3M in Germany
An Overview of the Innovation Company.
Not familiar with 3M yet?

The name 3M stands for Minnesota Mining and Manufacturing. But the company now stands for useful products that make everyday life easier – both at home and at work. 3M was originally founded in 1902 as a mineral mining venture. 3M then used that mineral in 1904 to develop the first sandpaper for the automotive industry.

3M has a long tradition in abrasives, and knows that very different surfaces require very different solutions. Whether rough grinding in metal processing or precision finishing of optical fibers – 3M offers a broad range of high-quality abrasives and finishing materials, as well as tools for the DIY sector all the way up to professional mass production.

Problems
Are at the
Beginning of Every
Innovation

Dr. Jürgen Fromlowitz makes sure that everything runs smoothly.

Problems WANTED!

Something with abrasives preferred.

Mail | hallo@3M.com
3M bonding technology is so strong that it is used to join vehicle parts, entire car bodies, building facades, and even aircraft such as the A380. On the other hand, the company produces adhesives that are so gentle that they are used to fasten baby diapers and seal flesh wounds. In 2012, one of 3M’s adhesives even made it into the Guinness Book of World Records. To learn more about the world record: www.3M.de/beyondlimits.

Dr. Adrian Jung is very attached to his job. Not so much because 3M is one of the world’s leading adhesive tape suppliers – but because he really enjoys solving problems.
At the AutomotiveINNOVATIONS Award 2014, 3M was named Best Supplier in the “Body and Exterior” category. Which is no wonder – with more than 2,000 specific solutions, our company is well versed in many areas such as lightweight construction, protective films, and repair systems, to name but a few where we have been able to solve problems for our customers.

Albrecht Geismann is driven by our customers’ problems. As a partner of the automotive industry, we put solutions on the road in series.
The history of the sticky note began in a church in Minnesota when Art Fry, a member of the choir and scientist at 3M, was frustrated – the little slips of paper he used to bookmark his hymnal kept falling out. Fry remembered that a colleague at work, Spencer Silver, had produced a glue that could stick to all kinds of material, but was very weak and therefore deemed useless. Fry got the idea to coat some paper with Silver’s failed adhesive. His new bookmark stuck reliably and could be removed without damaging the page. That was the moment, in 1974, when Fry invented the Post-it® Note.

The technology developed for this adhesive that can be repositioned without damaging the surface is now being used in many other 3M tape products for office, industrial and health care applications.

Dr. Christiane Strerath makes sure that good ideas don’t get lost – but hang around. As the inventor of Post-it® Notes, 3M likes to note its customers’ problems.
3M offers a huge variety of innovations for the health care area, ranging from skin protection and surgical supplies to highly renowned 3M™ Littmann® Stethoscopes. We even developed a stethoscope that enables the heartbeats of people in outer space to be heard, thus ensuring their safety in the International Space Station – 300 km above the earth. Safety and security is also our top priority in many sensitive areas such as data management in hospitals, where validation of routine data, quality measurement and providing a sound basis for decision making are extremely important. We therefore developed the 3M™ FileInspector application to supplement hospital information systems. Although trust in the data is good, having it under control is better.

Problem Solved!

For us, Health is a Matter of the Heart.

PROBLEMS WANTED!

Hoping for something in the field of health care.

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Hutan Nekui knows the right treatment for problems. What helps him is a good portion of curiosity, teamwork and his passion for finding fitting solutions.
PROBLEMS WANTED!

Something in the field of dentistry would be great.

Markus Disselkamp has good reason to smile when it comes to our customers’ problems. After all, innovations from 3M ensure brighter smiles all over the world.

Problem Solved!

We help to make smiles brighter.

From dentures and tooth preservation to cosmetic corrections – 3M products help make smiles more beautiful. They enable impressions to be tailor-made to the highest precision, whether produced digitally or with conventional methods. Where reliable attachment of appliances is concerned, we even provide special adhesives for the job. The result is natural-looking perfection that ranges all the way up to invisible alignment devices.
At 3M, one idea leads to another every day. One of our best ideas is to protect others from having to risk life and limb — whether in the chemical industry or building construction sector.

Anyone with a hazardous job would be well advised to place their trust in 3M personal protective equipment solutions. Not to mention our countless products offering protection for physicians, nursing staff and patients.

Problem Solved!

We’re sure to have a fitting solution for your protection.

Frank Herfort always has an open ear for the problems faced by our customers. After all, solving problems is our business.
3M products are able to enhance visibility, especially on the road and in hazardous jobs. Our products are able to redirect light in a specific direction by applying 3M films with a micro-structured surface, as can be seen at the Potsdamer Platz station of the Berlin subway, where daylight is redirected from above ground into the station.

For Leon Doelen when a light goes on, the problem is solved because 3M ensures customers’ problems are not in the dark.

PROBLEMS WANTED!

Anything having to do with retroreflective materials welcome

Mail | hallo@3M.com

Problem Solved!

We Help to Increase Visibility in the Dark.
3M films consist of up to 1,000 layers, yet are no thicker than a human hair. Their versatility is truly remarkable because they are able to protect cars and displays against scratches, block the heat from sunlight, replace mirrors, or enhance the usability of touch screens. Our fluoropolymers provide non-stick surfaces on cookware and prevent automotive fuel lines from leaking. When cast as films, they help to make architectural dreams come true, such as the world’s largest greenhouse in the Eden Project ecological theme park.

Marc Pesch plays it tough when it comes to solving our customers’ problems.
Economic progress and ecological responsibility can go hand in hand – as illustrated by 3M’s new high-voltage cables that help to transmit power more effectively and more efficiently. 3M technologies also enable intelligent use of power grids, and help increase the yield of solar and wind power plants. And fuel cells made with 3M membranes make mobility even more environmentally friendly.
As early as 1975, 3M defined environmental principles and launched the 3P program to put them into action. 3M stands for “Pollution Prevention Pays.” The main idea is that it pays to prevent pollution and save resources at the source wherever and whenever possible – not only with regard to the environment, but also from a business point of view.

**Earning Recognition**

3M has been listed on the *Dow Jones Sustainability World Index* every year since it was first published in 1999.

For our commitment to sustainability, 3M has been awarded the “Energy Star” by the Environmental Protection Agency – which is the highest recognition for energy efficiency. The company has received the award for a record-breaking tenth year in a row.

The *German Sustainability Award Foundation* has recognized 3M as a role model for excellence in resource preservation. 3M ranked among the top three of 600 companies in the “Resource Efficiency” category.

[Manfred Czichowski und Elke Eggert are very pleased with one of the latest additions to the company’s electric car fleet that can be charged via specially installed photovoltaic systems.](www.3M.de/Nachhaltigkeit)
Allowing Mistakes

“Mistakes will be made. But if a person is essentially right, the mistakes he or she makes are not as serious in the long run as the mistakes management will make if it undertakes to tell those in authority exactly how they must do their jobs.”

William L. McKnight, 1929–1966 Company President and Chairman from 1949

Allowing Creative Freedom

Researchers and scientists at 3M are provided the freedom to spend 15 percent of their time exploring their own ideas, doing whatever they like. All that matters is what they come up with.

The result: 3M launches more than 1,000 new products every year.

Satisfied employees do not figure in any balance sheet – and yet they are the greatest asset a company can have.

www.3M.de/Erfinderkultur

Recognized by Employees

3M has won a number of “Best Employer” awards where the assessment of the competing companies is based to a large extent on an anonymous staff survey.

Our company also ranked number 10 among the “Best Companies for Leaders” study carried out by the Chief Executive magazine in 2013.

Mark Pilhofer: Satisfied employees do not figure in any balance sheet – and yet they are the greatest asset a company can have.

www.3M.de/Karriere

Reinforcing Strengths

Where do employees at 3M find their constant motivation? How do they manage to reignite their energy and passion day after day?

The answer is simple: 3M builds on the strengths of its employees!

Visit 3M’s Careers website to find out more about 3M’s philosophy or to see what the people at 3M have to say about their employer.

Our Corporate Culture …

Encouraging Initiative, Tolerance and Responsibility

“As our business grows, it becomes increasingly necessary to delegate responsibility and to encourage men and women to exercise their initiative. This requires considerable tolerance. Those men and women, to whom we delegate authority and responsibility, if they are good people, are going to want to do their jobs in their own way.”

William L. McKnight

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www.3M.de/Karriere
Our Markets and Products

Make sure you don’t miss out on a 3M innovation. Sign up today for your personal 3M newsletter at www.3M.de/Newsletter

Automotive and Aviation

- Abrasives and polishing systems
- Paint preparation systems
- Masking systems
- Clearing and repair products
- Wipes
- One- and two-sided adhesive tapes
- 3M™ Acrylic Foam Tapes
- Automatic Cleaning with 3M™ High Performance Wipes
- 3M™ water-based cleaning wipes
- 3M™ Dual Lock™ Reclosable Fasteners
- Adhesives
- Flexible balance weights
- System components for automated production
- Processing and assembly aids
- Filling materials for spaces and edges
- Decorative and functional films
- Reflective films
- Optical films for light management
- Films for stone-chip protection and surface protection
- Sun and shatter protection films
- Flexible light control
- Identification products
- Onboard air filters
- Glass bubbles
- Functional lightweight fillers
- Sound insulation materials
- Support mats for catalytic converters
- Fluorine rubbers and plastics
- Respiratory, hearing, eye, skin protection and occupational safety products

Industry and Crafts

- Abrasive systems
- Electrical and pneumatic grinders
- Mobile suction units
- Paint preparation systems
- Industrial adhesives tapes
- 3M™ VHB™ high-performance tapes
- Sealants
- Removable fastening systems
- Identification systems
- Heat protection materials
- Fluor rubbers, fluoroplastics, and specialty additives
- Glass microspheres
- Precision cleaning fluids
- Surface modification for glass and ceramics
- Functional surface coatings
- Additives for paints and varnishes
- Technical filters
- Functional lightweight fillers
- Anticorrosive products
- Solutions for facade construction
- Components for hygiene products
- Air, gas, and fluid filtration solutions
- Infrared-reflective films
- 3M™ Nextel™ Ceramic Textiles

Energy, Electrical, Electronics and Telecommunications

- High-temperature low sag conductor
- Films, tapes and coatings for solar modules
- Erosion protection, tapes, adhesives, fillers and sealants for wind turbines
- Ceramic fibers
- Connectors and cables
- Memory card connectors
- Halogen-free cables
- Cable sets and accessories
- ESD solutions
- Identification systems and labeling tape
- Electrical tapes and sealants
- Dielectric coolants
- Fluids for dielectric testing procedures
- High-performance plastics for cable insulation
- Cast resin fittings and cast compounds
- Cable fittings for low-, medium-, and high-voltage application
- Cold- and heat-shrink tubing
- Self-regulating heating cables
- Maintenance and cleaning sprays
- Shielding tapes and absorbers
- Cabling solutions for enterprise networks and data centers in Cat. 6 and fiber
- Termination blocks for telecommunication cable
- Monitoring solutions for telecommunication infrastructure
- Thermal and electrical conductive adhesives
- Optical clear adhesive films
- Protective tapes
- Elastic buffers
- Battery materials
- Planning, implementation, and services related to professional networks
- Fire extinguishing agent for IT and data centers
- Solvents for precision cleaning
- Electronic Coating
- Sun Control and Safety & Security Window Films
- Screen protectors
- Optical films
Our Markets and Products

Office and Communication
- e.g. Scotch® tape and dispensers
- Post-it® Notes and Post-it® Index
- Post-it® Padded Labels
- Post-it® masking tape and writing tape
- Ergonomic products
- Spray adhesive
- Privacy filters
- Screen protectors

Home Care Products
- e.g. Scotch-Brite™ home cleaning products
- DIY products
- Installation products
- Scotch® Specialty Tapes
- ScotchBlue™ Masking Tapes
- Thinsulate™ Thermal Insulation
- 3M™ Scotchile™ reflective materials for clothing and bicycles
- Scotchgard™ fabric protection
- Scotchgard™ protection
- Nexcare™ wound dressings
- Personal care products
- Entrance mats
- Cleaning products

Health Care
- e.g. 3M™ Scotchcast™ bandages and splints
- 3M™ Cavilon™ Skin Protection
- 3M™ Opticlude™ eye patch
- 3M™ Tegaderm™ skin, wound and I.V. site care
- Surgical drapes and gowns
- Warming blankets and gowns
- Personal protection
- 3M™ Littmann® stethoscopes
- Sterilization products
- ECG electrodes
- Software solutions and services for the healthcare market
- Dental solutions for restorative and prosthodontic procedures as well as implantology
- Digital dentistry
- All-ceramic CAD/CAM restorations and orthodontic solutions
- 3M™ Petrifilm™, Food Safety and hygiene monitoring solutions

Commercial Graphics
- e.g. Films and graphics for vehicle and fleet advertising, public transportation systems, corporate design, POS, buildings, and facades
- Decals for vehicle personalization and car wrapping
- 3M™ DI-NOC™ Architectural Finishes
- Light control films
- Lighting systems
- Overlaminates
- Reflective Films
- Non-PVC Digital Printing Films
- Photoluminescent Films
- Application Tapes
- Inks
- Decorative Window Films

Workplace, Personal and Traffic Safety
- e.g. Reflective sheeting and film for signs, license plates, warning markings, contour markings on trucks, and road markings
- Digital printing technology for traffic signs
- Shatterproof glass films
- 3M™ Scotchile™ reflective materials for high-visibility personal protective equipment
- Protection for mouth, nose, ears, eyes, and skin
- Protective clothing
- Welding protective gear
- Environmental protection products
- Fire protection materials
- Sorbents
- Entrance matting and anti-slip
- Building maintenance systems

Markets and Products
- Our Would you like to browse the 3M universe? Then visit us at www.3M.de/Produkte
A Selection of Our Awards

- From a total of almost 200 European industrial companies examined by the Fraunhofer Institute 2014, 3M was, already for the third time, named one of the leaders in strategic technology management.
- In the 2014 survey conducted by the consulting agency strategy& (formerly Booz & Company), 3M ranked 6th among the most innovative companies of the world.
- 3M is also again represented in the report on the Top 100 Global Innovators released by Thomson Reuters every year.
- According to the latest Interbrand report, the Best Global Green Brands 2014 3M is in 36th position among the top 50.
- In Hay Group’s assessment of the Best Companies for Leadership 3M was globally No. 9.
- The Center of Automotive Management (CAM) and PwC auditing and consulting firm recognized 3M with the AutomotiveINNOVATIONS Award 2014 in the category “Car Body and Exterior”.
- In February 2014, 3M joined the world’s largest corporate citizenship initiative, United Nations Global Compact.
- 3M Deutschland GmbH is one of the three best and most attractive employers among Germany’s multitechnology companies, as confirmed by the 2013 “Best Employer” report by Statista, Focus, and Xing.
- 3M has been included in the Dow Jones Sustainability World Index every year since its first publication in 1999.
- Since 2005, 3M has held the Energy Star Sustained Excellence Award from the American Environmental Protection Agency for sustainable energy management.
- In Berlin, 3M was presented with the TOP Innovationspreis 2012 by the German Federal Ministry of Economics and the F.A.Z. Institute. The company’s particularly strong culture of innovation is the primary reason why it was chosen for the award.

3M worldwide

- 3M is a global diversified company and one of the world’s most innovative organizations
- Each year, 3M invests well over USD 1 billion in research and development
- More than 8,000 researchers use more than 45 technology platforms to create new innovations
- 3M holds more than 100,000 registered patents
- The product portfolio includes more than 50,000 items – a number that grows by 1,000 every year

3M in Germany

3M Deutschland GmbH

- Headquarters – Neuss
- Manufacturing sites – Hilden, Kamen
- European Distribution Center – Jüchen
- Development/marketing of innovative dental products
  - 3M ESPE – Seefeld
  - 3M New Ventures – Munich

Subsidiaries

- 3M Media – Neuss, with
  - 3M Health Information Systems (HIS) – Neuss and Berlin
- 3M Unitek – Landsberg/Lech
- 3M Services GmbH – Neuss with
  - DINQ Subsidiary – Hannover
- Dynexon GmbH – Burgkirchen
- TOP-Service für Lingualtechnik GmbH – Bad Essen
- WinEl Ga GmbH – Moenchbusch, Niederstetten, Jena, Hameln with subsidiaries
  - Winterthur Technology GmbH – Reutlingen

Other companies in Germany

- ESK Ceramics GmbH & Co. KG – Kempten

3M worldwide (as of 2013)

- Headquarters: St. Paul
- Sales: USD 30.9 billion
- Employees: approx. 88,000
- Subsidiaries in 70 countries

3M in Germany (as of 2013)

- Headquarters: Neuss
- Sales: EUR 2.4 billion
- Employees: approx. 6,200