Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
3M VOLUNTARY INVESTMENT PLAN AND EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 333

1c Effective date of plan 03/31/1982

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
3M COMPANY

3M CENTER BLDG. 224-2W-15
ST. PAUL, MN 55144-1000

2b Employer Identification Number (EIN) 41-0417775

2c Plan Sponsor's telephone number 651-733-1005

2d Business code (see instructions) 339900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	11/30/2022	DEIDRE REHFELD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	55114
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	37172
a(2) Total number of active participants at the end of the plan year	**6a(2)**	37159
b Retired or separated participants receiving benefits	**6b**	1293
c Other retired or separated participants entitled to future benefits	**6c**	16629
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	55081
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	559
f Total. Add lines **6d** and **6e**	**6f**	55640
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	54974
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	1642
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2H 2J 2K 2P 2R 3H 3I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[ ]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	[X]	**R** (Retirement Plan Information)
(2)	[ ]	**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	[ ]	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	[X]		**H** (Financial Information)
(2)	[ ]		**I** (Financial Information – Small Plan)
(3)	[ ]	0	**A** (Insurance Information)
(4)	[X]		**C** (Service Provider Information)
(5)	[X]		**D** (DFE/Participating Plan Information)
(6)	[ ]		**G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2021** **This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan	**B** Three-digit plan number (PN) ▶
3M VOLUNTARY INVESTMENT PLAN AND EMPLOYEE STOCK OWNERSHIP PLAN	333
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
3M COMPANY	41-0417775

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

ALIGHT FINANCIAL SOLUTIONS, LLC

82-1061233

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TEMPO HOLDING COMPANY, LLC (ALIGHT)

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50 64	NONE	2530436	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51 65	NONE	1746005	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

STATE STREET GLOBAL ADVISORS TRUST

81-4017137

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
18 19 25 28 50 51 52	NONE	541308	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

JENNISON ASSOCIATES LLC

22-2540245

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	469548	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
25 38 50 99	NONE	404250	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

3M COMPANY

41-0417775

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 50	PLAN SPONSOR	328610	Yes [X] No [ ]	Yes [ ] No [X]	11	Yes [ ] No [X]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

DOUBLELINE CAPITAL LP

30-0596331

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	262133	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

NEWPORT TRUST COMPANY

27-4411131

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	190600	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

PACIFIC INVESTMENT MANAGEMENT CO

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	162537	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AON CONSULTING

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	79417	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

CALLAN HOLDINGS' INC.

82-2748926

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	43985	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

CHARLES SCHWAB & CO., INC. & AFFILI

94-1737782

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
33 50 59 71 99	NONE	37544	Yes [X] No [ ]	Yes [X] No [ ]	1468	Yes [X] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SEYFARTH SHAW LLP

36-2152202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	37627	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CLIFTONLARSONALLEN LLP

41-0746749

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	31251	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CURCIO WEBB, LLC

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	15319	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

DELOITTE CONSULTING LLP

06-1454513

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	13900	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

RMB CAPITAL MANAGEMENT LLC

59-3792751

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
72	NONE	11947	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

STEVEN DOUGLAS ASSOCIATES

82-3141626

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	8057	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BDO USA, LLP

13-5381590

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	7331	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

RELEVE FINANCIAL GROUP LLC

81-3837300

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
72	NONE	6754	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
CHARLES SCHWAB & CO., INC. & AFFILA	59	0
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
SEE ATTACHMENT 20-1993634	ON AVERAGE, RATE OF 0.31% OF AVERAGE DAILY BALANCE OF ASSETS IN THE APPLICABLE FUND FAMILY - SEE ATTACHMENT	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III	**Termination Information on Accountants and Enrolled Actuaries (see instructions)** (complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
3M VOLUNTARY INVESTMENT PLAN AND EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 333

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
3M COMPANY

D Employer Identification Number (EIN)
41-0417775

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: 3M VOLUNTARY INVESTMENT PLAN & SAVI

b Name of sponsor of entity listed in (a): 3M COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
04-3205742-003	M	13452134303

a Name of MTIA, CCT, PSA, or 103-12 IE: COLLECTIVE TRUST GOVERNMENT SHORT T

b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
81-6243181-001	C	8871079

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
3M VOLUNTARY INVESTMENT PLAN AND EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 333

C Plan sponsor's name as shown on line 2a of Form 5500
3M COMPANY

D Employer Identification Number (EIN)
41-0417775

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	8791786	18003092
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	6417842	8863353
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5574608	0
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	129958731	117763960
(9) Value of interest in common/collective trusts	1c(9)	0	8871079
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	12586460169	13452134303
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	600814783	669215654

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	13338017919	14274851441
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	13338017919	14274851441

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

	Income		**(a)** Amount	**(b)** Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	231086919	
	(B) Participants	2a(1)(B)	368618056	
	(C) Others (including rollovers)	2a(1)(C)	44629277	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		644334252
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	7440762	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		7440762
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		1551933631
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		69388462
d Total income. Add all **income** amounts in column (b) and enter total	2d		2273097107
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1330084869	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1330084869
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		-60908
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	162195	
(2) Contract administrator fees	2i(2)	2530435	
(3) Investment advisory and management fees	2i(3)	3181531	
(4) Other	2i(4)	1006376	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		6880537
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1336904498
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		936192609
l Transfers of assets:			
(1) To this plan	2l(1)		640913
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CLIFTONLARSONALLEN LLP **(2)** EIN: 41-0746749

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		25000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
3M VOLUNTARY INVESTMENT PLAN AND EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 333

C Plan sponsor's name as shown on line 2a of Form 5500
3M COMPANY

D Employer Identification Number (EIN)
41-0417775

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 25-1926855

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | 3 |

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☐ No ☐ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6	a	Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
	b	Enter the amount contributed by the employer to the plan for this plan year	6b	
	c	Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ Yes ☐ No ☐ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ Increase ☐ Decrease ☐ Both ☐ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ Yes ☒ No

11 a Does the ESOP hold any preferred stock? ..... ☐ Yes ☒ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ Yes ☒ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ Yes ☒ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

3M Voluntary Investment Plan and Employee Stock Ownership Plan

Financial Statements and Supplemental Schedule
December 31, 2021 and 2020 and for the
Year Ended December 31, 2021
With Report of Independent Auditors

3M Voluntary Investment Plan and Employee Stock Ownership Plan

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INDEPENDENT AUDITORS' REPORT

Plan Administrator
3M Voluntary Investment Plan and Employee Stock Ownership Plan
Maplewood, Minnesota

Report on the Audit of the Financial Statements

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed an audit of the accompanying financial statements of 3M Voluntary Investment Plan and Employee Stock Ownership Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for for the year then ended, and the related notes to the financial statements (2021 Financial Statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section:

- The amounts and disclosures in the 2021 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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- The information in the 2021 financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of 3M Voluntary Investment Plan and Employee Stock Ownership Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about 3M Voluntary Investment Plan and Employee Stock Ownership Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 3M Voluntary Investment Plan and Employee Stock Ownership Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about 3M Voluntary Investment Plan and Employee Stock Ownership Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Other Matters

2021 Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2021 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the

financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

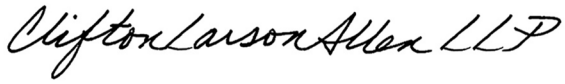
In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditors' Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of 3M Voluntary Investment Plan and Employee Stock Ownership Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 13, 2021, we indicated that (*a*) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (*b*) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



CliftonLarsonAllen LLP

Minneapolis, Minnesota
November 29, 2022

Statements of Net Assets Available for Benefits

December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at fair value:		
Interest in 3M Voluntary Investment Plan and Savings Plan Trust	$13,452,134,303	$12,586,460,169
Common/collective trust	8,871,079	5,574,608
Self-directed investments	669,215,654	600,814,783
Total investments	14,130,221,036	13,192,849,560
Receivables:		
Employer contributions	18,003,092	8,791,786
Participant notes receivable	117,763,960	134,637,774
Accrued interest	8,863,353	6,417,842
Total receivables	144,630,405	149,847,402
Net Assets Available for Benefits	**$14,274,851,441**	**$13,342,696,962**

3M Voluntary Investment Plan and Employee Stock Ownership Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2021

Additions	
Contributions:	
Participant	$ 368,618,056
Employer	231,086,919
Rollover	44,629,277
Total contributions	644,334,252
Investment income:	
Interest and dividends	8,626,327
Self-directed investments net realized and unrealized gains on investments	60,762,135
Plan interest in 3M Voluntary Investment Plan and Savings Plan Trust investment income	1,551,933,631
Total investment income	1,621,322,093
Less investment expenses	3,181,532
Net investment income	1,618,140,561
Interest from participant notes receivable	7,440,762
Total additions	2,269,915,575
Deductions	
Benefits paid directly to participants or beneficiaries	1,334,703,004
Administrative expenses	3,699,005
Total deductions	1,338,402,009
Net Increase before Other Changes	931,513,566
Net Transfers In	640,913
Net Increase	932,154,479
Net Assets Available for Benefits	
Beginning of year	13,342,696,962
End of year	**$ 14,274,851,441**

Note 1 - Plan Description

The following description of 3M Voluntary Investment Plan and Employee Stock Ownership Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Summary Plan Description and Plan document for a more complete description of the Plan's provisions.

General

Substantially all active United States regular full-time and part-time salaried and non-union hourly employees of 3M Company and its subsidiaries (3M or the "Company") are eligible to participate in the Plan. The Plan is a defined contribution plan and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Contributions

Contributions are made by participating employees and by 3M.

Participant Contributions

The Plan is comprised of accounts for participants: the Individual Retirement Account (IRA), the After-Tax Savings Account, the Before-Tax 401(k) Account, the Roth 401(k) Account and three Rollover Accounts: After-Tax, Before-Tax and Roth rollover accounts. The IRA is no longer a contribution option for current 3M employees even though certain participant balances still include investments related to this former provision. Participants may contribute to the Before-Tax 401(k) Account, Roth 401(k) Account or the After-Tax Savings Account or to all three accounts. After-tax savings contributions are not eligible for matching contributions. Participants may contribute from 2% to 35% of their compensation to the 401(k) Accounts (Before-Tax and/or Roth) through salary deferrals, not to exceed the Internal Revenue Service (IRS) limits (17% maximum for employees whose annual compensation is in excess of certain IRS limits). Also, subject to overall Plan and IRS limitations, participants may contribute 2% to 9% of their compensation to the After-Tax Savings Account. The Rollover Accounts accept direct rollovers or eligible rollover contributions from a former employer's qualified plan. The Plan also accepts rollovers of lump-sum payments from 3M Employee Retirement Income Plan, the employer’s qualified pension plan. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions to their 401(k) Accounts (Before-Tax and/or Roth), subject to IRS limits. Catch-up contributions are not eligible for company matching contributions.

Newly hired employees are automatically enrolled in the Plan three months after their hire date at a default before-tax contribution rate of 7% with contributions invested 100% in the LifePath® Portfolio closest to the year in which the participant will reach age 65. In addition, participants automatically enrolled will have their default percentage increased by 1% each year up to a maximum of 10% of compensation beginning as soon as administratively possible on or after April 1 in the plan year following the plan year they were enrolled. Employees can enroll, decline or change their contribution rate or investment elections at any time.

Company Contributions

All employer contributions are made in cash and invested at the direction of the participant and will default to the 3M LifePath® Portfolio closest to the year in which the participant will reach age 65 when no contribution election is on file.

3M makes matching contributions to the Plan at rates from 45% to 100% of eligible 401(k) Account (Before-Tax and/or Roth) contributions (limited to the first 5% of salary deferrals). Employees hired or rehired on or after January 1, 2009, or hired prior to January 1, 2009 and whose employer became a participating subsidiary on January 1, 2009 or later, will also receive a non-elective company contribution of 3% of 401(k) employee withholdings.

Note 1 - Plan Description (Continued)

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contribution and (b) Plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

A participant is 100% vested in employer contributions after three years of subsequent service or upon attainment of age 65; when determined to be totally and permanently disabled while also receiving Social Security disability income; when their employment ends as a result of a management-approved downsizing, business sale or shutdown; or when the participant dies. Participants are immediately vested in their own contributions to the Plan, plus any earnings thereon.

Forfeitures

Forfeitures of nonvested account balances are used to reduce future Plan administrative expenses or company contributions. At December 31, 2021 and 2020, forfeited nonvested accounts totaled $992,077 and $816,341, respectively. Forfeitures of $1,200,000 and $2,700,000 were used to reduce Plan expenses and employer contributions, respectively, for the year ended December 31, 2021.

Withdrawals

Subject to certain federal tax considerations, participants may withdraw funds from the After-Tax Savings account, Individual Retirement Account (IRA) or Rollover account at any time. Participants may withdraw funds from the 401(k) Accounts (Before-Tax 401(k) and Roth 401(k)), Company Match Accounts and Company Contributions Account when specific conditions are met. These conditions include reaching age 59½, termination of employment (including retirement), and becoming permanently and totally disabled while also receiving Social Security disability income.

A participant who has common shares of 3M stock in their participant account and is eligible to request a withdrawal may choose to receive the value of the 3M stock in cash or in actual shares of 3M common stock with a cash payment for any fractional shares.

Investment of Funds

Participants can make initial investment elections, reallocate the investment of their current accounts or change the way their future contributions will be invested, with the exception of company stock, which is closed. If the request is made before the close of market on a day in which the stock market is open, the changes will be effective that same business day at the closing prices of that day. If the request is received after the close of market or on a day the stock market is closed, then the changes will be effective at the closing prices on the next business day when the market is open.

Note 1 - Plan Description (Continued)

Notes Receivable from Participants

Participants may borrow against their 401(k) Accounts and Rollover Account balance. The maximum amount of a participant's loan may not exceed 50% of the combined total of their 401(k) Accounts, Rollover Accounts, IRA and Company Contributions Account (CCA) plus the vested portion of their Company Match Account and their Retirement Income Account (RIA) (if any), not to exceed $50,000 less the highest outstanding loan balance during the last 12 months or the sum of the participant's 401(k) Accounts and Rollover Accounts invested in the Plan's investment funds (excluding 3M stock and the Schwab Personal Choice Retirement Account® (PCRA)) minus $1,000 if the participant has a balance in the self-directed brokerage account PCRA. Loan repayment terms range from 1 to 60 months. Certain loans acquired through plan mergers have loan terms up to 30 years. The loan interest rate is fixed at time of origination at the prime rate (as quoted in *The Wall Street Journal*) plus 2%. 3M and a third-party recordkeeper administer loans to participants and loan repayments. Loans are repaid to the 401(k) Accounts and Rollover Accounts and are invested pro rata according to how the borrowers have currently invested their new 401(k) contributions. Principal and interest are repaid ratably through payroll deductions.

Transfers

Due to 3M acquisition or divestiture activity and employee status changes, assets may transfer into or out of the Plan. These transfers, if any, are shown as "net transfers in/(out)" on the statement of changes in net assets available for benefits. The fair market value of assets transferred to the Plan from the 3M Savings Plan during the year ended December 31, 2021 totaled $640,913.

Tax Status

The Plan constitutes a qualified plan under the requirements of Sections 401(a) and 401(k) of the Internal Revenue Code (IRC) and is, therefore, exempt from federal income taxes under the provisions of Section 501(a). The Plan obtained its latest determination letter on January 24, 2018 in which the IRS stated that the Plan, as designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter. However, the Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Management evaluated the Plan's tax positions and did not identify an uncertain tax position. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Plan Termination

While 3M has not expressed any intent to discontinue the Plan, it may do so at any time, subject to the provisions of ERISA. In the event such discontinuance results in the termination of the Plan, all accounts shall be fully vested and nonforfeitable. The Plan shall continue until all assets have been distributed to the participants.

Plan Expenses

Certain internal administrative costs, plan investment costs and plan accounting are paid by the Plan. 3M pays all other internal administrative costs of the Plan. External administrative costs, including trustee fees, recordkeeping fees, customer service fees and investment management expenses are proportionately charged directly to the Plan's various investment funds and accounts.

Trustee

The Bank of New York Mellon/BNY Mellon N.A. (the "Trustee") is the trustee of the Plan.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Valuation of Assets and Income Recognition

Investments held by the Plan are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for further discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. In accordance with IRS rules, participant loan defaults by participants who are not eligible to receive actual distributions from the Plan, such as participants who are active employees, are treated as deemed distributions under the Plan and are recorded with benefits paid directly to participants or beneficiaries on the statement of changes in net assets available for benefits.

Concentration of Market Risk

At December 31, 2021 and 2020, the Plan's net assets available for benefits were invested (as part of the 3M Voluntary Investment Plan and Savings Plan Trust (the "Master Trust")) in the common stock of 3M Company and accounted for 12% and 14% of total investments at fair value, respectively. The value of the 3M Company common stock is dependent on the performance of 3M Company and the market's evaluation of such performance. It is a least reasonably possible that changes in the fair value of 3M Company common stock in the near term could materially affect the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Benefit Payments

Benefits are recorded when paid.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties

The Plan and Master Trust invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the financial statements.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including November 29, 2022, which is the date the financial statements were available to be issued.

Note 2 - Summary of Significant Accounting Policies (Continued)

Reclassification

Certain amounts in the 2020 financial statements have been reclassified to conform with the 2021 presentation. These reclassifications do not affect net assets available for benefits as previously reported.

Note 3 - Certification of Investments

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following data included in the accompanying financial statements and related notes and supplemental schedule are complete and accurate.

	December 31	
	2021	2020
Plan's interest in 3M Voluntary Investment Plan and Savings Plan Trust	$13,452,134,303	$12,586,460,169
Self-directed investments	-	600,814,783
Common/collective trust	6,330,708	1,186,174
Participant notes receivable	117,763,960	-

	Year Ended December 31, 2021
Plan interest in 3M Voluntary Investment Plan and Savings Plan Trust investment income	$ 1,543,637,862
Interest and dividends	8,626,327
Interest from participant notes receivable	7,440,762

Note 4 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Master Trust and Plan have the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Master Trust's and Plan's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

Note 4 - Fair Value Measurements (Continued)

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets held by the Plan (including those held through the Master Trust) and measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

Interest-bearing Cash

The interest-bearing cash is valued at the outstanding balance, which approximates fair value due to the short-term maturity of these investments.

3M Common Stock

3M common stock is valued at the closing price reported on the active markets on which 3M stock is traded.

Mutual Funds

Mutual funds are valued at the net asset value (NAV) of shares held by the Master Trust at year end based on the closing price reported on the active market on which the individual mutual funds are traded.

Common/Collective Trusts and Registered Investment Companies

Common/collective trusts with a readily determinable fair value are valued at NAV, which is based on the fair value of the funds' underlying net assets and are classified as Level 2 in the accompanying fair value hierarchy. Common/collective trusts and registered investment companies without a readily determinable fair value, because there is no published NAV available, are valued at NAV as a practical expedient, and are not classified within the valuation hierarchy. The common/collective trusts and registered investment companies have daily redemption frequencies and daily redemption notice periods as of December 31, 2021 and 2020. There are no unfunded commitments as of December 31, 2021 and 2020.

Money Market Fund

The money market fund is a collective fund without a readily determinable fair value. It is valued at NAV as a practical expedient and is not classified within the valuation hierarchy. It is presented in the totals in order to permit reconciliation of the fair value hierarchy to the amounts presented in the fair value of master trust plan assets.

U.S. Government Obligations

U.S. government obligations are bonds, notes or municipals valued at either the closing price reported in the active market in which the individual security is traded or valued based on yields currently available on comparable securities of issuers with similar credit ratings.

Corporate Obligations

Corporate obligations are bonds and notes that are valued based on the yields currently available on comparable securities of issuers with similar credit ratings or valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Note 4 - Fair Value Measurements (Continued)

Other Investments

Other investments consist of futures contracts, swaps, forwards, option contracts, municipals and international government bonds. Options that are valued using the last bid price are valued as a Level 1. The Level 2 swaps, forwards and options are valued using models calibrated to initial trade price. Subsequent valuations are based on observable inputs to the valuation model (e.g., interest rates and credit spreads). Model inputs are only changed when corroborated by market data. The municipal and international government bonds are valued at either the closing price reported in the active market in which the individual security is traded or valued based on yields currently available on comparable securities of issuers with similar credit rates.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets, excluding the Plan's interest in the Master Trust, at fair value as of December 31, 2021 and 2020:

	Assets at Fair Value at December 31, 2021			
	Level 1	Level 2	Level 3	Investments (at Fair Value)
Investments at fair value:				
Common/collective trust	$ -	$ 8,871,079	$ -	$ 8,871,079
Self-directed investments	667,915,857	1,299,797	-	669,215,654
Total assets, excluding Plan interest in Master Trust, at fair value	$ 667,915,857	$ 10,170,876	$ -	$ 678,086,733

	Assets at Fair Value at December 31, 2020			
	Level 1	Level 2	Level 3	Investments (at Fair Value)
Investments at fair value:				
Common/collective trust	$ -	$ 5,574,608	$ -	$ 5,574,608
Self-directed investments	599,268,335	1,611,371	-	600,879,706
Total assets, excluding Plan interest in Master Trust, at fair value	$ 599,268,335	$ 7,185,979	$ -	$ 606,454,314

Note 4 - Fair Value Measurements (Continued)

The fair value of the Master Trust's assets as of December 31, 2021 and 2020 are as follows:

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2021			
	Level 1	Level 2	Level 3	Master Trust Balance
Interest-bearing cash	$ 37,634,978	$ -	$ -	$ 37,634,978
3M common stock	1,758,348,357	-	-	1,758,348,357
Mutual funds	586,241,691	-	-	586,241,691
U.S. government obligations	-	829,027,488	-	829,027,488
Corporate obligations	-	696,864,397	-	696,864,397
Other investments	-	10,225,910	-	10,225,910
Total	$ 2,382,225,026	$ 1,536,117,795	$ -	3,918,342,821
Investments measured at NAV:				
Common/collective trusts				9,951,673,917
Registered investment companies				2,009,510
Total investments at fair value				$13,872,026,248

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2020			
	Level 1	Level 2	Level 3	Master Trust Balance
Interest-bearing cash	$ 30,852,493	$ -	$ -	$ 30,852,493
Registered investment companies	-	95,791,371	-	95,791,371
3M common stock	1,880,439,172	-	-	1,880,439,172
Mutual funds	564,372,077	-	-	564,372,077
Common/collective trusts	-	174,729,260	-	174,729,260
U.S. government obligations	-	861,281,154	-	861,281,154
Corporate obligations	-	643,440,255	-	643,440,255
Other investments	-	2,773,551	-	2,773,551
Total	$ 2,475,663,742	$ 1,778,015,591	$ -	4,253,679,333
Investments measured at NAV - Common/collective trusts				8,736,841,982
Total investments at fair value				$12,990,521,315

Note 5 - Interest in Master Trust

To provide equivalent investment returns to both non-union employees covered by the Plan and union employees covered by a separate 3M-sponsored plan, a portion of the Plan's investments and a portion of the investments of the separate 3M-sponsored plan for non-union employees are held in a single Master Trust. The investments of the 3M Voluntary Investment Plan and Savings Plan Trust include participant-directed funds of both the Plan and the 3M Savings Plan and the non-participant-directed 3M-provided Company Contribution Account assets of the Plan.

Note 5 - Interest in Master Trust (Continued)

Each plan has an interest in specific assets in the Master Trust based on participant investment elections. The assets of the Master Trust are held by a third-party trustee. Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans based upon each plan's relative interest in the assets held in the Master Trust at the close of each day.

The net assets of the Master Trust and the Plan's interest in Master Trust balances at December 31, 2021 and 2020 are as follows:

	December 31, 2021		December 31, 2020	
	Master Trust Balances	Plan's Interest in Master Trust Balances	Master Trust Balances	Plan's Interest in Master Trust Balances
Investments:				
Interest-bearing cash	$ 37,634,978	$ 36,704,361	$ 30,852,493	$ 30,033,415
3M common stock	1,758,348,357	1,709,359,016	1,880,439,172	1,828,195,438
Mutual funds	586,241,691	572,076,430	564,372,077	551,187,684
Common/collective trusts	9,951,673,917	9,740,576,199	8,911,571,242	8,721,891,701
Registered investment companies	2,009,510	1,961,196	95,791,371	93,248,283
U.S. government obligations	829,027,488	808,527,732	861,281,154	838,415,694
Corporate obligations	696,864,397	679,632,700	643,440,255	626,358,077
Other investments	10,225,910	9,973,049	2,773,551	2,699,918
Total investments at fair value	13,872,026,248	13,558,810,683	12,990,521,315	12,692,030,210
Receivables:				
Due from brokers for securities sold	118,036,732	115,117,982	231,342,045	225,084,502
Accrued interest	7,526,236	7,340,460	7,675,487	7,471,748
Foreign exchange contracts	28,415,995	27,713,339	67,299,359	65,512,682
Payables:				
Foreign exchange contracts	(28,330,364)	(27,629,826)	(67,396,191)	(65,606,944)
Other liabilities	(53,534,201)	(52,211,089)	(1,520,491)	(1,480,340)
Due to brokers for securities purchased	(181,495,163)	(177,007,246)	(345,730,202)	(336,551,689)
Total	$13,762,645,483	$13,452,134,303	$12,882,191,322	$12,586,460,169

Other than through the investment of participant and Company contributions, 3M does not buy or sell any of its own stock as a direct investment for the Plan. However, due to external investment management of the funds, the Plan may indirectly buy, sell or hold 3M common stock. The aggregate amount of the shares would not be considered material relative to the aggregate fund percentages.

The Master Trust's investment income for the year ended December 31, 2021 is as follows:

Net realized and unrealized gains and losses on investments	$ 1,480,739,728
Interest	37,864,787
Dividends	65,716,949
Total investment income	1,584,321,464
Less investment fees	3,254,970
Net investment income	$ 1,581,066,494

Note 5 - Interest in Master Trust (Continued)

Derivative Instruments

The Master Trust uses derivative instruments to hedge market risk, gain market exposure, and advance the overall objectives of the Master Trust and its investment strategies. Derivatives are utilized by external investment managers retained by the Master Trust and in protective overlay strategies designed to achieve investment objectives.

The Master Trust is party to certain agreements, which are designed to manage exposures to foreign exchange and interest rate risks. The interest rate and foreign currency instruments are used for the purpose of hedging changes in the fair value of assets that result from interest rate changes and currency fluctuations or as an efficient substitute for traditional securities. The Master Trust's investment policies specifically prohibit the use of derivatives for speculative purposes.

Management has elected to present derivatives on a gross basis when subject to a master netting arrangement. Derivatives, except for the foreign exchange contracts, are recorded in other investments of the Master Trust. The following are the estimated fair values of derivative instruments at December 31, 2021 and 2020 shown at the gross amounts:

	2021		2020	
	Gross Assets	Gross Liabilities	Gross Assets	Gross Liabilities
Futures contracts	$ 274,585	$ (869,469)	$ 245,437	$ (184,245)
Written and purchased options	1,783,604	(2,608,645)	48,106,214	(23,728,066)
Interest rate swaps	1,647,972	(1,869,868)	3,694,864	(3,159,686)
Credit default swaps	786,907	(289,045)	219,853	(312,126)
Zero coupon swaps	-	(211,038)	4,554	(91,159)
Inflation swaps	54,808	(23,631)	167,698	(197,844)
Foreign exchange contracts	28,499,650	(28,588,746)	67,290,895	(67,393,856)
Total	$ 33,047,526	$ (34,460,442)	$ 119,729,515	$ (95,066,982)

The notional amount represents the contract amount, not the amount at risk. The following table presents the notional amounts of derivative instruments at December 31:

	2021	2020
Futures contracts	$ 114,500,000	$ 205,045,943
Written and purchased options	480,605,000	74,076,527
Interest rate swaps	280,785,646	3,076,167,000
Credit default swaps	52,587,280	71,655,000
Zero coupon swaps	4,811,490	68,916,908
Inflation swaps	4,844,554	16,830,000
Foreign exchange contracts	28,415,995	67,119,133
Total	$ 966,549,965	$ 3,579,810,511

Note 5 - Interest in Master Trust (Continued)

Any gains or losses recognized on derivatives are recognized in current year investment income. For the year ended December 31, 2021, the amount of gain or loss recognized as master trust investment income in the statement of changes in net assets available for benefits attributable to derivative instruments is as follows:

Futures contracts	$ 3,164,374
Written and purchased options	226,044
Interest rate swaps	(1,257,361)
Credit default swaps	472,757
Zero coupon swaps	(117,792)
Inflation swaps	(16,817)
Total	$ 2,471,205

Note 6 - Related Parties

The following related party transactions are in addition to transactions with 3M discussed elsewhere in the notes to the financial statements. BNY Mellon, N.A. is authorized, under contract provisions and by ERISA regulations, which provide administrative and statutory exemptions, to invest in funds under its control and in securities of 3M. For the year ended December 31, 2021, such purchases and sales within the Master Trust were as follows:

	Purchases	Sales
3M common stock	$ 53,644,335	$ (64,682,025)
Short-term investment fund	186,329,774	(189,017,339)

Note 7 - Reconciliation of the Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2020 to Form 5500. There were no reconciling items at December 31, 2021.

	2020
Net assets available for benefits per the financial statements	$13,342,696,962
Less deemed participant loan distributions	(4,679,043)
Net assets available for benefits per Form 5500	$13,338,017,919

The following is a reconciliation of net increase in net assets available for benefits per the financial statements for the year ended December 31, 2021 to Form 5500:

	2021
Net increase in net assets available for benefits per the financial statements	$ 932,154,479
Change in deemed distributions of participant loans	4,679,043
Net increase in net assets available for benefits per Form 5500	$ 936,833,522

3M Voluntary Investment Plan and Employee Stock Ownership Plan

Schedule of Assets Held at End of Year

Form 5500, Schedule H, Line 4i
EIN 41-0417775, Plan No. 333
December 31, 2021

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
The Bank of New York Mellon	Common/collective trust - Collective Trust Government Short Term Investment	*	$ 8,871,079
Various	Self-directed brokerage investments	*	669,215,654
Participants	Participant notes receivable maturing through December 2033, bearing interest at rates ranging from 4.25 to 11.50 percent	-	117,763,960
	Total		**$ 795,850,693**

*Cost information not required

3M Voluntary Investment Plan and Employee Stock Ownership Plan
Attachment to Form 5500 (2021)
Schedule C, Part I, Line 3 - Service Provider Information - Indirect Compensation
Plan Sponsor: 3M Company
EIN: 41-0417775
Plan Name: 3M Voluntary Investment Plan and Employee Stock Ownership Plan
Plan Number: 333
Plan Year: January 1 - December 31, 2021

Received by Charles Schwab & Co., Inc. & Affiliates (EIN 94-1737782)

Fund/Family Provider	EIN	Formula
1919 Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
AAM	Not Available	Rate of 0.09% of average daily balance of asset(s)
Absolute Capital	Not Available	Rate of 0.34% of average daily balance of asset(s)
Adirondack Funds	20-1993634	Rate of 0.34% of average daily balance of asset(s)
AdvisorOne Funds	91-1788041	Rate of 0.34% of average daily balance of asset(s)
Akre	54-1968332	Rate of 0.34% of average daily balance of asset(s)
ALGER FUNDS	Not Available	Range of 0.09 - 0.43% of average daily balance of assets
AllianceBernstein	13-3191825	Rate of 0.34% of average daily balance of asset(s)
Allianz Global Investors	Not Available	Range of 0.02 - 0.43% of average daily balance of assets
AlphaCentric Funds	Not Available	Rate of 0.09% of average daily balance of asset(s)
Altegris	Not Available	Rate of 0.34% of average daily balance of asset(s)
Amana	35-6447892	Range of 0.09 - 0.34% of average daily balance of assets
American Beacon	75-2401150	Range of 0.04 - 0.34% of average daily balance of assets
American Century Investments	43-0821857	Range of 0.13 - 0.30% of average daily balance of assets
American Funds	90-0924512	Range of 0.04 - 0.55% of average daily balance of assets
AMG Funds	06-1555943	Range of 0.09 - 0.34% of average daily balance of assets
Amundi US	13-5657669	Range of 0.20 - 0.30% of average daily balance of assets
AQR Funds	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Ariel Investments	Not Available	Rate of 0.34% of average daily balance of asset(s)
Artisan Partners Limited Partnership	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Ashmore	Not Available	Rate of 0.09% of average daily balance of asset(s)
Athena Fund	Not Available	Rate of 0.34% of average daily balance of asset(s)
Avantis Investors	Not Available	Rate of 0.04% of average daily balance of asset(s)
Ave Maria Mutual Funds	38-2325495	Rate of 0.34% of average daily balance of asset(s)
Axonic	Not Available	Rate of 0.34% of average daily balance of asset(s)
AXS	Not Available	Rate of 0.34% of average daily balance of asset(s)
Baillie Gifford Funds	Not Available	Rate of 0.09% of average daily balance of asset(s)
Baird	39-6037917	Range of 0.04 - 0.23% of average daily balance of assets
Baron Capital Group, Inc.	13-3107580	Range of 0.08 - 0.34% of average daily balance of assets
BBH	36-4469928	Rate of 0.17% of average daily balance of asset(s)
Berkshire	77-0330031	Rate of 0.34% of average daily balance of asset(s)
BlackRock	04-6171663	Range of 0.05 - 0.43% of average daily balance of assets
Bluerock	Not Available	Rate of 0.09% of average daily balance of asset(s)
BNY Mellon	Not Available	Range of 0.09 - 0.43% of average daily balance of assets
Boston Trust & Walden Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Brandes	33-0635360	Rate of 0.09% of average daily balance of asset(s)
Bridgeway	Not Available	Rate of 0.09% of average daily balance of asset(s)
Brown Advisory Funds	52-1952888	Rate of 0.34% of average daily balance of asset(s)
Brown Capital Management, LLC	Not Available	Rate of 0.34% of average daily balance of asset(s)
Buffalo	Not Available	Rate of 0.34% of average daily balance of asset(s)
Calamos	36-3316238	Range of 0.09 - 0.38% of average daily balance of assets
Calvert Research and Management	Not Available	Range of 0.23 - 0.34% of average daily balance of assets
Cambiar Funds	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Carillon Family of Funds	59-1237041	Range of 0.09 - 0.43% of average daily balance of assets
Catalyst Mutual Funds	Not Available	Range of 0.09 - 0.34% of average daily balance of assets

3M Voluntary Investment Plan and Employee Stock Ownership Plan
Attachment to Form 5500 (2021)
Schedule C, Part I, Line 3 - Service Provider Information - Indirect Compensation
Plan Sponsor: 3M Company
EIN: 41-0417775
Plan Name: 3M Voluntary Investment Plan and Employee Stock Ownership Plan
Plan Number: 333
Plan Year: January 1 - December 31, 2021

Received by Charles Schwab & Co., Inc. & Affiliates (EIN 94-1737782)

Fund/Family Provider	EIN	Formula
Causeway	Not Available	Rate of 0.34% of average daily balance of asset(s)
Centre Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Champlain Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Cohen & Steers	14-1904657	Range of 0.09 - 0.38% of average daily balance of assets
Columbia Threadneedle	93-0577450	Range of 0.09 - 0.43% of average daily balance of assets
Commerce	43-0889454	Range of 0.30 - 0.34% of average daily balance of assets
Conestoga Capital Advisors	Not Available	Rate of 0.34% of average daily balance of asset(s)
Congress	Not Available	Rate of 0.34% of average daily balance of asset(s)
Credit Suisse (New York, NY)	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Davis Funds	52-1346931	Rate of 0.34% of average daily balance of asset(s)
Deer Park	Not Available	Rate of 0.34% of average daily balance of asset(s)
DF Dent Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Diamond Hill Funds	31-6547095	Range of 0.09 - 0.34% of average daily balance of assets
Dimensional Fund Advisors	22-2370029	Rate of 0.02% of average daily balance of asset(s)
Direxion Funds	13-4143904	Rate of 0.34% of average daily balance of asset(s)
DoubleLine	Not Available	Range of 0.13 - 0.34% of average daily balance of assets
Driehaus	20-3634295	Rate of 0.34% of average daily balance of asset(s)
DWS	13-3241232	Range of 0.09 - 0.34% of average daily balance of assets
Easterly Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Eaton Vance	04-2718215	Range of 0.13 - 0.34% of average daily balance of assets
Edgewood	Not Available	Rate of 0.34% of average daily balance of asset(s)
Euro Pacific Asset Management	Not Available	Rate of 0.34% of average daily balance of asset(s)
Eventide Funds	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Fairholme	22-3526594	Rate of 0.09% of average daily balance of asset(s)
FAM	14-1564237	Rate of 0.34% of average daily balance of asset(s)
Federated	25-1111467	Range of 0.04 - 0.43% of average daily balance of assets
Fidelity Investments	06-1194217	Range of 0.09 - 0.43% of average daily balance of assets
FIRST EAGLE FUNDS	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Firsthand Funds	13-2620737	Rate of 0.34% of average daily balance of asset(s)
FMI Funds	39-1861095	Rate of 0.34% of average daily balance of asset(s)
FPA	04-3118452	Range of 0.05 - 0.34% of average daily balance of assets
Franklin Templeton Investments	94-3167260	Range of 0.09 - 0.34% of average daily balance of assets
Frost Funds	Not Available	Rate of 0.09% of average daily balance of asset(s)
Fuller & Thaler	Not Available	Rate of 0.34% of average daily balance of asset(s)
Gabel li	13-3340139	Range of 0.30 - 0.34% of average daily balance of assets
Glenmede	Not Available	Rate of 0.34% of average daily balance of asset(s)
Goldman Sachs	46-5215217	Range of 0.09 - 0.43% of average daily balance of assets
GQG Partners Inc	Not Available	Rate of 0.34% of average daily balance of asset(s)
Grandeur Peak Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Green Century	04-3126146	Rate of 0.34% of average daily balance of asset(s)
Griffin Capital	Not Available	Rate of 0.34% of average daily balance of asset(s)
Guggenheim Investments	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Guinness Atkinson	98-0534338	Rate of 0.34% of average daily balance of asset(s)
Harbor	04-2679462	Range of 0.07 - 0.37% of average daily balance of assets
Harding Loevner	Not Available	Range of 0.13 - 0.34% of average daily balance of assets

3M Voluntary Investment Plan and Employee Stock Ownership Plan
Attachment to Form 5500 (2021)
Schedule C, Part I, Line 3 - Service Provider Information - Indirect Compensation
Plan Sponsor: 3M Company
EIN: 41-0417775
Plan Name: 3M Voluntary Investment Plan and Employee Stock Ownership Plan
Plan Number: 333
Plan Year: January 1 - December 31, 2021

Received by Charles Schwab & Co., Inc. & Affiliates (EIN 94-1737782)

Fund/Family Provider	EIN	Formula
Hartford Mutual Funds	13-3317783	Range of 0.09 - 0.34% of average daily balance of assets
Hennessy	68-0377264	Range of 0.09 - 0.43% of average daily balance of assets
Hodges	Not Available	Rate of 0.34% of average daily balance of asset(s)
Homestead	53-0116145	Rate of 0.09% of average daily balance of asset(s)
Howard Capital Management	Not Available	Rate of 0.34% of average daily balance of asset(s)
Hussman Funds	Not Available	Rate of 0.05% of average daily balance of asset(s)
ICON Funds	75-2676133	Rate of 0.09% of average daily balance of asset(s)
IntegrityVikingFunds	45-0436661	Rate of 0.34% of average daily balance of asset(s)
Invesco	58-2287224	Range of 0.13 - 0.43% of average daily balance of assets
Ironclad Funds	Not Available	Rate of 0.09% of average daily balance of asset(s)
Jacob	Not Available	Rate of 0.34% of average daily balance of asset(s)
Janus Henderson	43-1804048	Rate of 0.30% of average daily balance of asset(s)
Jensen	93-0978027	Rate of 0.34% of average daily balance of asset(s)
JOHCM Funds	Not Available	Rate of 0.09% of average daily balance of asset(s)
John Hancock	04-3483032	Range of 0.09 - 0.43% of average daily balance of assets
JPMorgan	13-2624428	Range of 0.09 - 0.43% of average daily balance of assets
Kinetics	13-3878346	Rate of 0.34% of average daily balance of asset(s)
Kopernik	Not Available	Rate of 0.34% of average daily balance of asset(s)
Lazard	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Leuthold	Not Available	Rate of 0.34% of average daily balance of asset(s)
LoCorr Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Lord Abbett	13-3731507	Range of 0.09 - 0.34% of average daily balance of assets
LSV Fund	Not Available	Rate of 0.34% of average daily balance of asset(s)
Macquarie Investment Management	Not Available	Range of 0.09 - 0.43% of average daily balance of assets
Madison Funds	54-1815009	Rate of 0.34% of average daily balance of asset(s)
Mairs & Power	Not Available	Rate of 0.09% of average daily balance of asset(s)
Marsico Investment Fund	Not Available	Range of 0.34 - 0.43% of average daily balance of assets
MassMutual	04-1590850	Rate of 0.09% of average daily balance of asset(s)
Matthews Asia Funds	94-3250972	Range of 0.09 - 0.34% of average daily balance of assets
Meeder Funds	52-1253995	Rate of 0.34% of average daily balance of asset(s)
Meridian	94-2408246	Rate of 0.05% of average daily balance of asset(s)
Metropolitan West Funds	95-4597302	Range of 0.09 - 0.34% of average daily balance of assets
MFS	04-3253929	Range of 0.09 - 0.38% of average daily balance of assets
Midas	13-3823733	Rate of 0.34% of average daily balance of asset(s)
Morgan Stanley	36-3145972	Range of 0.09 - 0.34% of average daily balance of assets
Motley Fool	54-1742975	Rate of 0.34% of average daily balance of asset(s)
Muhlenkamp	25-1405412	Rate of 0.34% of average daily balance of asset(s)
Nationwide	31-4177100	Rate of 0.34% of average daily balance of asset(s)
Natixis Funds	52-2257782	Range of 0.17 - 0.34% of average daily balance of assets
Neuberger Berman	13-3216325	Range of 0.25 - 0.43% of average daily balance of assets
New Alternatives	11-2542789	Rate of 0.09% of average daily balance of asset(s)
New York Life Investment Management LLC	13-5582869	Rate of 0.09% of average daily balance of asset(s)
Nicholas	Not Available	Rate of 0.31% of average daily balance of asset(s)
North Square	Not Available	Rate of 0.09% of average daily balance of asset(s)
Northern Funds	36-3608252	Range of 0.07 - 0.34% of average daily balance of assets

3M Voluntary Investment Plan and Employee Stock Ownership Plan
Attachment to Form 5500 (2021)
Schedule C, Part I, Line 3 - Service Provider Information - Indirect Compensation
Plan Sponsor: 3M Company
EIN: 41-0417775
Plan Name: 3M Voluntary Investment Plan and Employee Stock Ownership Plan
Plan Number: 333
Plan Year: January 1 - December 31, 2021

Received by Charles Schwab & Co., Inc. & Affiliates (EIN 94-1737782)

Fund/Family Provider	EIN	Formula
Nuance Investments	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Nuveen	36-3817266	Range of 0.13 - 0.43% of average daily balance of assets
Oak Associates	Not Available	Rate of 0.34% of average daily balance of asset(s)
Oakmark	52-2257782	Range of 0.09 - 0.30% of average daily balance of assets
Oberweis	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Orinda Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Pacific Funds Series Trust	95-1079000	Rate of 0.09% of average daily balance of asset(s)
Paradigm Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Parnassus	94-6579180	Rate of 0.34% of average daily balance of asset(s)
PartnerSelect	Not Available	Rate of 0.34% of average daily balance of asset(s)
Paydenfunds	Not Available	Range of 0.19 - 0.34% of average daily balance of assets
Pear Tree Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Performance Trust Asset Management	Not Available	Rate of 0.34% of average daily balance of asset(s)
Permanent Portfolio	94-2788165	Rate of 0.34% of average daily balance of asset(s)
PGIM Funds (Prudential)	Not Available	Range of 0.09 - 0.43% of average daily balance of assets
Phaeacian	Not Available	Rate of 0.09% of average daily balance of asset(s)
Polaris Funds	01-0516963	Rate of 0.09% of average daily balance of asset(s)
Polen Capital	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
PRIMECAP Odyssey Funds	95-3868081	Rate of 0.09% of average daily balance of asset(s)
Princeton	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Principal Funds	42-1520346	Range of 0.09 - 0.34% of average daily balance of assets
ProFunds	52-2035197	Rate of 0.34% of average daily balance of asset(s)
Provident	Not Available	Rate of 0.34% of average daily balance of asset(s)
Putnam	36-4488942	Range of 0.21 - 0.43% of average daily balance of assets
RBC Global Asset Management.	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Reaves Select Research	23-3040006	Rate of 0.09% of average daily balance of asset(s)
Reynolds	11-2558102	Rate of 0.34% of average daily balance of asset(s)
Rice Hall James	43-1992528	Rate of 0.34% of average daily balance of asset(s)
RiverPark Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Robeco Investment Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Royce Investment Partners	52-2343049	Range of 0.04 - 0.38% of average daily balance of assets
Russell	91-1151059	Rate of 0.17% of average daily balance of asset(s)
Rydex Funds	Not Available	Range of 0.34 - 0.38% of average daily balance of assets
Schwab Funds	94-3106735	Range of 0.11 - 0.23% of average daily balance of assets
Seafarer Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Segall Bryant & Hamill	Not Available	Range of 0.07 - 0.34% of average daily balance of assets
SEI	23-1707341	Rate of 0.07% of average daily balance of asset(s)
Selected Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Sequoia	13-2663968	Rate of 0.04% of average daily balance of asset(s)
SharesPost	Not Available	Rate of 0.34% of average daily balance of asset(s)
Shelton Capital Management	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Sound Shore	06-1332926	Rate of 0.34% of average daily balance of asset(s)
Sparrow	Not Available	Rate of 0.34% of average daily balance of asset(s)
Sprott	Not Available	Rate of 0.34% of average daily balance of asset(s)
State Street Global Advisors (Chicago)	42-1704580	Range of 0.26 - 0.34% of average daily balance of assets

3M Voluntary Investment Plan and Employee Stock Ownership Plan
Attachment to Form 5500 (2021)
Schedule C, Part I, Line 3 - Service Provider Information - Indirect Compensation
Plan Sponsor: 3M Company
EIN: 41-0417775
Plan Name: 3M Voluntary Investment Plan and Employee Stock Ownership Plan
Plan Number: 333
Plan Year: January 1 - December 31, 2021

Received by Charles Schwab & Co., Inc. & Affiliates (EIN 94-1737782)

Fund/Family Provider	EIN	Formula
Swan	Not Available	Rate of 0.34% of average daily balance of asset(s)
T ROWE-PRICE	Not Available	Range of 0.04 - 0.34% of average daily balance of assets
TCW	95-2749628	Range of 0.09 - 0.34% of average daily balance of assets
The Pacific Financial Group	Not Available	Rate of 0.21% of average daily balance of asset(s)
Third Avenue	01-0690900	Rate of 0.34% of average daily balance of asset(s)
Thompson IM	Not Available	Rate of 0.34% of average daily balance of asset(s)
Thornburg	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Thrivent Funds	39-0123480	Range of 0.30 - 0.34% of average daily balance of assets
TIAA Investments	13-1624203	Range of 0.26 - 0.33% of average daily balance of assets
TocqueviIle	13-3549887	Rate of 0.34% of average daily balance of asset(s)
Tortoise Capital Advisors, LLC	Not Available	Rate of 0.09% of average daily balance of asset(s)
Touchstone	31-0487145	Range of 0.09 - 0.34% of average daily balance of assets
Transamerica	94-0932740	Range of 0.09 - 0.34% of average daily balance of assets
Tributary Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Tweedy, Browne	13-3381587	Rate of 0.30% of average daily balance of asset(s)
U.S. Global Investors	Not Available	Rate of 0.34% of average daily balance of asset(s)
Value Line	13-3139843	Range of 0.09 - 0.34% of average daily balance of assets
VanEck	Not Available	Rate of 0.09% of average daily balance of asset(s)
Versus Capital	Not Available	Rate of 0.13% of average daily balance of asset(s)
Victory Capital	Not Available	Range of 0.09 - 0.43% of average daily balance of assets
Vivaldi	Not Available	Range of 0.13 - 0.34% of average daily balance of assets
Voya	95-4516049	Range of 0.26 - 0.43% of average daily balance of assets
Vulcan Value Partners	Not Available	Rate of 0.34% of average daily balance of asset(s)
Walthausen Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Wasatch	87-0319391	Range of 0.09 - 0.34% of average daily balance of assets
WCM Investment Management	Not Available	Range of 0.09 - 0.34% of average daily balance of assets
Weitz	47-0693748	Rate of 0.34% of average daily balance of asset(s)
Wells Fargo Funds	41-0449260	Range of 0.13 - 0.47% of average daily balance of assets
William Blair Funds	36-2214610	Range of 0.34 - 0.43% of average daily balance of assets
YCG FUNDS	Not Available	Rate of 0.34% of average daily balance of asset(s)
Zacks Funds	Not Available	Rate of 0.34% of average daily balance of asset(s)
Zevenbergen Capital Investments	Not Available	Range of 0.09 - 0.34% of average daily balance of assets

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3M Voluntary Investment Plan and Employee Stock Ownership Plan

Schedule of Assets Held at End of Year

Form 5500, Schedule H, Line 4i
EIN 41-0417775, Plan No. 333
December 31, 2021

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
The Bank of New York Mellon	Common/collective trust - Collective Trust Government Short Term Investment	*	$ 8,871,079
Various	Self-directed brokerage investments	*	669,215,654
Participants	Participant notes receivable maturing through December 2033, bearing interest at rates ranging from 4.25 to 11.50 percent	-	117,763,960
	Total		**$ 795,850,693**

*Cost information not required