



3M Science.
Applied to Life.™

Remarkable
years
together

3M | 30 years in East Europe

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Dear Reader,

It was 30 years ago when 3M, a global innovation leader, started its business in Poland, the Czech Republic and Hungary. It was the time of the biggest economic transformation in their history. Our organization was also growing – and becoming one of the largest investors and employers in the region.

Thirty years of 3M's presence in East Europe (which consists of Poland, Czech Republic, Slovakia, Hungary, Ukraine and Georgia) means over **USD 650 million** invested in building strong 3M structures, such as sales and marketing organization, seven production facilities, a research and development center, a Global Service Center and three Innovation Centers. Today, 3M operations in Poland, the Czech Republic and Hungary are delivered by more than 4,400 employees. Every day they all use 3M science and technology platforms to create innovative solutions. The goal is to improve people's lives around the world.

The East Europe is a very strategic region for 3M globally. For this reason, our Superhub – one of the five largest 3M production centers in the world – was located in Wrocław, Poland. Today, we make more than 12,000 innovative products there. They all have labels that say "Made in Poland", and are exported to nearly all parts of the world. Such success is the result of hard work of the 3M team and also of many years of successful cooperation with the authorities, local governments, and universities. Last but not least, customers and our partners are at the core of what we do.

In our business decisions we respond to our customers' needs. Our strong ethics, corporate values, organization culture, research, development and innovation – these are our priorities. In our activities, we always remember about sustainable development and care for the environment. Cooperation with local communities is very relevant for us. At 3M, we all know that big companies have big responsibilities.

We are proud that we have achieved so much here together – with our partners and our people. We are not going to stop – we want to continue and keep on creating the future.

Radosław Kaskiewicz
Vice President and Managing Director at the 3M East Europe Region

3M in the East Europe Region – today

For the past 30 years, we have been locating our investments in the central part of the Old Continent. This is what we have developed:



one of 3M's largest global production centers



a global service center



customer technical centers



a distribution center



a business center (sales and marketing)



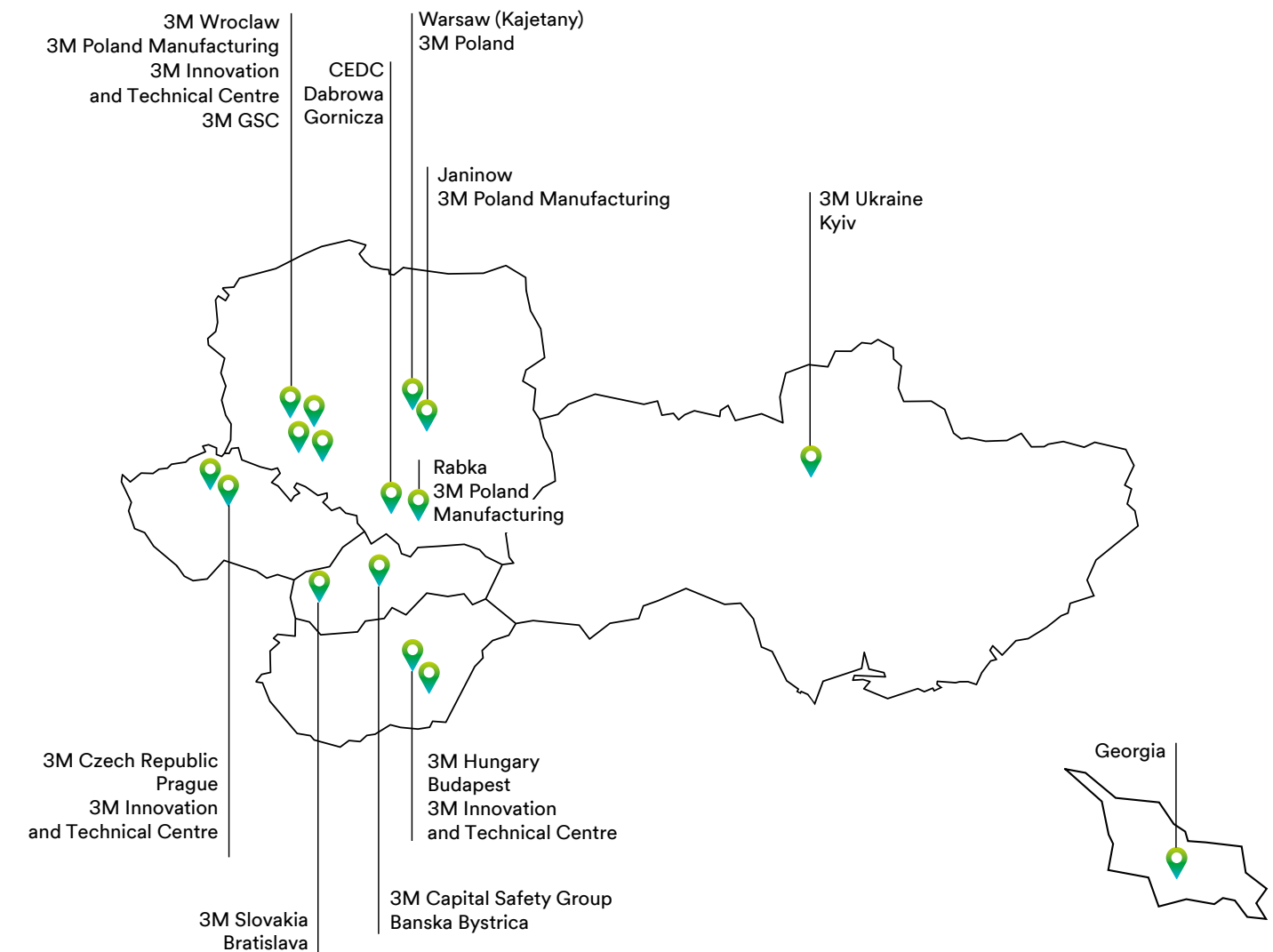
innovation centers



a research and development center



It is from here that we send innovative 3M products out into the world. Here, we co-create breakthrough technology solutions and support internal processes for all 3M units in EMEA.



Our presence in the 3M East Europe Region



Our production centers Wroclaw, Janinow, Rabka and Banska Bystrica

The largest 3M production center in the EMEA region is Wroclaw's **Superhub**, manufacturing over 12,000 products that belong to four business groups: industry and safety, transportation and electronics, healthcare, and consumer products.



Offices Kajetany near Warsaw (head office), Prague, Budapest, Bratislava, Kyiv

Our office employees are responsible for sales and customer service management, as well as consultancy on the application of innovative 3M solutions, and also marketing, communication and brand promotion.



Global Service Center (GSC) Wroclaw

GSC supports all 3M branches in Europe, the Middle East and Africa in the following process areas: Finance and Accounting (Record To Report), Master Data Management, HR (Hire To Retire), Customer Service, Marketing and Sales, Sourcing, Automation, Security and IT.



Research and Development Center Wroclaw

Modern laboratory at which over 200 scientists and engineers develop new products, adapt them to local markets and create innovative solutions for 3M customers around the world.



Customer Training Centers Wroclaw, Prague, Budapest

Special facilities dedicated to professionals enabling an open exchange of experiences, where practical solutions for many fields of industry are developed. These are laboratories where our products can be tested in areas including abrasives, automotive aftermarket, and work at heights.



Customer Innovation Centers Wroclaw, Prague, Budapest

Interactive facilities where we showcase 3M's technological capabilities. At the centers, we educate and inspire our customers and business partners. We show them how science helps us develop innovative products.



Distribution Center Dabrowa Gornicza

Part of 3M's global logistics organization. The center supplies products (not only those manufactured in Poland) to customers in Europe and other parts of the world.



3M operations in the East Europe Region today:



4,400
employees



USD 650m
worth of investments



USD 52m
average annual investment in recent years



7 production facilities and **200** modern production lines,
using process digitalization and automation (Industry 4.0)



> 400

completed pro-environmental projects and implementation initiatives



12,000

products manufactured and shipped worldwide



2,000

customers and business partners



1,000

employees per year involved in volunteering activities for local communities



> 48,000

visitors to the 3M Innovation centers in Wroclaw, Budapest and Prague

30 years of 3M in the East Europe Region

The story of 3M's operations in this part of Europe is about the past 30 years of the region's economy.

Since 1991, we have worked alongside local customers, bringing innovative 3M products into their homes and workplaces.

We have invested more than USD 650m in our operations and production plants.

We have created jobs and fostered business relations with our partners. We support science while fulfilling our commitments to co-operators, the environment and local communities.

1991

we started our operations as **3M Poland Sp. z o.o.**, **3M Hungária Kereskedelmi Kft**; **3M Česko, spol. s r.o.**

1997

3M Poland head office was set up in **Kajetany near Warsaw**, from where it still operates

2001

we acquired the Wrocław-based facility of **Viscoplast S.A.**, a manufacturer of plasters and medical dressings; we embarked on the modernization of the site and launched the production of 3M's new medical products for consumers and professionals

2004

we launched a production facility supplying **Scotchcast™** casting tape (so-called „lightweight plaster”) in Wrocław. From here, we export it to many locations all over the world

2005

we started operations in **Ukraine** and established the **Research and Development Center** in Poland, where we developed products including the innovative 3M™ Cubitron II™ cut-off wheels. The center has generated hundreds of ideas for new products that are now used by customers around the world.

2006-2013

we set up, and have systematically expanded ever since, the new Wrocław-based **Superhub** production center, which is today one of the largest and fastest-growing 3M production centers in the world

2007

we bought and modernized the **Interchemall** production facility (consumer products) in Janinow near Grodzisk Mazowiecki, Poland and the **Unifam** plant (abrasives) in Skomielna Biala near Rabka, Poland

2012

we started operations in **Slovakia** and opened a **Customer Technical Center** in Prague

2013

we opened a **Customer Innovation Center** in Wrocław

2015

we opened a **Customer Innovation Center** in Budapest, as well as started another strategic 3M investment in Wrocław - one of our three **Global Service Centers** to support 3M manufacturing and business processes in Europe, the Middle East and Africa

2017

we opened a **Customer Technical Center** in Wrocław

2018

we announced our global **3M Sustainability Value Commitment** during the global COP24 Climate Change Conference in Katowice, Poland

2019

we kicked off the local production of **3M™ Ioban™** antimicrobial surgical film, which we now export to all European countries and Asian markets

2020

we opened a **Customer Innovation Center** in Prague

2020

all our production facilities in Poland achieved the **zero-landfill** status, meaning that no waste generated at 3M goes to landfill

2020

we invested over USD 26m in a new **industrial filter production line**, essential for the manufacture of pharmaceuticals, including COVID-19 vaccines

2021

all production facilities and offices in Poland and the Czech Republic are already **100% RES powered**

2021

together with the Municipality of Wrocław, we launched an industrial automation laboratory at the Vocational Training Center under the **Manufacturing & Academic Partnership (MAP)** program

3M's success is the success of our customers and business partners

Since the beginning of our presence in East Europe, we have always wanted to establish business relations on a partner-to-partner basis and develop a strong bond with local businesses and communities. Over these past 30 years, we have worked directly with more than 10,000 companies operating in all sectors. We have established relations with local authorities and cooperated with numerous scientific, social and economic institutions – consequently contributing to the success of the economy in Poland, the Czech Republic and Hungary.

Together with our stakeholders, we create innovative solutions and bring our expertise to the business. For 30 years now, we have offered substantial support to a wide range of entities working in the fields of science and education. Mutual synergy, as well as partnerships based on a common goal, vision and corporate values, make it possible for us to achieve this success together.



10,000

the number of companies we have worked with in the past 30 years



Business and sustainability



We are a member of the Advisory Board of the American Chamber of Commerce.

We are actively involved in the dialogue on economics and the investment of American companies in Poland, the Czech Republic and Hungary. As part of these initiatives and events of the American Chamber of Commerce, we share good practices and promote the development of an innovative economy and cooperation between business and science. We also promote business based on values such as respect and ethics, sustainable development and attention to environmental issues.



Global Compact
Network Poland

We are a long-term partner of the UN Global Compact Network Poland.

The United Nations Global Compact is an organization that aims to promote regulatory solutions for human rights, environmental protection and anti-corruption. We actively support the UN Global Compact in their work towards the UN Sustainable Development Goals.



USD 650m

investment in the East Europe Region



2,200

business partners in the East Europe Region

We contribute to regional development

We cooperate with authorities at the governmental administration level and locally – wherever our operations are located. We help regions grow, generating new jobs or giving impetus to the development of local businesses. We also support local communities through Corporate Social Responsibility activities such as education and environmental protection. During the 30-year history of our operations in this part of Europe, we have become **one of the flagship investors**.



We make a strong contribution to science, research and development

In 2005, based on the potential of our production facilities, we launched our **3M Research and Development Center in Wrocław**. There, we create 3M innovations that are used to develop new products and modernize our existing production processes. Our scientists also cooperate with universities. We share our experience with them and create conditions for devising innovative solutions. We organize competitions for students, such as **3Mind**, to encourage young people to take up challenges in the fields of technology, chemistry and medicine. Together with technical schools, we educate new generations of scientists, engineers, mechatronics and electronics specialists.

We are effectively changing the industry sector



In 2018, 3M's Wrocław site received the main award in the Factory of the Year

competition for outstanding achievements in the area of manufacturing and company operations. Our Wrocław site was also awarded the title Factory of the Year 2018 for the safe factory and chemical and plastics industry categories.



In 2019, we became the winner of the prestigious „The one who changes Polish industry” award.

Among other things, the jury recognized our activity for sustainable development in the manufacturing industry and the development of innovative and environmentally friendly solutions for customers.



3M Česko was awarded the title Company of the Year 2020 by the Automobile Industry Association.

Foto: <https://autosap.cz/aktualita/sdruzeni-automobiloveho-prumyslu-vyhlasilo-viteze-v-soutezi-podnik-roku-v-automobilovem-prumyslu-za-rok-2020/>



3M as seminar partner: Special processes in rail vehicle construction, Wrocław, 2019

Our customers are our partners

3M products improve people's quality of life and help meet the challenges of contemporary world. We use them at home, in the office, on the go, at the doctor's or when enjoying our hobbies. Our customers are a valuable source of information for us. We listen to what needs they have in order to create tailor-made solutions. With over 60,000 products in the 3M range, we are also close to professionals in many industries – from doctors and nurses to welding engineers and road construction specialists. By working together with them, we are creating our common history.



Among the 3M values that guide us in every country in the world, there are **high business ethics standards**.

3M offers
innovations
and products
that are part
of people's daily
lives



60,000

products, of which **one in five**
is manufactured in our part of Europe



120,000

patents, including hundreds of ideas for
new products invented in the region's
R&D centers



17 times a day

statistically, everybody comes into con-
tact with 3M products



Our products matter. Every day, they improve people's quality of life and help care for the environment. We are fascinated by innovation and inspired by science. We are not afraid of challenges – we are constantly seeking the best possible solutions to respond to the needs of our customers and partners.



During the COVID-19 pandemic, we have increased our production of 3M ventilators to **more than 2 bn units per year** to ensure a stable supply in fighting the epidemic.

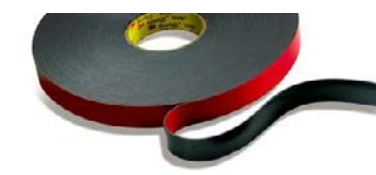


We have invested more than **USD 26m** in 3M's Polish facilities to increase the production capacity of the filters used, among other sectors, in the pharmaceutical industry to produce COVID-19 vaccines.

We revolutionize the industry



Our **3M™ Cubitron II™** abrasive cut-off wheels enable more efficient work, time and cost savings, as well as environmental protection. More durable discs reduce material consumption by up to 26%.



The **3M™ VHB™** acrylic tapes used in many industries, e.g. in the automotive sector they are used as an alternative to bolting, riveting and welding. They make it possible to bring down the weight of a bus by up to 275 kg, which significantly reduces fuel consumption and CO₂ emissions.



The **3M™ Glass Bubbles** are ultra-light microspheres used, among other purposes, as a filler for plastics, reducing their weight by about 15%. They make planes and cars lighter, which translates into lower fuel consumption. Used for the construction of passenger cars, they can reduce their weight by up to dozens of kilograms.

We support doctors and patients

Produced in Wrocław, the **3M™ Ioban™** antimicrobial surgical film reduces post-operative infections in hospitals by more than 70 percent. Its use in all orthopedic and surgical procedures in Poland would mean savings of over USD 221m in one year.

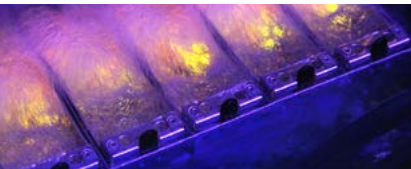
For many years now, the **3M Littmann®** has been one of the most popular stethoscopes used by doctors, ensuring patient examination precision and enabling early and accurate diagnosis.



We look after the climate



The **3M™ Window Film** provides protection from harmful UV rays and, during hot summer days, can reduce interior temperatures by up to 5° C.



The **3M Novec™ 7100** fluid enables safe and efficient immersion cooling of servers and other devices. As a result, data centers can reduce their cooling energy consumption by 95% and significantly decrease their environmental footprint.



The **3M Novec™ 1230** fire extinguishing agent evaporates almost 50 times faster than water and can extinguish flames almost instantly, which means that the electronic equipment being rescued will work again. The product is not harmful to the ozone layer and has a minimal impact on the greenhouse effect.



We care about safety



Our **3M™ FFP2, FFP3** filtering respirators have played an important role during the COVID-19 pandemic in protecting doctors and rescue workers. They have also been used in industry for many years, e.g. protecting miners from dust.



The **3M™ Stamark™** pavement markings are reflective tapes that improve lane visibility, increasing the traffic safety of drivers and cyclists on the road.



The **3M™Scotchlite™** reflective film improves safety on railroad tracks. It prevents accidents as freight wagons covered with them are visible even at unlit crossings.

We make life easier every day



The **Post-it®** sticky notes are used in almost every home or office. They stick to surfaces and can be removed without leaving any traces of glue. The latest version is a fully environmentally friendly product, developed in line with the „zero waste” concept.



The wide range of products under the **Viscoplast** brand has been helping consumers with skin injuries for years. Plasters and dressings protect cuts, reducing the risk of complications after surgery and shortening wound healing time.



The **3M™ Command™** adhesive strips and hooks make it easy to organize and decorate any room. The hooks can carry weights of up to 2.2 kg, and the strips – up to as much as 4 kg. It is easy to remove them, and the removal does not damage the surface.

Together we care for the environment

Whatever we do at 3M, we always act with our planet in mind. We reach our business objectives and make plans for the future with respect for the environment. We also develop innovative products that support sustainable development.

3M has been actively reducing its environmental footprint for many years.

Our priorities are:



energy efficiency



sustainable water consumption



modern waste management



renewable energy sources

Caring for the environment is a cornerstone of our strategy

Since 1975, we have been conducting our 3P **Pollution Prevention Pays** program to eliminate or reduce sources of pollution in our processes and products.

Our employees have become involved in almost:

In 2019 and 2020:



400
environmental projects



These reduced CO₂ emissions by over

1,200 tons



GHG emissions by over

27,000 tons



In 2018, we announced our **Sustainability Value Commitment** at the COP24 Climate Conference in Katowice, Poland. We pledged there that every new 3M product would have a positive impact on the environment and communities or help our customers and business partners meet their climate goals.



We are building an environmentally friendly world using science and education. We also inspire our employees to take **an active role in caring for the planet**. We promote environmentally friendly behavior in the workplace and private life.




Our employees are involved in forest clean-ups and take part in tree planting campaigns.




At the 3M production facility in Wrocław, we have opened a city bike station available to our employees and the city's residents.

We set ambitious environmental goals


Globally:




- By 2023 we will have made investments in **state-of-the-art water treatment facilities** at our major production sites




- By 2025 we will have reduced the use of fossil fuel plastics by **56,700 tons**




- By 2025 half of the electricity used at 3M **will be coming from RES**



- By 2030 we will have reduced water consumption in our facilities by **25%**



- By 2050 r. we want to achieve **complete carbon neutrality**



In recent years, we have made a leadership commitment to sustainability. More than

USD 1bn

will be allocated to this initiative by 2040.

These global commitments are also our goal in the East Europe Region, where 3M has located an important part of its European operations.

Our **local plans and pro-environmental activities** assume that by 2023 we will have reduced the following at 3M’s plants and production facilities in the East Europe Region:



electricity consumption – by 23%*



water consumption – by 22%*



CO₂ emissions to the atmosphere – by 18%*

*indexed to sales value


All 3M production facilities and offices in Poland and the Czech Republic are

100%


green energy powered

With environmental protection in mind – every day


A sustainable approach to business is particularly relevant to us in Poland, as one of 3M’s largest production facilities is located here. Consequently, to reduce our environmental impact, it is important for us to manage:




air quality




waste



noise emissions



energy



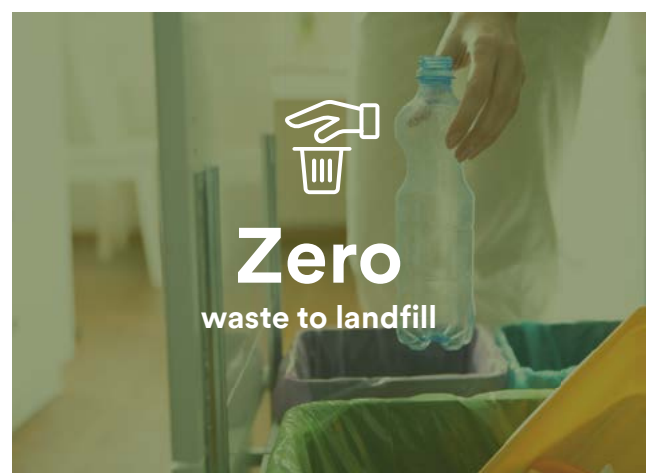
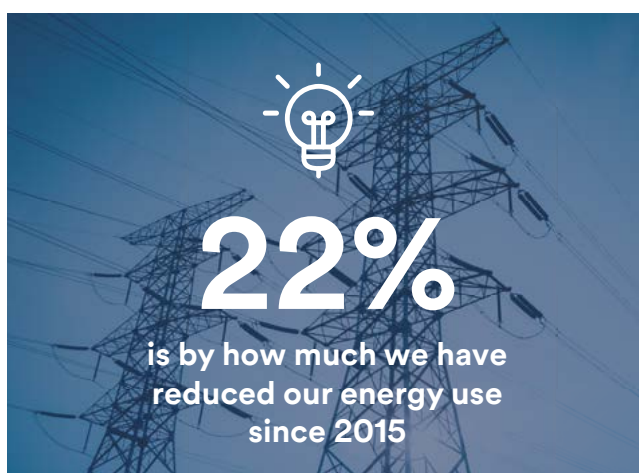
water and wastewater





Since the 1st of January 2021, all 3M production facilities and offices in Poland and the Czech Republic have been using **electricity only from renewable sources**. This reduces CO₂ emissions from coal-fired power by more than 47,000 tons per year.

3M has been investing in the East Europe Region for many years with the aim of **cutting down on electricity consumption** through the use of modern manufacturing solutions, smart electricity consumption management and energy-efficient lighting. Since 2015, we have reduced our energy use by 22% while retaining a steady pace of the increase in our operations.



We have achieved a **zero-landfill** status, which means that no waste goes directly from the 3M plant to landfills. In addition, a modern digital planning system helps us reduce the amount of waste generated in our production facilities.

We support **electromobility** – we are building infrastructure for e-cars and chargers in our car parks, as well as replacing traditional cars with electric ones in the 3M fleet, and soon more than 600 employees of 3M in Wrocław will be commuting to work free of charge on electric buses.



We have been sharing our passion for science and innovation for 30 years

Science is at the heart of everything we do. Every day, as many as **13,000 3M scientists** around the world devise solutions for almost every industry, based on **52 technology platforms**. At the R&D Centers our scientists and engineers develop new products that change the way we live our daily lives.

Every year, we develop
3,500
patents (global figures)

Every year, we spend an average
6%
of global 3M revenues on R&D



Research and development are our focus

The scientists at the 3M Research and Development Centers in work on solutions applicable in a wide variety of fields – from those needed by people every day to advanced industrial technologies. It is in Wrocław that we developed a new generation of 3M™ Scotchcast™ dressings, replacing the traditional mineral plaster, or the innovative 3M™ Cubitron II™ cut-off wheels.



We support education and science

We are one of the largest employers of graduates in STEM fields. We trust science, so we strongly support education. We help young people pursue their education in STEM fields, as we see it as a great opportunity for innovation and the sustainable development of our planet.

We have been supporting the development of science in the 3M East Europe Region for years:



we help student research clubs to carry out innovative projects



we organize initiatives popularizing science



we encourage women to pursue their education in STEM fields



we make the public aware that science is the ticket to a career



In Poland, we have been organizing the **3Mind** competition for several years to support projects undertaken by university research clubs working in STEM fields. The participants of the competition can present their ideas, inspire each other and share their knowledge, as well as take part in lectures, and discussions with people from the worlds of business and science. Every year, the winners of the competition receive grants to put their ideas into practice.

It is in our region, for the first time outside the US, that we have implemented, in cooperation with technical schools, the global **3M Manufacturing & Academic Partnership (MAP)** program to **support and develop technical and vocational education** in Poland. In June 2021, we provided a grant for the purchase of modern teaching aids and equipment worth **over USD 130,000** for the Vocational Training Center in Wrocław and the Vocational School Complex in Olesnica near Wrocław. Both institutions will train potential employees for the factories of the future, applying elements of Industry 4.0.



We cooperate with academia, including Wrocław University of Science and Technology, AGH University of Science and Technology in Cracow, Warsaw University of Technology and universities in Prague: The Czech Chemical University, The Czech Technical University (Machinery Faculty) and The University of Economy. We help students understand how to implement science into everyday life. We provide them with our products so that they can pursue their ambitious projects, such as an underwater drone using artificial intelligence algorithms, an autonomous aircraft, an electric racing car or a solar boat. We share knowledge with young people and organize meetings at our Innovation Centers and Customer Technical Centers.

To help young people start a career in STEM fields, we run the following initiatives:

O2 Graduate program

20 months dedicated to learning to work in different departments supporting the production process

Talent Academy

3-month internship program preparing participants for work at the GSC

By the end of 2025, we will globally support people who – for reasons including economic hardship – have limited access to learning. The program will include 5 million educational experiences worldwide, such as scholarships, internships and other training and inspiration programs.

We promote women in science

According to our latest State of Science Index survey, **85% of the respondents say that we need to do more to encourage and keep women and girls engaged in STEM education.** We try to make women interested in the idea of pursuing a scientific career in these fields. In Poland, we have been working for years with the Perspektywy Education Foundation, which promotes the development of women in science.

Our experts:



take part in the **Women in Tech Summit** conference



are mentors at the foundation's online festival for women in technology – **Perspektywy Women in Tech Days**



participate in **Technology Teatime** meetings organized for female science students



Innovation Centers and Customer Technical Centers

We have created unique places where everyone can make use of their creativity. Our **Innovation Centers** in Wroclaw, Prague and Budapest show how thousands of 3M products impact our daily lives. This is where we present how:

the design of the cat's eye inspired us to create reflective film applied to road signs

mushroom-shaped micro-structures form tough industrial-grade adhesive strips

the use of a combination of ceramics and aluminum in our ACCR transmission cables allows the capacity of power lines to be tripled



At the Innovation Centers, anyone can learn about the technologies we use in areas such as:

- health protection,
- consumer products,
- industry and security,
- transportation and electronics.



48,000

visitors in Innovation Centers

We show there how innovations are created, inspire people and share our experiences. We have already had over 48,000 visitors – in meetings with customers and business partners, as well as during open days when we present our experiments and share our scientific knowledge with wider audiences.

Another place where knowledge is put into practice are the **3M Customer Technical Centers** in Wroclaw, Prague, Budapest. At these locations, 3M products designed for professionals can be tested.

3M's strength is our people

3M employees are the company's greatest asset and growth engine. We create a working environment where everyone can feel respected, appreciated and safe.



> 90,000
employees worldwide

4,400
employees in the
3M East Europe Region



We value commitment and individuals' initiatives

We are a technology company, but we have room not only for scientists, IT developers and engineers. **3M's open organizational culture promotes proactive, resourceful and brave individuals who consistently follow their goals and are not afraid to take any initiatives or make mistakes.** This philosophy was put into practice many years ago by William L. McKnight – a businessman and philanthropist who was the first 3M CEO. Even then, he knew that **this was the only way to come up with true innovations.**



Building a culture of diversity, inclusion and equality



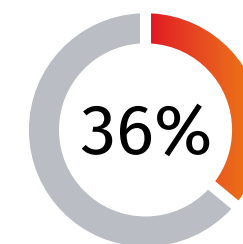
Diversity

Our employees come with different backgrounds – they have different competencies and they draw on different experiences in their work. This diversity helps us grow and keep innovating. It enables us to respond even better to the needs of our customers, suppliers and partners around the world.

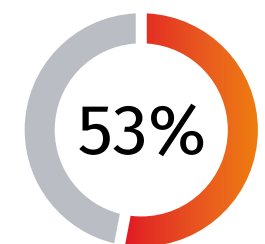
The 3M team in the 3M East Europe Region – a few facts and figures:



pay equality between men and women in equivalent positions



of female managers



of female scientists and engineers at the Research and Development Center



Inclusion

We want every employee to feel that they are an important part of our company. Inclusion makes innovation and collaboration – the pillars of the 3M culture – much easier. Our employees are appreciated and encouraged to put their ideas forward regardless of their experience, background or skills. We support and promote employee initiatives, such as the Women's Leadership Forum and 3M Pride.

Since 2015, we have regularly measured the results of our actions by checking the dynamics of internally defined metrics (Diversity Index and Inclusion Index) to evaluate our culture of inclusion and to see what else we can improve.

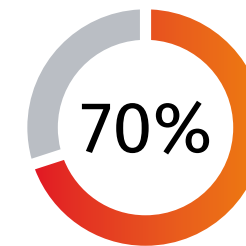
Equality



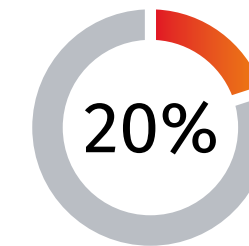
Our employees enjoy equal opportunities for professional and personal development. **We are keen to participate in activities that promote equal access to education and science in communities that may have deficiencies in this area.** We also encourage employees to support, as volunteers, programs that provide broad access to education while enabling sharing knowledge and experiences. One of our priorities is to inspire young people, including women, to pursue careers in technology.

We offer our staff unlimited opportunities for development

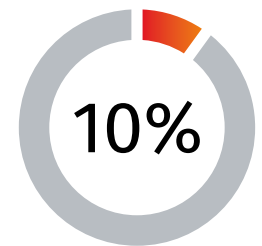
Our employees are offered the tools and support to continuously broaden their knowledge, competencies and skills. We encourage them to become leaders and take ownership of their future. The individual development of 3M employees is based on the **70-20-10 principle**:



is learning through experience, practice and participation in projects with clients



is learning from others and participating in complex multi-team projects



is training and courses

We have been building the company together with our employees for 30 years. We give them the space to create their own innovations and cultivate their passions. Examples include engineers and academics who can spend 15% of their working time developing their own ideas that do not have to be linked to their job descriptions. This approach has resulted in many ground-breaking 3M products, the most famous example being Post-it® notes.

Since 2015, 3M Poland has regularly been named a **Great Place to Work** in the **Great Place to Work Institute's** ranking. In 2020, all 3M branches in the East Europe Region received such certification. It recognizes employers who are successful in the marketplace while being able to develop exceptionally good relationships with their employees.



Highest standards of business ethics

We are one of the **World's Most Ethical Companies**. In March 2021, the Ethisphere Institute awarded us this title for the eighth consecutive year in recognition of the high standards and good business ethics practices at 3M.

Work
Safety culture

A safe working environment is one of our priorities. We manufacture products for individual employee protection and we also ensure that the highest health and safety standards are followed, and that our teams are comfortable at work. We engage our employees in several programs aimed at reducing the number of potential risks associated with the production process.

At 3M, we are committed to the **zero-accident** principle – supported by our employees, emergency services, as well as local and governmental institutions.

In 2020, 3M in Wroclaw received the ISO 45001:2018 certification. This proves that 3M products are manufactured in safe conditions, complying with all health and safety regulations.



We act socially
and responsibly

Our social responsibility means listening carefully to the needs of local communities. We engage in volunteering and use our skills to change the world for the better. We increase environmental awareness, level the playing field in education, and support those most in need.

Our support in 2020:

USD 78,000

in support and grants (in the form of funding and 3M products)

2,175 hours

of employee volunteering

375

as many as employees of 3M in Poland who participate in the charity Company Run organized by the Everest Foundation

For 30 years, we have been implementing many positive initiatives in the region and working towards the benefit of those who need it most.



Safety during
the pandemic

Since the beginning of the COVID-19 pandemic, we have monitored the recommendations of local, national and global public health institutions every day to ensure maximum protection against infection for our staff. To prevent the spread of infection within the company, we have introduced a number of modern solutions that reduce such risk.

In June and July 2021, we conducted a COVID-19 vaccination campaign for our Polish employees and their relatives who wanted to take part in it. A total of almost 1,000 individuals were vaccinated.

We help all those in need



We support **orphanages and nursing homes** located close to our offices and production facilities. At the care facility in Jaskotle near Wrocław, we built a playground for the children, as well as provided the institution with a minibus for transporting disabled children. We also help the children from the orphanage in Grodzisk Mazowiecki near Warsaw. Moreover, our employees make Christmas gifts for residents of social welfare homes in Warsaw.



In 2020, during the World Volunteer Day, our employees paid for over 400 lunches for people in need supported by **St. Brother Albert Aid Society** in Wrocław. The company doubled this number by funding further 500 meals.

Almost:

1000 meals



We work with local foundations, including **SOS Children Villages** in Czech Republic and **United Way** in Hungary, by providing financial help and 3M products, as well as involving our staff in volunteering for those most disadvantaged and excluded.

We support schools and schoolchildren



Since 2013, we have been running the **3Mamy się razem (We Stick Together) campaign**, a joint project involving **Primary School No. 8 in Wrocław** that is close to our office. We support the school by donating sports equipment, modernizing and equipping the classrooms and funding computer equipment useful for remote learning during the pandemic. In 2014, we provided the school with a Biofeedback EEG – an electroencephalograph that allows for space brain training using a method developed at the NASA astronaut training center.



As part of the Polish **3M's Little Rescuer** program, our rescue team members conducted first aid training for local school children. More than 400 children took part in it only in 2019.

We take care of our employees' health and helping others

Since 2021, we have been implementing the **3M in Motion** program in all countries and all sites in the region to combine employee sports activities with support for selected NGOs. Our employees and their families ride bikes, play badminton, run and hike in the mountains. The rules are simple: the more people take part in sporting activities, the more funds will go to those in need.



In 2021, the amount is

USD 13,000

We provide aid globally



USD 73m

In 2019, we donated USD 73m to help those in need around the world (*global figures*)



USD 20m

In 2020, we invested USD 20m to support health workers and others working on the frontlines to fight the pandemic (*global figures*)



Remarkable years together

3M has been present in East Europe for 30 years now. For three decades, we have been contributing to the economic success of Poland, the Czech Republic and Hungary – working hard, inspiring people and providing innovative solutions to consumers and professionals.

Globally, we have worked successfully for over a century to maintain our status as one of the world's most innovative companies, with over 120,000 patents to our credit. Throughout these 30 years, we have proven that investment in science and the resulting innovative solutions positively impact the lives of communities and their environments. Today, we know that the sustainability of our planet is in the hands of the next generation of scientists.

Caring for the environment is an important part of our business strategy. We cannot imagine a future without respect and care for the Earth. We support global and local initiatives that address climate challenges. Above all, however, we take on this responsibility. For ourselves, we have set ambitious environmental goals connected with carbon neutrality, energy efficiency, water efficiency and responsible waste management. We are consistently striving to reach them, as we can see at all Polish and Czech 3M premises who worked on a complete transition to purchasing renewable energy, which took place at the beginning of 2021. Over the next few years, we will reduce electricity and water consumption and cut CO₂ emissions into the atmosphere. This is part of our commitment to ensuring a human-friendly green future.

The world is changing at a fast pace. All discoveries require a flexible approach and courage. The pandemic has been an important test for all of us – many years of our market experience and diversification of the product portfolio allowed us to pull ourselves together in the face of this adversity and offer support to those in need. The situation has shown that we can also respond to completely new challenges. All this, combined with the on-going implementation of our business strategy, allows us to keep our commitments.

Today, one of the key elements of 3M's global strategy is digital transformation. It will enable us to better respond to our customers' needs. We will improve the way we design and deliver products while perfecting our customer service. How do we want to achieve it? We will train our employees– researchers, developers and business analysts – at our new Center of Excellence. We will launch a platform to aggregate and update very large amounts of data. We are already using artificial intelligence and machine learning to anticipate business needs even better.

Above all, however, we want to be close to the communities in which we operate. We want to respond to challenges and create a better future. We want it to be based on commitment, understanding, respect for the world around us, as well as the awareness of the value of science. In our opinion, as a business of the future, we will interact with the world of technology, optimizing our activities while taking care of the social and natural environment. This approach continues to improve people's quality of life. Science Applied to Life. This will always will be our goal.

3M Team

3M **Science.
Applied to Life.™**

