



**3M India Limited**  
WeWork Prestige Central  
3<sup>rd</sup> Floor, 36 Infantry Road  
Bengaluru 560001, India  
Tel: +91 80 22231414  
www.3M.com/in

31 May 2023

SERVICE CERTIFICATE

Name of the Employee : SANAT GUPTA

Employee No. : 01194551

Date of Joining : 01-October-2010

Date of Leaving : 31-May-2023

Designation at the time of leaving : Internal Designation – Manager  
External Designation – General Manager

Yours Cordially  
For 3M INDIA LTD

**SANTHOSH**  
**PUNNEKKAT**

Digitally signed by  
SANTHOSH PUNNEKKAT  
Date: 2023.05.31  
10:50:23 +05'30'

SANTOSH P  
HUMAN RESOURCES



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Tel: +91 80 22231414  
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31 May 2023

Employee Name: Sanat Gupta  
Employee No. 01194551

Dear Sanat Gupta,

This is with reference to your resignation. We hereby inform you that we have accepted your resignation and you will be relieved post completion of your handover and other exit formalities.

You are also reminded that during employment with 3M you had access to (as the case may be) documents, records, any compositions, articles, devices, computer software, computer diskettes, other storage media, and other items that may contain 3M Confidential Information including but not limited to customer lists, trade secrets, price lists, any confidential information about (or provided by) any client/customers or prospective or former client/customers of 3M. You hereby confirm to having returned all such documents and information to 3M. You acknowledge that you have undertaken not to use for self or disclose to any third party either directly or indirectly any such Confidential Information for gain or otherwise and shall maintain confidentiality during your employment and thereafter, and shall indemnify 3M against any loss, damage, claim arising t of your breach of Confidentiality obligations.

You also confirm that you shall not, whether written or orally, criticize, denigrate or disparage Company or any of its current or former directors, employees, agents or representatives, with respect to any of its or their past or present activities, or otherwise publish, whether written or orally, statements that tend to portray Company, or any of its current or former directors, Employees, agents or representatives, in an unfavorable light, or which could affect adversely the conduct of Company's business or its reputation or the conduct of business or the business or reputation of any of Company's parents, subsidiaries or affiliates.

You further agree that following your exit from the employment with the Company, you shall not directly or indirectly (i) solicit, employ or retain, or have or cause any other person or entity to solicit, employ or retain, any person who is currently employed by 3M (ii) encourage any such person to apply for a position in your new place of employment or (iii) agree to hire or employ any such person.

Please sign on the duplicate copy of this letter as a token of your acknowledgement.

Thank you for your service and wish you every success in your future endeavors.

Yours Cordially  
For 3M INDIA LTD

**SANTHOSH  
PUNNEKKAT**

Digitally signed by SANTHOSH  
PUNNEKKAT  
Date: 2023.05.31 10:50:39  
+05'30'

SANTOSH P  
HUMAN RESOURCES

Acknowledgement:

I \_\_\_\_\_ hereby acknowledge to having read and understood the above.

Signature:

Name:

Date:

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



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You also confirm that you shall not, whether written or orally, criticize, denigrate or disparage Company or any of its current or former directors, employees, agents or representatives, with respect to any of its or their past or present activities, or otherwise publish, whether written or orally, statements that tend to portray Company, or any of its current or former directors, Employees, agents or representatives, in an unfavorable light, or which could affect adversely the conduct of Company's business or its reputation or the conduct of business or the business or reputation of any of Company's parents, subsidiaries or affiliates.

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PUNNEKKAT  
Date: 2023.05.31 10:50:57 +05'30'

SANTOSH P  
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