conducted a formal consumer satisfaction survey during the reporting period. However, consumer feedback is continuously captured through existing engagement and grievance redressal mechanisms, which support ongoing monitoring of customer experience and enable continuous improvement.

INDEPENDENT REASONABLE ASSURANCE STATEMENT TO 3M INDIA LIMITED ON THEIR BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) CORE DISCLOSURES AS PART OF THE ANNUAL REPORT FY2025-26.

To

The Board of Directors of 3M India Limited,

Bengaluru, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by 3M India Limited ("3M") to provide an independent reasonable assurance on its BRSR (Business Responsibility & Sustainability Report) Core disclosures as a part of the Annual Report FY 2025-26 ("the Report"). The scope of the Report comprises the reporting periods of FY 2025-26. The Report is prepared by 3M based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC), International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this reasonable assurance engagement were, by review of objective evidence, to confirm whether the sustainability related disclosures in the Report are in alignment with the Business Responsibility and Sustainability Report (BRSR) requirements laid down by SEBI and were accurate, complete, consistent, transparent and free of material errors or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Report FY 2025-26 of 3M India Limited.

Responsibilities

The management of 3M is solely responsible for the development of Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of 3M, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability performance disclosures as per BRSR core disclosures with reference to Business Responsibility and Sustainability Reporting by listed entities as per SEBI Master Circular no. HO/49/14/14(7)2025-CFDPOD2/ I/3762/2026 on 30th January 2026, presented by 3M in its Annual Report FY 2025-26. The assurance boundary included data and information for the operations of 3M at its manufacturing facilities, R&D and offices at Pune, Bengaluru, Ahmedabad. Our scope of assurance included verification of internal control systems, data and information on BRSR core disclosures reported as summarized below:

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE:

- Number of days of accounts payable.
- Concentration of purchases & sales done with trading houses, dealers, and related parties.
- Loans and advances & investments with related parties.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS:

- Cost incurred on well-being measures as a % of total revenue of the company.
- Safety related incidents (LTIFR, Fatality, Permanent Disabilities) for employees and workers.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS:

- Gross wages paid to females as percentage of wages paid.
- Complaints on POSH.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT:

- Total Scope 1 and Scope 2 emissions.
- GHG emissions intensity (scope 1 and 2).
- Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment.
- Total energy consumed, % of energy consumed from renewable sources and energy intensity.
- Total waste generated (category-wise); waste intensity; Total waste recovered through recycling, re-using or other recovery operations; Total waste disposed by nature of disposal method; waste diverted from landfill.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT:

- Input material sourced (from MSMEs/ small producers and from within India)
- Job creation in smaller towns– Wages paid to persons employed in smaller towns (permanent or non- permanent /on contract) as % of total wage cost

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER:

- Instances involving loss / breach of data of customers as % of total data breaches or cyber security events

Assurance Criteria

Intertek conducted the assurance work in accordance with the requirements of 'Reasonable Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement.

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/ parameters whether due to fraud or error, responding to the assessed risks as necesaary in the circumtances. A materiality threshold level of 5% was applied.

Limitations

We have relied on the information, documents, records, data, and explanations provided to us by 3M for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Methodology

Intertek performed assurance work using risk-based approach to obtain information, explanations and evidence that was considered necessary to provide a reasonable level of assurance. The assurance was conducted by desk reviews, visit to 3M's sites in Bengaluru and stakeholder interviews with regards to the reporting and supporting records for the FY2025-26. Our assurance task was planned and carried out during June-July 2026. The assessment included the following:

- Assessment of the select sustainability performance disclosures in accordance with the SEBI's BRSR Core guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available at selected 3M's operationa sites and digitally.
- Conducted physical and remote interviews with key personnel responsible for data management from selected 3M's operational site and corporate office.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by 3M for data analysis.
- Review of BRSR core disclosures for the duration from 1st April 2025 to 31st March of 2026 for 3M was carried out onsite at 3M's corporate office and select business locations.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details were provided in a separate management report.

Conclusions

Intertek reviewed the BRSR Core Indicators in the "Report" for the reporting period from 1st April 2025 to 31st March 2026. Based on the scope of our review, we conclude with reasonable assurance that the sustainability data and information is fairly presented in all material aspects as per BRSR Core guidelines.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.

Priyanka Agrawal
Manager- Sustainability
Intertek India
July 20, 2026

Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
July 20, 2026

No member of the verification team (stated above) has a business relationship with 3M India Limited stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.