

### 3M

## PLAN 4 RELOCATION POLICY BENEFITS AT A GLANCE

January 1, 2022

To make the transition to your new job and location as smooth as possible, 3M provides valuable relocation benefits and services to you and your immediate family. Upon acceptance of your new job with 3M, including clearing all pre-hire contingencies, a Relocation Consultant will contact you to review your policy benefits and guide you through the process. 3M contracts with SIRVA Relocation to offer employees relocation services.

*Please do not begin any real estate transactions (home sale or home purchase) until you have been contacted by your Relocation Consultant. Any necessary time away from work associated with your relocation should be coordinated with and approved by your manager.*

The Benefits at a Glance below provides a summary of the relocation benefits applicable to you. For a complete description, please refer to your Relocation Policy which will be provided to you by your Relocation Consultant.

Policy Component	Description of Benefit
Tax Liability Assistance	<ul style="list-style-type: none"> <li>▪ Pay estimated rate for federal, state, local &amp; FICA tax liability (gross-up) unless otherwise noted</li> </ul>
Home Finding Assistance	<ul style="list-style-type: none"> <li>▪ Assist with finding home to purchase through Relocation Management Company</li> <li>▪ Provide 1 home finding trip to 8 days/7 nights for you &amp; 1 family member (departure homeowner status) or to 5 days/4 nights for you &amp; 1 family member (departure renter status)</li> <li>▪ Reimburse trip expenses (homeowners or renters)</li> </ul>
Rental Assistance	<ul style="list-style-type: none"> <li>▪ Reimburse up to 2 months' rent to cover lease cancellation fees</li> </ul>
Temporary Housing	<ul style="list-style-type: none"> <li>▪ Assist with finding &amp; securing temporary accommodations for you &amp;, if necessary, family members for up to 30 days</li> <li>▪ Provide meal/grocery weekly allowance of \$50 if in temporary housing by yourself</li> <li>▪ Provide meal/grocery weekly allowance of \$100 if in temporary housing with family members</li> <li>▪ Reimburse transportation costs to 2 return trips to departure location</li> </ul>
Home Marketing Assistance	<ul style="list-style-type: none"> <li>▪ Assist with marketing home for sale through Relocation Management Company:                             <ul style="list-style-type: none"> <li>– Provide qualified realtors options from which you choose 2</li> <li>– Order 2 Broker Market Analyses (BMA) immediately</li> <li>– Average BMAs' most probable sales prices &amp; list home no more than 105% of average</li> <li>– Assist with marketing plan</li> </ul> </li> </ul> <p>Note: If BMAs not within 5%, third BMA ordered, &amp; 2 closest values averaged. 3M does not reimburse home sale expenses.</p>
Movement of Household Goods	<ul style="list-style-type: none"> <li>▪ Select &amp; coordinate van line through 3M for household goods move including partial unpacking services</li> <li>▪ Store goods up to 30 days</li> <li>▪ Ship up to 2 autos if distance &gt;500 miles</li> <li>▪ Reimburse rental car (to 14 days or until shipped automobile arrives—whichever is sooner)</li> </ul>
Final Trip to the Destination Location	<ul style="list-style-type: none"> <li>▪ Reimburse trip expenses incurred by you &amp; your family members while en route to destination location</li> </ul> <p>Note: Must drive by most direct route; whether driving or flying, no vacation, extended trips, personal side trips or leisure travel covered.</p>
Incidental Allowance	<ul style="list-style-type: none"> <li>▪ Provide \$5,000 to assist with expenses not provided elsewhere in the policy; not tax assisted</li> </ul>