



Science.
Applied to Life.



Science.
Applied to Life.

Improving every life

Meet our Sustainability initiatives
at 3M East Europe Region

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A message from Alain Simonnet

Managing Director 3M East Europe



3M has been successfully associated with the countries of Central East Europe for many years, developing its operations in Czech Republic, Hungary, Poland, Slovakia and Ukraine. We have located several strategic investments in the Region, such as state-of-the-art production sites, R&D and Innovation centers and Global Service Center. Since the beginning of our activity in the Region, we have consistently invested in employees, research, development and innovation creating a positive impact towards customers and local communities.

The principles of sustainable development are at the core of our 3M values, and they are part of most of our development projects, in all businesses and areas; these principles accompany our scientists who create innovations, products and solutions addressing – among others - climate challenges. Environmental protection has always been and will remain a top priority in our production facilities, and we will continue to act as a responsible employer as well as a good neighbor in the local communities in which we operate.

Our society is increasingly looking for companies to provide long-term engagement & solutions addressing social, economic & environmental issues. Our customers, employees and stakeholders are asking for even stronger commitments and actions in Sustainability. At 3M we are ready for that and leading the way forward. We announced recently significant global commitments in that field to direct our efforts to areas in which we can contribute to greater impact. We believe the impact we make in improving our business, our environment and every life can be far greater if done locally with close partnership with all our partners.

Please join our Sustainability journey!

A message from Anthony Crawford

Head of Manufacturing Operations
3M East Europe Region



At 3M we operate with the natural environment in mind. This approach is particularly poignant for the East Europe Region, where 3M's largest and most modern manufacturing facility is located within Europe. The location of this facility ensures focus to mitigate our wider impact, setting 3M in Wroclaw as a leader in environmental stewardship.

Since the mid-1970s 3M has been setting global environmental goals and launched the groundbreaking Pollution Prevention Pays (3P) program. We have undertaken many actions aimed at shaping responsible economic growth by balancing the need to be good custodians to our natural environment.

This is done through the engagement of our employees, putting in place local management systems and to build awareness with our business partners and industry peers. Example include Supply chain simplification "make it closer to our customers."

Our East Europe Region' plants runs more than 40 3P projects annually, which focus on air quality, waste, energy & water management improvement programs. Such initiatives have given us significant achievements in the field of environmental protection, allowing 3M to be a responsible corporate citizen to our neighbours and the wider environment.

Taking care of the environment, especially having in mind future generations, cannot be part of single movement therefore, we act every day together with our employees, partners and clients to make a world a better place to live.

A message from Gayle Schueller

3M Vice President and Chief
Sustainability Officer



We have a strong history of leadership in setting goals that drive environmental stewardship and pollution prevention. We advance health and safety in communities around the world. We've made substantial progress against ambitious energy, water, and climate 2025 targets — and we're committed to do even more.

The world faces tremendous challenges in this time of unprecedented change. Science plays a critical role in building a resilient future where everyone can thrive. At 3M, science is at the heart of what we do. We collaborate with our customers, governments, and communities — with the ambition to improve every life. In this pivotal moment, we've developed a new Strategic Sustainability Framework to direct our efforts to areas in which we can partner with our stakeholders to make the biggest impact. While building our global capabilities and diverse technologies, we are focusing on three priority areas: Science for Circular Economy, Science for Climate, and Science for Community. Using this framework, we are developing new milestone targets for air, energy, water, and waste.

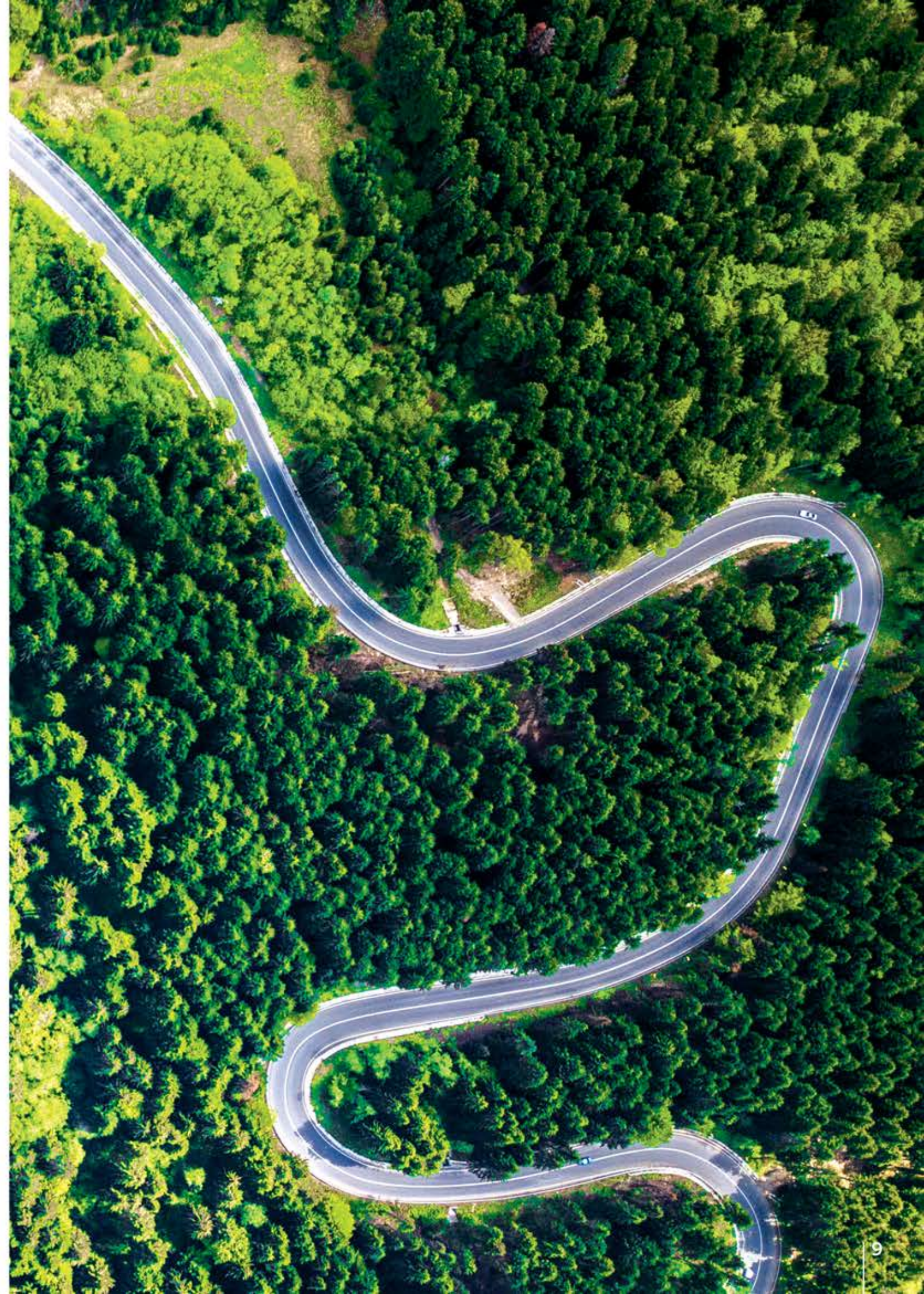
Since 2019, every 3M product entering the new product commercialization process will include a Sustainability Value Commitment that demonstrates how it drives impact for the greater good.

It has been an exciting and promising year for Sustainability at 3M, and going forward we expect to share more announcements about new goals and partnerships as we continue our journey as a purpose-driven enterprise.

Sustainability as a foundation of development for 3M

Sustainability is at the core of what we do at 3M.

We are committed to improving our business, protecting our planet and making every life better. We believe that science is just science until you apply it to improve lives of millions of people around the globe by focusing on climate, health and safety or education and development. Sustainability has played a crucial role in 3M's business & development agenda in the 3M East Europe Region countries for the past few decades and we are committed to working with our customers, business partners, and communities to innovate for a more sustainable future.



Sustainability as a framework and a lighthouse

Our actions speak louder than words. Our mission is clear: improve every business, every home, and every life. 3M has a long-standing commitment to sustainability: from the industry-leading Pollution Prevention Pays program focused on eliminating or reducing sources of pollution in 3M's products and processes that was launched in 1975, to 3M's 2025 Sustainability goals.

The breakthrough year of acceleration

In 2018, 3M took several steps to set a long-term strategy for the company with the intent to use our passion and science to tackle challenges where we can make the biggest impact — challenges critical to making our planet sustainable and helping its inhabitants. At Investor Day in November 2018, Mike Roman, Chairman and Chief Executive Officer, announced 3M Strategic Sustainability Framework, which focuses on three areas:



Science for circular economy

designing solutions that do more with less materials, advancing a global circular economy.



Science for climate

innovating to decarbonize industry, accelerate global climate solutions and improve our environmental footprint.



Science for community

creating a better world through science and impact, and inspiring people to join us.

Responsible future for next generations

In December 2018, during the annual United Nations Climate Conference (COP24) in Poland, we shared our first major goal under the Strategic Sustainability Framework, namely the Sustainability Value Commitment. Since 2019, every new product that enters 3M's commercialization process will require a Sustainability Value Commitment, demonstrating how it contributes to the greater good.

The year 2018

culminated in finalizing plans for a stepped-up commitment to renewable energy, doubling our current 2025 global goal and switching our St. Paul, Minnesota headquarters to 100 percent renewable electricity, effective 1 March 2019. The goal is now to switch our entire operations across 70 countries to RES by 2050.

Our Sustainability goals



Water

Promote clean water for everyone, everywhere so that every person, business and community has the water they need to thrive.



Raw Materials

Respect our planet's resources and reimagine waste as a nutrient to ensure we have an abundance for future generations.



Health and Safety

Improve the health and safety of people worldwide so we can focus on what matters most to us.



Climate Change and Energy

Transform the way the world uses energy because it impacts the climate, and the climate impacts everyone.



Education and Development

Support empowerment and enrichment to provide people everywhere with the opportunity to live life to its fullest.



What have we accomplished?

- Up to date more than **10,000 projects** have so far prevented 2 million tonnes of air, water and waste pollution.
- They have saved our company nearly **\$2 billion.**
- Thanks to our approach we have been listed as a member of the **Dow Jones Sustainability Index** for 19 consecutive years.

3M in East Europe – sustainable growth & positive impact on local communities

Creating innovations and relationships.

Since the beginning of our activity in this part of Europe, we have consistently invested in development of business relations with our customers, our people, research, development and innovation. Over the past years, we have built successful 3M business operations in Poland, the Czech Republic, Hungary, Slovakia and Ukraine, integrating sustainable development into our business strategy and applying our values and knowledge to help local communities grow.



East Europe Region at a Glance

3M made its biggest and most strategic investments in the East Europe, e.g. dynamically growing production sites, R&D facilities or the Customer Technical & Innovation Centres as well as Global Service Center. It is here that we have built one of our biggest and the most rapidly developing global 3M production centres, the SuperHub in Wrocław, Poland.

At our R&D centres situated in the East Europe, we create innovations used in 3M products all over the world. The Global Service Centre (GSC) ensures professional support to over 70 3M locations around the world. Thanks to the great engagement and involvement of more than 4000 employees, the region remains an important place on 3M's global map.



Our presence in the East Europe Region countries:



3M offices in the East Europe

3M offices in the East Europe Region are located in Kajetany (near Warsaw) in Poland, Prague in the Czech Republic, Bratislava in Slovakia, Budapest in Hungary and Kiev in Ukraine. 3M staff working in these locations is responsible for coordinating sales, marketing and communication.



3M SuperHub

Manufacturing plants in the East Europe Region: our local facilities are situated in Poland (Wrocław, Rabka, Janinów) and Slovakia (Banská). The biggest 3M production centre in EMEA is located in Poland. The 3M SuperHub is based in Wrocław, manufacturing more than 12,000 products for all business lines: Safety & Industrial, Transportation & Electronics, Health Care and Consumer.



Global Service Centre

Global Service Centre (GSC) ensures professional support to over 70 3M locations around the world in areas of finance, accounting, procurement, data management, human resources management, customer service, process automation and IT for all 3M branches in Europe, the Middle East and Africa. The 3M Global Service Centre was established in 2015 in Wrocław as the first 3M Shared Services Centre in the world (the other two are located in Costa Rica and the Philippines). The GSC is located in Wrocław, Poland.



3M R&D Centre

R&D Centre is a modern laboratory where over 200 engineers support production processes, adapt products to the local markets and create innovative solutions and products for 3M customers around the world. The R&D Centre is located in Wrocław, Poland.



3M Customer Innovation Centre

Customer Innovation Centre is a place in Wrocław where 3M's technological possibilities and the product portfolio is showcased. It is also a place where we meet with our current and prospective clients and other people interested in cooperation with 3M. This gives us the opportunity to educate our business partners and subcontractors.



3M Customer Training and Technical Centre

Customer Training and Technical Centers are the only facility where 3M customers can learn the secrets of abrasive, bonding products, technology of car body repair and decorative films application as well as personal protective equipment. Trainings and testings are organized in dedicated rooms with relevant equipment. The Customer Technical Centre are located in Wrocław, Budapest and Prague.

Environmental protection management at 3M – stewardship for the greater good

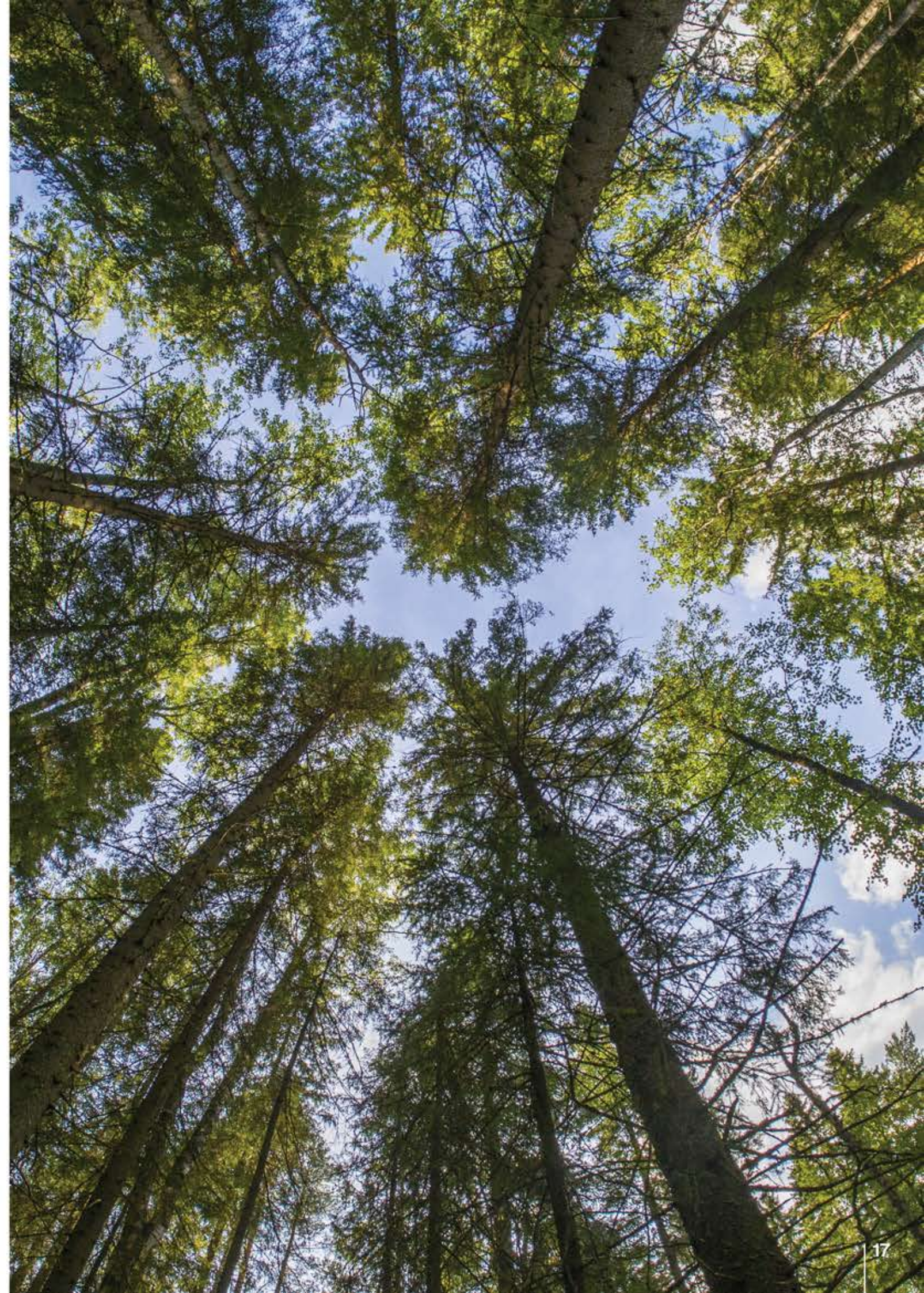
Whatever we do at 3M, we always do it with the natural environment in mind.

We not only pursue our business goals and plan ahead with respect for the environment, but also we create innovations and solutions that support sustainable development. Being a manufacturing company with a presence in East Europe, environmental protection is at the heart of what we do. This affects the internal goals we set to build our commitment to make the world a better place to live.

We promote responsible attitudes and high standards within our company, among our employees, in our community, among our business partners as well as across the entire industry.

At 3M, we have been setting global environmental goals since the 1970s and our approach has shaped the history of our company for years. They have helped significantly reduce our own environmental footprint and made us a leader in environmental stewardship.

Setting our goals, we plan ahead to ensure we succeed as a company, while at the same time supporting the communities we operate in. This approach is particularly important in 3M's East Europe Region, where some of our largest manufacturing plants are located. The location of this facility ensures focus to mitigate our wider impact, setting 3M as a leader in environmental stewardship. Our East Europe Region plants run more than 40 3P projects annually, which focus on air quality, waste, energy & water management improvement programs. We succeed thanks to our global and local management systems, which ensure compliance with legal and corporate requirements.



With the natural environment in mind

We have undertaken many actions aimed at shaping responsible economic growth by balancing the need to be good custodians to our natural environment. We are active in many areas, which helps us achieve our goals, like environmental protection, executing 3P projects, innovative environmental management programs in the production area, standards and constant improvement of Environmental Management Systems. We are also building awareness among employees through various training programs and events to inspire them to make a real impact.



Our achievements in environmental protection:

- In 2018 we managed to cut energy consumption by **20.5%**.
- We have achieved the 'zero landfill' status, which means that **NO waste is sent directly to a landfill by any 3M facility**.
- In 2018, **3M spent over USD 1 million on investments**, measurements and analyses in our **manufacturing plants related to environmental protection**.
- We prevented producing over **557 tonnes of waste**.
- We reduced emissions of volatile organic compounds by **20.1%**, which was possible thanks to eco-friendly raw materials.
- We launched 3P projects related to energy and transport, which allowed us to **avoid releasing around 189 metric tonnes of CO2** into the atmosphere.

Setting the highest standards

We have implemented and continuously improve Environmental Management Systems at our plants, compliant with ISO 14001, the Energy Management System ISO 50001, ISO 9001 (quality) and the corporate self-assessment system (GEMSA), which help 3M employees keep track of the relevant requirements, as well as evaluate and prioritize areas requiring improvement.

In 2018, we have successfully completed the process of adapting to the requirements of the new ISO 14001 standard. In the future, we also plan to implement the System in other plants in the region.

Implementing a comprehensive air quality management program in 2018 at 3M plants in Wrocław and the entire 3M East Europe Region allowed to reduce the technical minimum of organized emissions:



PM2.5
reduced by

80%

nitrogen dioxide
reduced by

55%

formaldehyde
reduced by

77%

acrylic acid
reduced by

50%

In 2018, in the East Europe Region, where our manufacturing plants are located, we managed to make a positive change in the environmental and business landscape



We reduced VOC emission by **90%** through the installation of a modern neutralization system at the Skomielna plant.



We reduced GHG emissions by **80%** by improving transport and waste logistics.



We have spent over USD **39k** on a water recirculation system.



We have spent over USD **195k** on modernisation of the existing lighting system, replacing it with energy-efficient LED lighting.



We started the construction of a cogeneration system at the Kowalska plants to reduce the emission of gas combustion products.



We bought **147** new certified containers and a machine for crushing wood waste.



We reduced the amount of waste and standardized waste shipment by implementing a new electronic waste management system.



Pollution Prevention Pays – a ground-breaking program

3M is a long-time leader in sustainability, whose efforts go back decades to the ground-breaking Pollution Prevention Pays (3P) program, which has prevented more than two million tonnes of pollution. It was the first of its kind in the industry and set the highest standards for the entire sector. The flagship 3M project in the area of sustainable development was launched in 1975, drawing from the company's philosophy and aiming to eliminate pollution at the source.

Prevention at the source

3M program emphasises the importance of conscious prevention, and the company is engaged in a continuing effort to eliminate pollution at the source through product reformulation, process modification, equipment redesign, recycling and the recovery of waste materials for resale. The main projects carried out in East Europe include optimization of transport and reduction of CO2 emissions by bypassing the distribution centre, transferring wooden pallets created in the production process to an industrial company that reuses them to build furniture, and optimizing the size of the designed packaging. In 2019, the 3P program continues pursuing the goals of the sustainable development strategy.

In East Europe Region plants we introduced more than 40 3P projects annually which focused on air quality, waste management, energy & water management and safety & health.

In 2018

We implemented 41 3P projects

We prevented the production of 694 metric tonnes of pollution, including waste and air pollution

We involved over 200 employees from various departments in the 3P program to minimize the impact on the environment in each of our production areas

Real impact supported by engagement

3M tries to create a more positive, environmentally friendly world through science, education, and inspiring the employees and others to join the company. We share a very strong belief that together with our employees from the East Europe Region, we can care for the natural environment and make a significant impact.

We inspire them to make an impact:

by investing in internal programs promoting eco-friendly attitudes at work and in private life

by sharing and promoting pro-environmental best practices at regional and national conferences

by organising various initiatives such as planting trees by employees and placing beehives with bees on our premises

by organising ecological campaigns and events such as Green Weeks, which are annual pro-environmental campaigns



Every great thing starts with education

Our initiatives that stem from our principles and corporate culture are as important as our external footprint. Without the support and dedication of our employees, we would not be able to make so much progress and set standards in leadership.

In 2018 we started an eco-friendly office educational campaign whose aim is to change the attitudes and behaviour of our employees to more pro-environment ones. As part of the campaign, we worked together to improve segregation of municipal and production waste. The main slogan of the campaign was 'What world do you choose?'.

We inspire our employees to be part of the positive changes which drive 3M's sustainable approach. 3M employees are supported by many initiatives, such as:

- **trainings in 100% waste segregation,**
- **offering training in environmentally friendly behaviours,**
- **installing water filters in our kitchens** to have drinking water instead of single use water bottles,
- **collecting e-waste** and making a box for used batteries available to employees,
- **energy efficient lighting in offices.**

What else do we do to promote conscious and eco-friendly behaviour?

Implementation of the 'zero waste' concept: we bought glass/ceramic cups for all of our employees instead of plastic cups.

Investing in public bikes & e-chargers in our offices (planned). More than 400 employees use free of charge collective transport organised by the company (fewer cars = less CO2 emissions).

Taking care of the environment, especially with future generations in mind, is not a matter of a single initiative, therefore we work together every day with our employees, partners and customers to make the world a better place to live, with fresh air, mobile transport and eco-friendly cities free from pollution.

3M Innovations help meet our Customers sustainable goals

3M launches approximately 1,000 new products each year across many industries and geographies.

From our automotive light-weight technologies that power energy-efficient vehicles, through medical solutions preventing surgery side effects to fall-protection equipment for working at heights, our products and partnerships are changing the world. For many years, 3M scientists have been working on our solutions improving product performance while considering the environmental challenges that our customers face. Sustainability has always been at the core of our mission, and now we are moving even further.

Examples of the features defining sustainability value commitment:

reusability, recyclability, energy, waste, water savings, responsible sourcing, and/or renewable materials appropriate to the specific product, from the beginning to the end of each product's lifecycle.

This commitment also includes products with a core purpose of helping to solve an environmental or social challenge, such as improving air quality, reducing greenhouse gas emissions and improving worker and patient safety in healthcare and industrial settings.

Sustainability Value Commitment – a step into the future.

In December 2018, at the annual United Nations Climate Conference (COP24), we shared our first major goal under the Strategic Sustainability Framework. Since 2019, every new product that enters 3M's commercialization process must have a Sustainability Value Commitment demonstrating how it contributes to the greater good.

This new formal requirement is important because it embeds sustainability into 3M's diverse global products pipeline. About one-third of 3M's annual sales come from products manufactured in the past five years, so the impact will become greater each successive year. The main goal of this new approach is to support customers in their sustainable growth. 3M will measure progress and impact of this commitment and report on it annually.

Industry 4.0 in line with sustainability.

Following **Industry 4.0** trends, our customers make conscious decision while choosing products and technologies for their operations. There are thousands of 3M solutions that drive sustainable growth of companies operating in the East Europe region. Many of them are, in fact, designed and manufactured in our region.





Born in Poland, used globally – 3M™ Cubitron™ II Cut off wheel

More efficient work and reduced waste of material? 3M's answer is the 3M™ Cubitron™ II Cut off Wheel.

The most innovative Cut off Wheel designed and manufactured in 3M Rabka plant, Poland, used for abrasive cut operations is based on patented 3M™ triangle precision-shaped grains. The same grinding or cutting applications now mean reduced waste of abrasive material, organic resin and fillers in comparison to products with conventional crash abrasive grains. One 3M™ Cubitron™ II wheel or disc can be more efficient and work much longer as compared to conventional products. This revolutionary industrial product allows you and product to perform longer thanks to microreplicated self-sharpening abrasive grains.

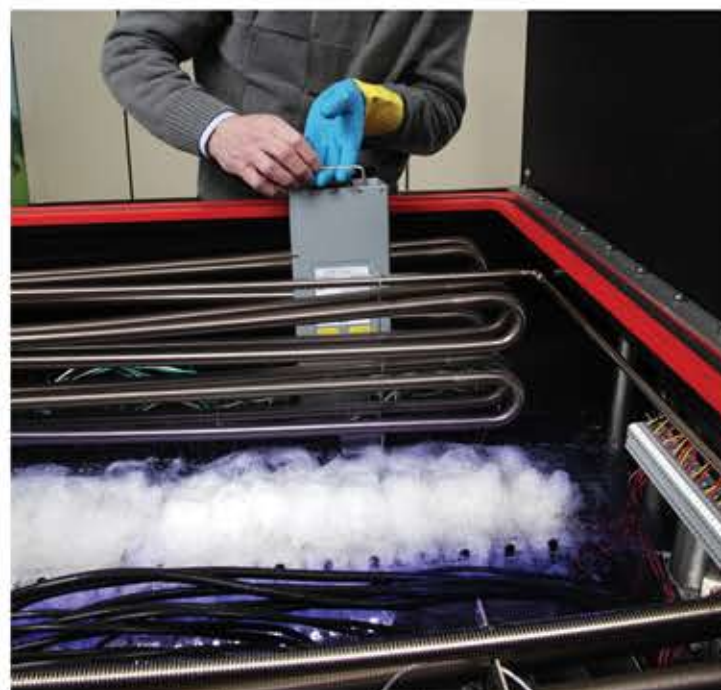
Server rooms are growing and more efficient cooling systems are needed? 3M's answer is Novec Engineered Fluids

Imagine your hardware submerged in a big tank full of liquid. Sounds irrational? This is exactly what we do with 3M™ Novec™ Engineered Fluids! Data centre immersion cooling is the future of sustainable development that involves direct immersion of IT hardware in a non-conductive liquid, such as 3M™ Novec™ Engineered Fluid. Heat generated by the electronic components is directly and efficiently transferred to the fluid, reducing the need for active cooling components, such as interface materials, heat sinks and fans that are common in air cooling.

It is a smart way to keep temperatures and costs down:

- Reduce energy costs by up to 97%
- Save space with 10x less room required

Source: https://www.3m.com/3M/en_US/novec-us/applications/immersion-cooling/



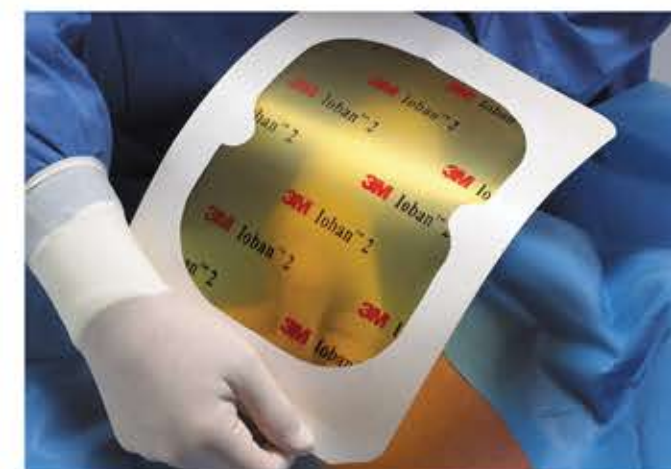
3M™ Novec™ 1230 Fire Protection Fluid

3M Novec 1230 Fire Protection Fluid helps engineers and facility managers meet environmental regulations while helping ensure the safety of people, reduce risks and preserve business operations with minimal downtime. It features zero ozone depletion potential (ODP) and a global warming potential (GWP) of less than 1. Novec 1230 fluid also has the largest safety margin for use in occupied spaces of all clean agents. It effectively extinguishes fire - faster than inert gas or water mist systems, requires less volume of fluid. Novec1230 is not conductive, does not remain any residue, is safe for paintings and textiles so is safe for use with electronics, low voltage, heritage valuable assets.



Can efficiency be beautiful? Changing colour quickly without VOC with 3M™ Envision™

3M™ Envision™ series graphics films can easily change the look of your car or home interiors. They are made without potentially harmful chemicals like chlorine or other halogens in less energy consuming and significantly limited solvent (VOC) emission process, also making recycling of removed graphics easier and environmentally friendly. Manufactured using 85% less solvent and partially with bio-based materials.



Healthcare products

Sustainability for your health. Preventing infection: 3M™ Ioban™

3M™ Ioban™ Antimicrobial Incise Drapes effectively help prevent surgical site infection. Evidence shows that applying an antimicrobial incise drape is a critical step in reducing the risk of surgical site infection. 3M™ Ioban™ antimicrobial incise drapes adhere securely to the skin, reducing the risk of drape lift which can lead to an increase in wound contamination. With the right tools like Ioban™, we are able to prevent about 30% of infections.

Changing food landscape: 3M™ Petrifilm™ Plates

The global food safety landscape is continuously changing. Are you keeping up? Unlike traditional agar methods, 3M™ Petrifilm™ Plates are ready to use. Each slim pack offers consistent, uniform testing media. 3M™ Petrifilm™ Plates used 75% less energy and 80% less water, emitted 75% less greenhouse gas and produced 66% less waste. Converting from agar plates to 3M™ Petrifilm™ Plates can cut labour costs by an average of 45%.





3M™ Smog-reducing Granules for roofing shingles

The Smog-reducing granules harness the power of the sun to turn roofing shingles into a pollution-fighting surface. When the sun hits the granules, their photocatalytic coating transforms the smog pollution into water-soluble ions that safely wash away with rain.

3M™ Thinsulate™

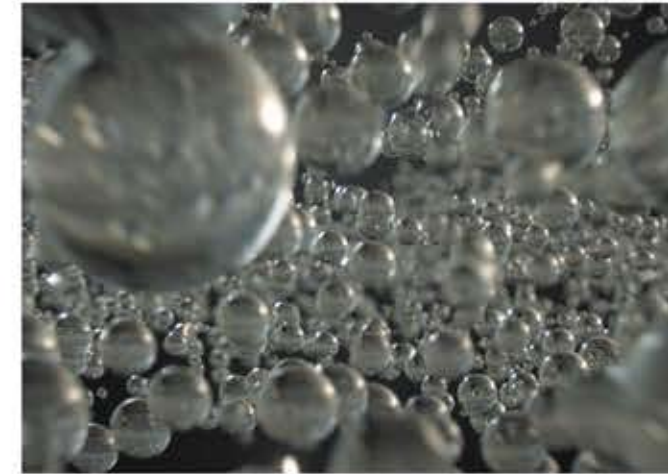
3M™ Thinsulate™ Insulation offers a sustainable, cruelty-free alternative to natural down. Made with up to 100% recycled content, the product reduces the need to manufacture virgin materials, consuming less energy and creating lower air and water emissions. 3M manufacturing plants that produce Thinsulate™ insulation are also recycling 100% of their polyolefin waste material, selling it to companies that use it for everything from oil booms to furniture.



Solutions of the future are coming

Automotive electrification powering the future of mobility

Using the entire breadth of 3M technologies, we improve the vehicle's energy ecosystem and make roads safer, smarter and more connected. From head-up displays to optimizing Electric Vehicle (EV) battery range and performance, we're working directly with you to reduce the development cycle and create fully integrated and immersive solutions.



3M™ Glass Bubble

Imagine the lightest of particles helping to reduce the weight of the airplanes we travel in and the cars we drive, giving us better overall fuel economy or battery range. 3M™ Glass Bubbles — hollow glass microspheres — help shed pounds per vehicle. That means filling up at the pump less often or holding a charge longer. Across an entire fleet, manufacturers can more easily meet weight reduction targets and emissions standards.



Conscious consumer

3M Post-it® notes: sourced from sustainable forestry

Since forests play a critical role for the global environment, population and economy, we made efforts to obtain a PEFC multi-site certificate for our supply chain in the wood and paper industry. The international PEFC label guarantees the traceability of the wood and paper used in the entire supply chain, ensuring that our products are made from sustainably managed forests and controlled sources. What's next? We are working on Post-it® notes that are made of 100% recycled paper.

3M™ Sun Control Window Films

3M™ Sun Control Window Films reject up to 97% of the sun's infrared rays to keep interiors cool, and reduce the load on cooling systems to save energy. 3M's window films provide comfort when occupants need it the most.



Empowering next generations

As the leader in innovation, 3M supports young scientists and contributes to development of science.

Through cooperation with experts, universities and students, 3M provides access to innovations, inspires young minds and helps them change the world. By being a part of local communities, we support East Europe countries in their constant development on the way to building innovative economies. We feel responsible for the communities we operate in, so we are doing our best to support them as much as we can.

3M partners with schools, universities and other community organizations in the 3M East Europe Region to ensure students and teachers have access to tools, resources and knowledge they need to succeed in STEM (Science, Technology, Engineering and Mathematics).

We encourage 3M employees to share their passion for science with the next generation of science leaders. By creating Innovation Centres and opening their doors to visitors, we want to prove that science can be accessible and easy to understand. It is through these actions that we support a diverse pipeline of STEM talents, helping young minds grow. We organize competitions and internships for graduates as we believe the future of our communities and the whole world is in the hands of the new generation of fans and advocates of sciences.



Supporting young explorers

3M empowers the next generation of scientists and engineers by supporting education initiatives for underrepresented and under-resourced groups of students. As we feel responsible for the communities, we help them grow by:



Opening our Innovation Centre to visitors from the outside to inspire everyone and let them discover the world of science;



Attending Career Days and Talent Days organized by universities;



Organizing educational seminars and lectures for students with the representatives of universities and the academia, sharing best practices and demonstrating how we apply science to life;



Helping young scientists meet experts by organizing special events connecting budding talents, experienced professionals and the world of business;



Providing on-the-job training and offering paid internships.

At 3M, we are looking for people who are about to change the world and we want to support them along the way.

Primary schools – we nurture curiosity and promote science among students of all ages. By organizing workshops as part of the 'Children University' initiative and cooperating with partner schools, as in the case of the '3Many się razem' initiative in Wrocław, 3M familiarizes children with science already in primary school. We keep the doors of our 3M Innovation Center open and support schools in STEM education to prove that science can be interesting and easy to understand. We believe that the inspired child of today is the world-class scientists of tomorrow.

Science clubs – we are an important partner of STEM science clubs in East Europe countries and help young scientists develop their high potential and take part in innovative projects. We ensure access to 3M technology and share our knowledge and experience. 3M technology has been incorporated in various student projects, like the solar boat, the light electric motorcycle, and the student racing car.

3Mind competition – we support university students who work on groundbreaking projects by giving them the opportunity to pursue their ideas and overcome financial limitations. The winning team of our 3Mind competition is rewarded with a grant to continue their research. Young scientists deliver innovative projects and solutions, which are later supported by 3M. For example, the winner of the third edition planned to send melanoma cells to the stratosphere using a hot air balloon to examine the influence of radiation.



Taking part in the 3Mind competition also paves the way for future experts – 5 out of 10 winners became 3M employees.

3M Talent Academy – as we are looking for future scientists, we offer paid internships as part of our unique program, which also includes on-the-job training. To inspire students, 3M employees also share their scientific knowledge and talk about innovations during lectures and workshops, like the Innovation Incubators, unique events promoting cooperation between universities and business, organized under honorary patronage of the President of Wrocław.

Perspektywy Education Foundation – we want women to be successful in science. To support them, we have partnered up with the Perspektywy Educational Foundation, which promotes women's development in STEM. A part of cooperation, 3M experts take part in the Women in Tech Summit – one of the biggest STEM events in Poland, where we inspire young women to start their career in science and present job and growth opportunities for young scientists in various practices at 3M. In 2018, Jayshree Seth, Chief Science Advocate at 3M, and Lori Tempelis, our Data Intelligence & Digital Commerce Solutions Director, gave a speech and encouraged young women to believe in their abilities and knowledge. **More than 3000 people** – students, young professionals and start-up owners met with business leaders at the Perspektywy Women in Tech Summit. It was a great opportunity

for them to attend many mentoring sessions led by inspiring experts and share their experience.

Technological Teatimes – to empower young scientists entering the world of 3M, as a part of our Lean in STEM initiative we have organized offline meetings for young women interested in new technologies and making a career in this industry. The Technological Teatimes participants have the opportunity to get to know interesting women that work at 3M, learn about their stories and familiarize themselves with the company and its profile.

With our 3Mind competition, we managed to influence around a thousand students from East Europe.

85% of students became 3M GSC employees after completing the 3M Talent Academy internship.

3M collaborates with many universities, including the Wrocław University of Science and Technology, the AGH University of Science and Technology, the Warsaw University of Technology, and the University of Economics in Prague.



Influencing experts and local communities

Lab Night – once a year, for a day we open the doors of our laboratories to showcase our impressive equipment, present our experiments and share scientific knowledge with a wider audience. During the Laboratory Night, 3M invites science enthusiasts to its Customer Innovation Centre and Customer Technical Centre. Wrocław citizens can join an organized tour to explore the 3M laboratories and to learn more about science and new innovations from our experts. This event is open not only to adults, but also students and entire families. It is an extremely popular event and the tickets usually disappear within 5 minutes after the announcement is published.

During every edition of the Lab Night event, 3M laboratories are explored by over 500 visitors.

3M Oral Care Masterclass – the biggest scientific conference on oral care addressed to professionals and students who want to improve their skills and learn about the latest innovations. The event is both a conference and a modern educational platform created specifically for dentists and orthodontists, dental assistants, dental technicians, trainees and students who are looking for useful practical and theoretical knowledge. With the future doctors and patients in mind, we strive to provide students with comprehensive and modern dental knowledge.

3M Studio – it is an innovative platform, launched for 3M experts to share their knowledge. With webinars about creating a safe work environment, varnishing, abrasive machining systems and many more, we want employers and employees to become more aware and competent. We also promote science among those who simply want to know more and help grow in a sustainable way.



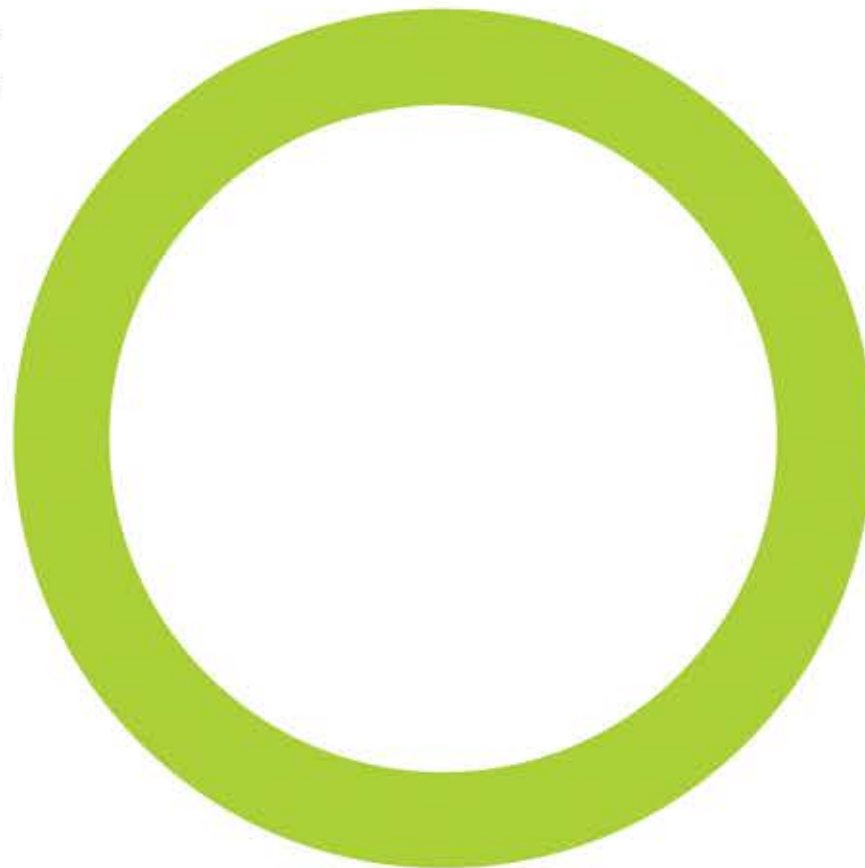
Creating a more positive world around 3M



Corporate social responsibility (CSR) is a very important pillar of our activities that makes us a company consciously acting in accordance with our sustainable development goals.

At 3M, we want to solve real problems. That's why 3M has leveraged its expertise and spread its culture to do good. Our initiatives for local communities, young generations and people in need inspire us to do more. Being a company rooted in science, human needs have been our area of focus from the very beginning, and we operate to support our customers.

In East Europe, CSR is one of the most important areas, which gives 3M the opportunity to make a positive contribution to society in general.



Our focus areas and way forward in the East Europe Region are:



STEM Education: supporting programs that promote science and STEM education. Let's celebrate science!



Donations and Community Relations: proactively supporting our selected partners and contributing to local communities in areas directly related to 3M's business, and creating a positive impact around our locations.



Volunteering and Health: running projects where employees can devote time and energy to help others in need.

Supporting education on every level

Making people curious about STEM is the first step to create engagement among our customers of all ages, allowing them to appreciate science. Our aim at 3M is to educate people about the positive impact of science by showing them how technology and innovations improve the quality of our lives.

Looking into the future, we have conducted the 'State of Science Index' global survey including the East Europe Region, to learn what people think about science, its perceived image, impact and expectations. At 3M we believe that understanding science is the key to building positive attitude towards it and becoming real advocate of science. It is important to spark interest in science from an early age among children and young students. At 3M we regularly support and get involved in the life of schools in East Europe.

An example of our collaboration are primary schools in Wrocław, Poland. Over the past few years, 3M helped renovate and equip classrooms located near our plant and bought computers for IT classes. Over 350 school pupils visited our Innovation Centre, where they saw how innovations are created and how science can be applied in real life. As safety has always been a priority for 3M, we have also launched an educational program for students to teach them how to perform first aid.

GSC based in Wrocław has also initiated a long-term collaboration with a nearby school. In the support for the school we focus on 3 main areas: long-term educational programs, outdoor activities and facilities.

We are also a partner of selected competitions for young students, e.g., the 'Odyssey of the Mind' national creativity Olympics, which develops creative problem-solving in young people and helps them thrive in the world of technology. For the best students who won the Olympics, 3M financed the flight to the grand finale in the United States.



Forming bonds with our partners

We believe that close cooperation with partners and local communities is a win-win situation for all and this is why we are active in East Europe countries, looking for opportunities to share knowledge and provide support to the communities around us.

An example of local engagement is a long-term cooperation with the Fire Brigades in the cities in which we are present. Our company supports the brigades with high-tech devices and equipment. In addition, we provide them with access to the 3M Training Centres where they can train with our rescuers from the Rescue Team, operate at heights, and much more. It is a long-term collaboration that reflects our need to ensure safety in the nearby locations, and to share knowledge and best practices with the local communities.

Safety of our employees, and promoting a healthy and ecological lifestyle through minimizing exhaust emissions are our priorities. To emphasise the importance of these issues, we organized an important event for the First Day of Spring for all employees at the GSC. During the event the CSR team presented its initiatives to all employees and talked about plans for the future. The conversations inspired the team to organise more such events. The employees also received seeds to be planted in their gardens or on balconies as a symbol of the GSC acting together for the benefit of the society and the environment.

Helping in our heart

We create innovations and solutions that improve life, but many times the product-based impact needs to be powered by human engagement. Being supportive is an important part of 3M's sustainability approach and **helping others is a value that is strongly promoted by 3M.**

3M employees from Poland, Slovakia, the Czech Republic, Hungary and Ukraine volunteer to support charity organizations and people in need. What kind of initiatives are we involved in?

3M employees from Poland are engaged in sharing the goodness with a social care home in Wrocław at Objazdowa Street. As part of our commitment, we donated approx. EUR 25,000 for renovation of the heating system in 2017 and 2018. We supported them during the Global Volunteer Day by renovating the fence and by painting the entrance gate in the spring and we hand out Christmas gifts made personally by 3M employees each year.

3M in Poland supports the children's home in Jaskotle near Wrocław. We started supporting the institution in 2018 by donating Christmas packages for the kids. We also organized an Easter Market event where children could sell holiday decorations made by themselves. The raised money was spent on building a playground. 3M doubled the amount raised by children.

3M in the Czech Republic, Slovakia and Hungary organize direct donations to the families in need and children with serious illnesses as part of initiatives such as Dobry Andela and Dobry Anjel or United Way.

3M volunteers from the Czech Republic also help children with daily activities, for example learning to read, and take part in the Charity Softball Tournament twice a year, supporting children hospitals with money raised from the entrance fees.

During the 2018 Company Day, our employees in Hungary made useful toys for children in need. We also donated money saved in the event's budget to charity organizations, supporting the SOS Children Villages initiative and the student association for children in need.

3M employees from the Czech Republic, Slovakia and Hungary donate blood together several times a year.

Before Christmas, 3M employees are gathering and wrapping gifts for the children's home. Last year, we donated 64 packages in the Czech Republic and 80 in Hungary.

In Ukraine, 3M employees gather toys for hospitals, donate blood or make Easter donations to families in need. 3M employees in Ukraine take part in charity city jogs as a part the global 3M Running Team.

The accomplishments of 3M and its employees:



Each year we help more than

70 children

from 3 children's homes.



Approx.

\$70,000

raised contributed by 3M (in 2018 and 2019) to help local communities.



Over

35 litres

of blood donated by employees in 2018 and 2019.



235 children and adults

from local communities were supported by 3M (in 2018 and 2019).

Engaging in sports to make the world a better place

Apart from engaging in charity work, promoting education and helping local communities, 3M puts a lot of effort into promoting a healthy lifestyle and physical activity among its employees.

Being in good shape, both physically and mentally, helps our employees spread good vibes and supports those who really need it. As regards sports, we collaborate with a foundation that organizes the biggest charity run for employees. In the past 6 years (i.e., 2014–2019) more than 1,200 3M employees took part in the Run to help disabled children. We also run our '3M in Motion' charity donation program in the Czech Republic, Slovakia and Hungary, where local CSR teams organize team sports activities. 3M provides financial support by donating money and, in return, 3M employees make their contribution by participating in social activities. The more participants in each country, the higher the financial support 3M employees can raise to support a local charity.

3M helped raise **\$146,000** for 16 children with disabilities who are the beneficiaries of the Company Run (2013–2018)

1,200 employees took part in the company run to help disabled children in the past 6 years (2014–2019)

As a good citizen and neighbour, we put many efforts into showing our dedication and commitment to improve the quality of life of the most needy. Being an active partner and a company that understands the local challenges and is willing to address them, we are able to make real and tangible change. We do it every day and we take advantage of every occasion because we believe that being a good and responsible company with engaged employees on board is a unique opportunity to make a difference around us.



Diversity & inclusion are in 3M's DNA. Culture that thrives because of our differences

Diversity and inclusion, along with the women's empowerment approach, are one of the key elements of 3M's commitment to ensuring sustainable development.

Across the globe and in East Europe, 3M promotes its policy of diversity, providing equal development opportunities for all of its employees – regardless of age and gender. At 3M, we believe that people with different backgrounds, ethnicity, age, personalities, styles, and ways of thinking help us relate more closely to the needs of all 3M customers, suppliers, and channel partners around the world.

Diversity and inclusion management makes 3M a more responsible, open and creative company. We strive to create intellectual and emotional oxygen for everyone to thrive and feel comfortable collaborating, agreeing, disagreeing, and respectfully exchanging information, learning, and creating, because we are aware that different minds inspire and bring in new perspectives with a huge benefit for our company.

At 3M, we appreciate the role of women and that's why we ensure they have equal opportunities and support them in their professional development. We not only promote and implement this approach at 3M, but above of all, we share our experience and inspire dialogue outside the company, emphasising the importance of empowering women on the labour market and in business.



3M concentrates on diversity and women's empowerment in a holistic way both internally and externally:

3M has aligned its HR policy to give women equal opportunities in hiring and promotion, and for them to be able to balance life and work activities. Our main goals are providing equal opportunities and enforcing non-discrimination policies in hiring and promotion, ensuring workplace flexibility for mothers, flexi hours and home office policies, offering benefits to parents with children, and securing female candidates in succession plans.

3M fosters women's awareness and self-confidence by organising inspiring lectures, workshops and discussion panels.

3M develops its internal and external network and leverages mentoring with peer companies, e.g., Vital Voice Poland and American Chamber of Commerce, and organises internal mentoring meetings with the Management Board.

3M promotes women in STEM and encourages them to advance their careers in this area. We are a partner of key Lean in STEM initiatives. We run a mentoring program and organise the 'Technological Teatimes' events for women, addressed to female students, and are a partner of the Women in Tech Summit in Warsaw.

3M partners, promote values and drives public debates. As a strategic partner of the UN Global Compact, we are actively involved in creating the best market standards and sharing our best standards with the governments and the business community in the East Europe Region.

We pride on equality. Here are the results:



47%
women population
in 3M East Europe

- 35% managers are women (vs. 23% in 2015), according to "Diversity index"
- 57% hired employees are women
- 25% lower turnover (women vs. men)

3M's efforts in the East Europe Region are noticed by the public and our company is recognized as a responsible employer who promotes diversity and inclusion in every aspect of its operations:

- Solid Employer Award (every year since 2013)
- The Top 100 Attractive Employer in Czech Republic in 2016 and 2017
- Company of the year in automotive industry in Czech Republic 2018
- Great Place to Work 3M Poland and 3M Poland GSC (every year since 2016)
- 2018 Factory of the Year
- Industry Awards 2019 Employer of the Year for 3M Wrocław 2019

In 2018, we launched the 'Different minds inspire' campaign to promote 3M's inclusive culture. The campaign explored three things we can all do to support inclusion, namely Reflect, Connect and Wonder.

REFLECT: Identify your own unique strengths.

CONNECT: Understand and appreciate the unique perspectives of others.

WONDER: Imagine what we can accomplish together.

Focusing on and understanding one's own talents, skills, and perspectives makes 3M a great place to work. That is why we have established the Women's Leadership Forum (WLF), whose mission is to develop leaders at all levels within the company. The goal is to engage both women and men to accelerate the integration and promotion of women by supporting them in their professional development and ensuring equal career opportunities. WLF Leaders in East Europe work with employees to promote the values and motivate them to act. There is also a Diversity & Inclusion Champion at 3M who is developing and executing the strategic Diversity & Inclusion plan to make progress towards the 2025 Sustainability Goals and Inclusion index.

Increasing diversity in every region in which 3M operates is a core component of our sustainability strategy. To accomplish this, we will continue to focus on integrated collaboration by combining diverse capabilities and people within the teams to share knowledge and unveil breakthrough outcomes.



Safe and healthy working environment is a priority for 3M

As a manufacturing company that makes a wide range of products designed to protect workers, 3M is at the forefront of efforts to bring innovation to workplace safety.

At the same time, as an enterprise with more than 4000 employees working in the East Europe Region, we are always actively involved in ensuring safety within our company. We deliver the highest standards of occupational health and safety to 3M employees, our business partners and subcontractors, which is one of our sustainability priorities.

Safety first & zero accidents culture.

At 3M, our employees are our most valuable and important asset we want to care for every day. That is why many of our projects and efforts are addressed directly to them because 3M aims to support and inspire employees and their families to choose a safe and healthy lifestyle.

3M has implemented a number of solutions which have enabled us to reduce the number of potential threats associated with the production process, and at the same time grow and drive our sustainability. One of the pillars of our sustainability strategy is the "zero accidents" vision, which we pursue with the support of our employees and external representatives of emergency and government services.



What do we offer to 3M employees?

3M has deployed an internal environmental, health and safety management system (EHS) promoting management that is safe for workers and the environment.

3M relies on the best technologies and technical solutions to create a safe and ergonomic work environment.

3M has developed an internal safety culture survey which is used to receive feedback from all employees about safety and management leadership.

3M measures its behavioural influence. A behaviour-based safety program is in place at the company, which requires managers, leaders, and engineers to conduct behaviour-based interviews with employees.

3M provides periodical practical trainings on many safety topics, like lockout/tagout, machinery safety, ergonomics, or first aid provided by our Rescue Team.

How do we ensure safety on a daily basis?

The health and safety management system at 3M locations helps accommodate the changing needs and expectations of customers, while ensuring sustainable development of the company. Product life cycle management is an integral part of this system. 3M EHS management system has been designed based on the Global Health and Safety Plan (GHSP) internal standard and the Global Environmental Management Self-Assessment (GEMSA) standards. The GHSP and GEMSA go beyond local or country minimum standards.

3M uses EHS metrics as indicators of how well its sites function. **3M recognises plants that have not had a down-time incident for 2 million worker hours or two years by presenting CEO awards.** 3M also recognizes internal best practices in safety, promoting engineering safety initiatives, improvements in ergonomics and sustainability projects.

At 3M we meet the highest standards in terms of safety and health management quality, confirmed with the **ISO 14001 – Environmental, Management and ISO 50001 – Energy Management System certificates.**

Promoting safety and having an impact on the community

Our Rescue Team is an essential component of our safety policy. Their role is protecting employees lives and health, and educating them about first aid, life saving techniques, and safety while working at heights. They deliver 3M's internal trainings, and they share and support 3M's external partners, like local communities and students. The best example is our close cooperation with the local fire brigade: we train together and make our facilities at the Customer Technical Centre available to improve our skills.

3M employees are also involved in numerous programs related to work safety and environmental protection, including:

'Summer Challenge': the concept was introduced across the East Europe Region in response to the growing number of safety-related incidents and injuries during the summer months, both in private life as well as at work. The main goal of this project is to promote attention to safety by publishing reminders and organising work-shops, lectures, competitions and demonstrations.

Walk and talk – observe and converse: an initiative to recognise 3M employees who excel at complying with the policies in place concerning occupational health and safety, fire safety and environmental protection.



Emergency Response Team (ERT): a team of 3M employees whose task is to react quickly in the event of a threat at a 3M location. They continuously improve their skills in providing first aid, coordinating evacuations, removing leaks and ensuring safety indoors.

Safety Days and Safe Factory Day: special campaigns are organised at the production plants to promote health and workplace safety prevention. On the event days, special courses, health and safety trainings, as well as meetings with experts are organized for the employees and their families.

Workshop organized at 3M premises: a workshop organised for 3M employees together with the National Fire Service, the Police and representatives of local authorities to put their skills to practice during real-time exercises in providing first aid and operating first aid equipment.

More than 700 3M employees were trained in providing first aid, offering additional value to families and local communities by improving emergency rescue skills.

Over the past seven years, the rate of accidents causing employees to be temporarily incapable of work was reduced by 60%. More than 45,000 talks have been conducted with 3M employees since the launch of the BBS (Behavioral Based Safety) program in 2015.

Setting occupational health and safety trends on the market.

3M cares not only for its own employees but for all customers and people who work with or use 3M products. Hence, we actively promote responsible behaviour at the workplace, and we share knowledge by engaging in nationwide social campaigns, and ensuring the highest quality of our products.

The 'Protect your world' campaign was launched in 2014 under the patronage of the National Research Institute's Central Institute for Labour Protection. It is an initiative addressed directly to workers. It aims to show that the safety of our loved ones depends individually on each and every one of us.

Opening the 3M Training Centre for customers to showcase safety and health products from the 3M portfolio, and organising conferences and lectures.

Sharing work safety insights with customers: every year, during the Safety Days, 3M experts from the Rescue Team visit employees from the shipbuilding and mining sectors, among others. They conduct training in eye, hearing and respiratory tract protection, and test work safety knowledge.