

# Advancing our **impact**

Driving long-term growth and value  
by using science to improve lives

# Building a more sustainable world

3M uses a science-based approach to reimagine what's possible as we rise to the most critical challenges facing our planet and its people — focusing our efforts where we can make the greatest impact. Our goals and environmental, social, and governance (ESG) metrics reflect a heightened commitment to thinking holistically about how our people, products, and operations can all contribute to a better and brighter future.

We continue to build momentum around science and collaboration in our operations and our communities. At 3M, we believe a sustainable future is one in which ecosystems thrive, communities are safe and healthy, and opportunities are equitable and accessible for all.

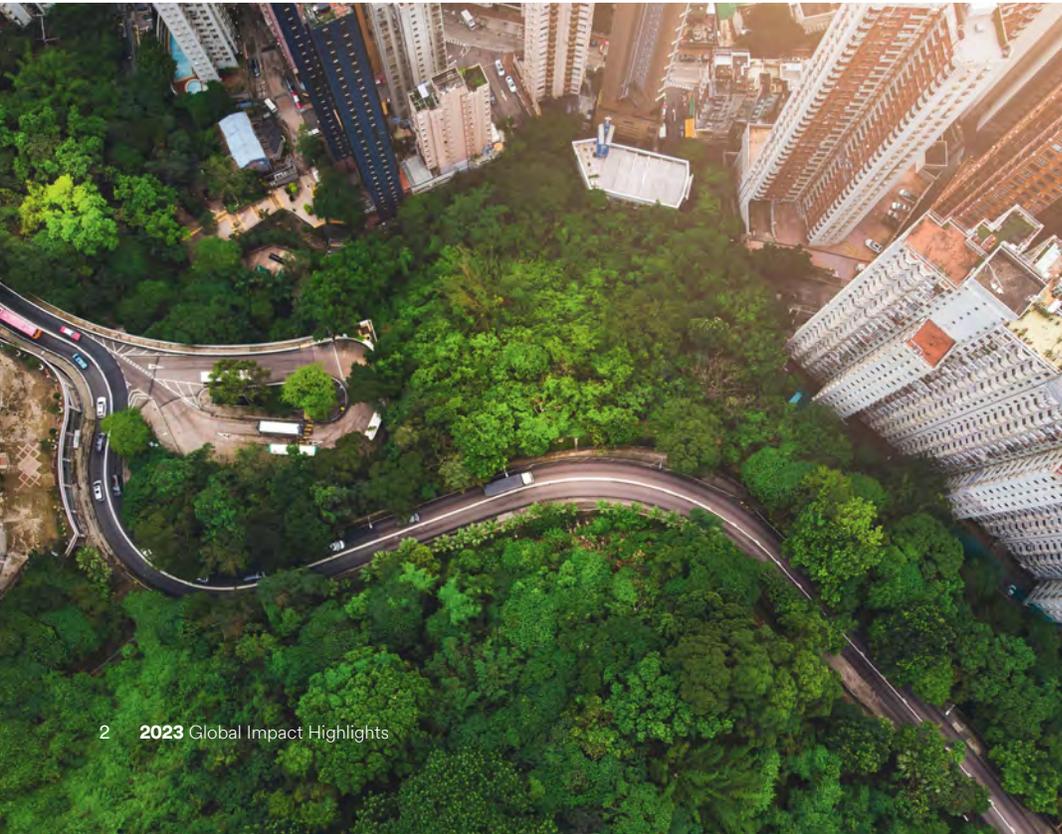
## Unique and differentiated value

The power of 3M is in the way we connect our fundamental strengths of technology, manufacturing, global capabilities, and our brand with customers. These strengths define us as an enterprise and combine to build a business greater than the sum of its parts.

With science at our heart, we're positioned to leverage innovation and technology to collaborate with our customers and other stakeholders to create solutions not yet imagined as we strive to solve the world's greatest challenges.

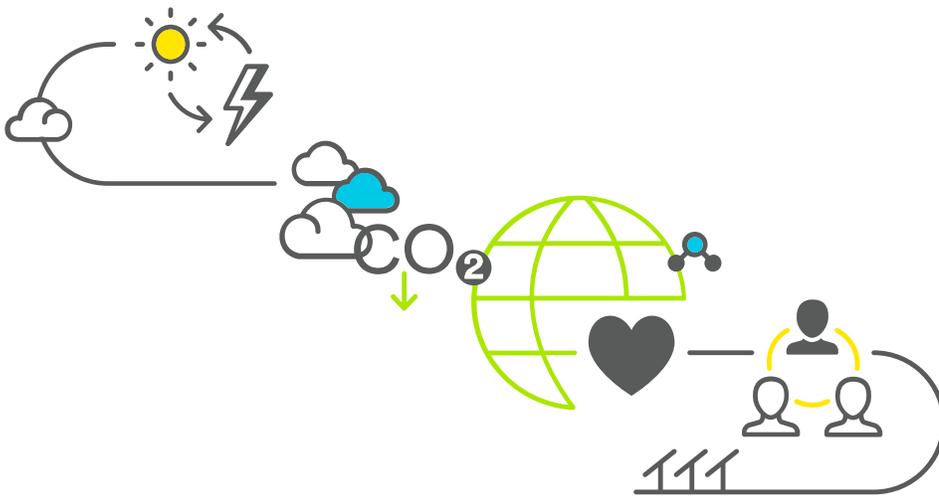


For the future of 3M, for the future of our planet, and for future generations, we must continually reimagine what's possible.



## Our Strategic Sustainability Framework

As we build on our global capabilities and diverse technologies, we have clear commitments and bold ambitions to shape a sustainable future within our Strategic Sustainability Framework and its three organizing pillars: Science for Circular, Science for Climate, and Science for Community. Within these pillars, we build partnerships, implement projects, and develop processes that move us forward in the areas where we can make the greatest impact.



We pursue our sustainability goals with urgency and intent.

Learn more and view our 2023 Global Impact Report and ESG metrics at [3M.com/sustainability](https://www.3m.com/sustainability).



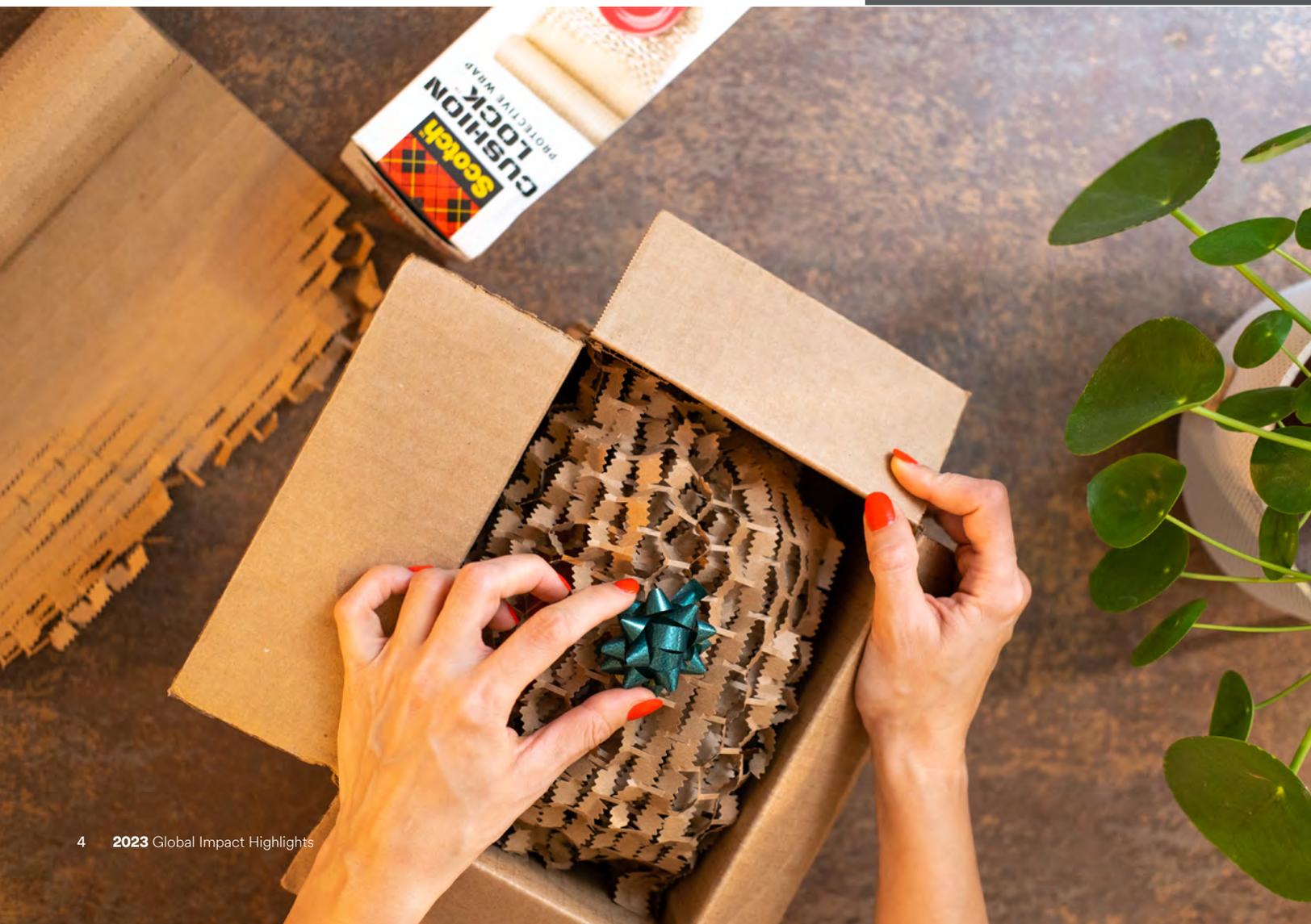
# Science for **Circular**<sup>o</sup>

## **Design solutions that do more with less material, advancing a global circular economy.**

We must reimagine the traditional global economy's linear business model that strains ecosystems and depletes natural resources faster than they can be replenished. Circular business models use these essential resources only while having a net positive impact on supply, and they eliminate reliance on nonrenewable finite resources altogether. They measure business success in large part on the ability to do more with less, keep products and materials in use, design out waste and pollution, and restore and regenerate natural systems and biodiversity.

At 3M, we understand the urgency of this issue and we strive to develop circular business models that create impactful solutions, inspire leadership, and implement disruptive change across all industries.

**Every new 3M product must have a Sustainability Value Commitment that demonstrates how the product drives impact for the greater good.**



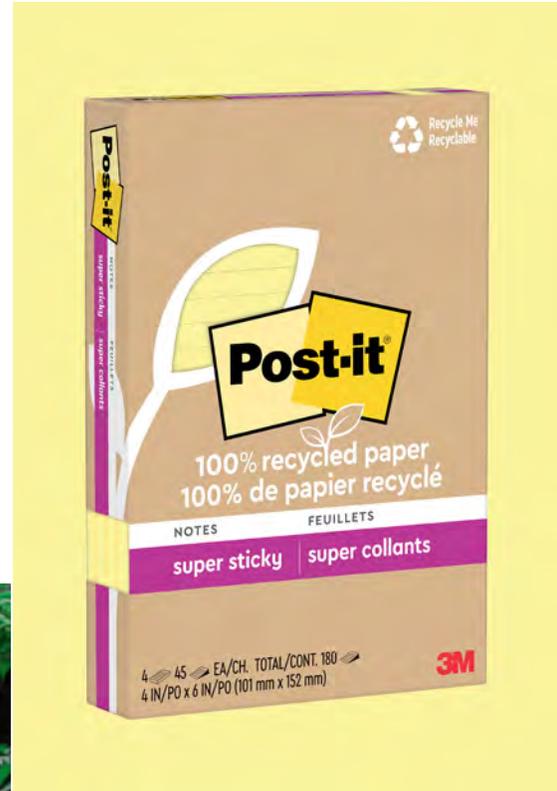
# Designing for circularity



3M, in partnership with GlobalGiving, is collaborating with **Plastic Bank** to support ethical collection communities in vulnerable coastal regions and help stop ocean plastic.

Our **Scotch-Brite® Greener Clean** collection offers durable cleaning solutions that combine 3M's superior scrubbing performance with sustainable materials. These long-lasting tools are made with recycled content and plant-based materials,<sup>1</sup> come in recyclable packaging, and are dye- and BPA-free.

1. Scrubbing fibers made from 100% recycled content. Sponge made from 100% plant-based materials.



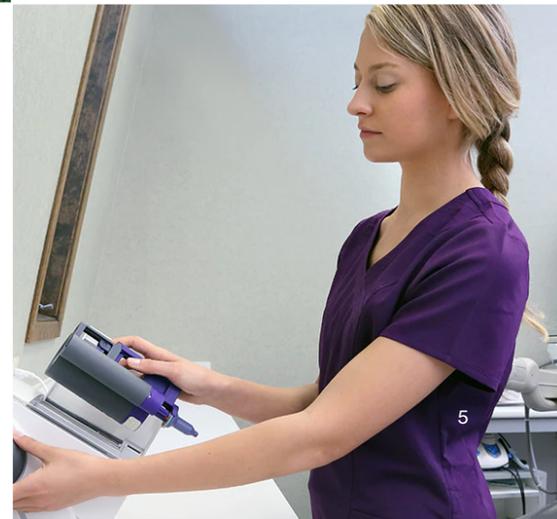
Our **Post-it® 100% Recycled Paper Super Sticky Notes** are made with 100% recycled paper in a zero-waste-to-landfill plant. The product and packaging are both curbside-recyclable.

With 300,000 electronic devices in the field, **3M's Health Care Service Group (HCSG)** aims to keep them out of landfills. The HCSG provides service and support for more than 50 3M health care products, with repair locations in 18 countries.



**3M™ DI-NOC™ Architectural Finishes** can contribute to LEED credits by maintaining existing walls, doors, frames, and built-ins with its innovative architectural finishes that keep them in use longer.

**Scotch™ Cushion Lock™ Protective Wrap** is an alternative to plastic bubble wrap that's recyclable and made from 100% recycled paper. It's received recognition including a Platinum Award in Dow's 2022 Packaging Innovation Awards and finalist status in the consumer products category of Fast Company's World Changing Ideas Awards.



# Science for Climate<sup>o</sup>

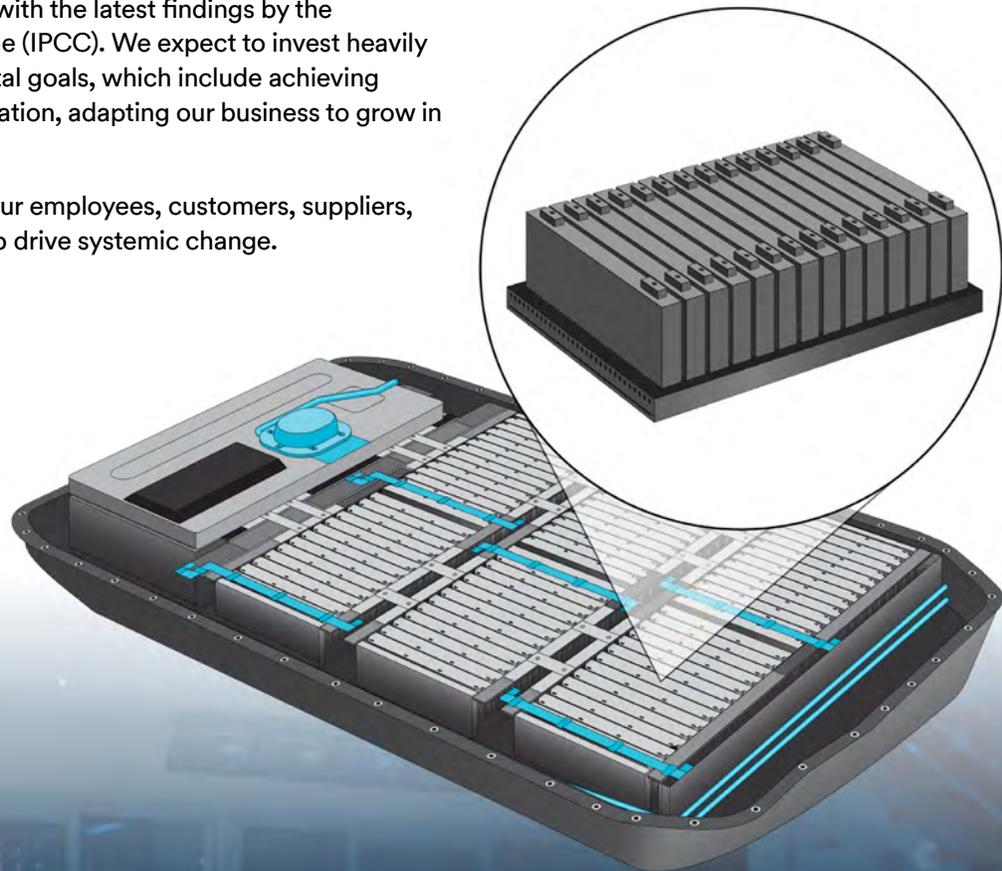
## **Innovate to decarbonize industry, accelerate global climate solutions and improve our environmental footprint.**

The impacts of global climate change on our planet and its people have never been clearer. Extreme weather events, rising sea levels, urban heat islands, elevated pollution levels, poor air quality, and scarce resources have underscored how urgently corporations must act to try to slow these harmful effects to both our natural and built ecosystems.

At 3M, we're advancing our impact through more significant intermediate and long-term goals and actions that align with the latest findings by the Intergovernmental Panel on Climate Change (IPCC). We expect to invest heavily both in our efforts to meet our environmental goals, which include achieving carbon neutrality by 2050, and in our innovation, adapting our business to grow in sectors that support decarbonization.

We believe that by working together with our employees, customers, suppliers, government, and communities, we can help drive systemic change.

**Climate change remains among the greatest challenges globally, and we must act with urgency to address it.**



# Innovating for adaptation and mitigation



< **Scotch® Box Lock™ Packaging Tape** sticks instantly to any box, including harder-to-stick-to 100% recycled boxes. Its extreme grip ensures boxes stay sealed through rough handling, and the durable hot-melt adhesive is solvent-free.



✓ Along with our partner **Earthworm Foundation**, we're supporting the Tsay Keh Dene (TKD) First Nation in British Columbia, Canada, to protect high conservation value forests in their territory. As some of the world's remaining intact forests, they serve as sources of sustenance, culture, and history for the TKD, as well as critical species habitat and carbon storage.

∧ Easy-to-install **3M sensored cable accessories** can transmit real-time data about vital parameters in underground medium-voltage networks. With distributed intelligence, our customers gain critical insights that can help them extend the life of existing infrastructure assets.

✓ **3M's glass bubbles** help optimize the transport and storage of green hydrogen by providing superior protection, reducing the amount of boil-off from heat so more hydrogen gets delivered to the end customer.



< To help improve battery safety for electric vehicles (EVs), 3M offers a **new barrier solution** that cushions battery cells to help enhance performance while protecting adjacent cells from heat if an individual cell fails. This helps enable the future of automotive electrification and advance the adoption of high-energy lithium-ion batteries for EVs.

> A repurposed byproduct of our roofing granules, **3M™ Natural Pozzolans** can be used as a partial cement replacement to help lower the CO<sub>2</sub> emissions of concrete. For every ton of natural pozzolans used, CO<sub>2</sub> emissions can be reduced by an estimated 0.75 tons.



# Science for **Community**<sup>o</sup>

## **Create a more positive world through science and inspire people to join us.**

Leveraging science, innovation, and collaboration, we help solve global challenges like climate change, public health and safety, health care inequality, and other inequities in communities around the world.

We recognize the importance of equal access to science, technology, engineering, and mathematics (STEM) education and careers. Equitable opportunities in STEM lead to stronger communities, a stronger 3M, and a brighter collective future. We also commit to advancing diversity, equity, inclusion, and social and environmental justice within our company and community.

Together with our partners, we will advance an equitable and sustainable future for all.

**3M listens to and engages with communities to understand and identify ways to maximize our impact.**





# 2022 goal results

## Science for Circular

## Science for Climate

**100%** Sustainability Value Commitment for new products

On pace for goal of 100%



**0.58%** manufacturing waste reduced

Behind goal of an additional 10%, indexed to sales



**44.9%** of sites achieved zero landfill

Outpacing goal of more than 30%



**54.2M** pounds of virgin fossil-based plastic reduced

On pace for goal to reduce by 125 million pounds



**16.8%** increased water efficiency

On pace for goal to reduce global water usage by 20%



Installation of state-of-the-art filtration technologies

On pace for goal



**17** identified manufacturing sites in water-stressed/scarse areas

On pace for goal



**457** completed supplier assessments

On pace for goal to drive supplier performance



**37.8%** Scope 1 and 2 market-based GHG emissions reduced

On pace for goal of at least 50% reduction



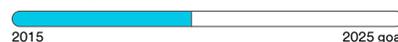
**51.9%** renewable energy

Outpacing goal of 50% of total electricity use



**13.1%** improved energy efficiency

Behind goal of 30%, indexed to net sales



**121M** metric tons CO<sub>2</sub> equivalent customer-avoided emissions

On pace for goal of 250 million tons avoided



**78.8%** reduction in Scope 1 and 2 location-based GHG emissions since 2002



# Science for Community

**45.1%** diverse talent in management globally

On pace for goal to double the pipeline



**\$82.1M** invested in cash and products

On pace for goal to invest for education, community, and environmental programs



**9.02%** workforce diversity from entry-level through management in the U.S.

On pace for goal to double the representation of underrepresented groups



**81.8K** skills-based work hours volunteered

On pace for goal of 300,000 work hours



**6.39%** workforce diversity in management positions in the U.S.

On pace for goal to double the representation of underrepresented groups



**4.91M** worker and patient safety training instances

Outpacing goal of 5 million



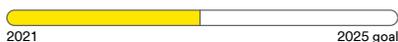
**100%** pay equity globally

On pace for goal to maintain 100%



**\$23.6M** invested in workforce development and STEM education

On pace for goal to invest \$50 million to address racial opportunity gaps in the U.S.



**1.04M** STEM and skilled trades learning experiences

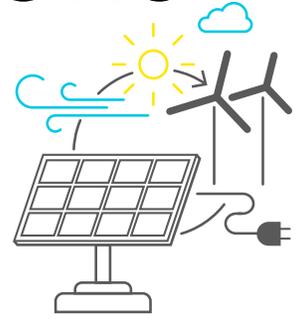
On pace for goal of 5 million learning experiences for underrepresented individuals



Our goals and ambitions are gaining momentum as we work to make the world more sustainable for future generations.



# Transforming aspirations into action



**1932** – 3M's short-term and long-term disability coverage, pension plan, and unemployment insurance plan begin

**1996** – With formalization of our Life Cycle Management System, we embed environmental, health, and safety considerations into new product development

**2019** – 3M global headquarters powered by 100% renewable electricity, and we commit to provide 300,000 work hours of skills-based volunteerism by 2025

**2021** – We commit to achieve carbon neutrality by 2050, reduce water use at our facilities by 25% by 2030, return higher-quality water to the environment after manufacturing use, and reduce dependence on virgin fossil-based plastic by 125 million pounds by 2025

**1975** – Pollution Prevention Pays (3P) program starts. We've completed more than 16,300 3P projects, preventing more than 2.88 million short tons of pollution and saving over \$2.37 billion

**2015** – Sustainability goals launch, expanding beyond 3M operations and environmental issues to include customers, suppliers, and social impact



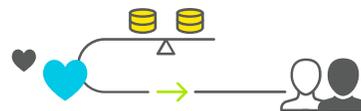
**1953** – We begin archiving charitable corporate and foundation contributions and have invested \$1.98 billion back to communities where we operate

**1987** – 3M Air Emission Reduction Program launches, which drove an 88% reduction in volatile organic compounds air emissions in its first 14 years alone

**2018** – Launch of Strategic Sustainability Framework and our requirement that all new products have a Sustainability Value Commitment

**2002** – Completion of first GHG emissions inventory (Scope 1 and 2)

**2020** – We commit to invest \$50 million over five years toward equitable workforce development and STEM education, to double the representation of underrepresented groups in our U.S. workforce, and to maintain or achieve pay equity globally



Corporate Headquarters  
 3M Center  
 St. Paul, MN 55144-1000  
 USA  
 (651) 733-1110  
[www.3M.com/GlobalImpact](http://www.3M.com/GlobalImpact)



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