

## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

|  |           |
|--|-----------|
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## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934  
or Section 30(h) of the Investment Company Act of 1940

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

|  |  |   |
|--|--|---|
| 1. Name and Address of Reporting Person* | 2. Issuer Name and Ticker or Trading Symbol              | 5. Relationship of Reporting Person(s) to Issuer<br>(Check all applicable)  |
| <u>Dickson Zoe L</u>                     | <u>3M CO [ MMM ]</u>                                     | Director<br><input checked="" type="checkbox"/> Officer (give title below)<br><u>EVP &amp; Chief HR Officer</u><br>10% Owner<br>Other (specify below) |
| (Last) (First) (Middle)                  | 3. Date of Earliest Transaction (Month/Day/Year)         |   |
| <u>3M CENTER</u>                         | <u>02/02/2026</u>  |   |
| (Street)                                 | 4. If Amendment, Date of Original Filed (Month/Day/Year) | 6. Individual or Joint/Group Filing (Check Applicable Line)   |
| <u>ST. PAUL MN 55144</u>                 |  | <input checked="" type="checkbox"/> Form filed by One Reporting Person<br>Form filed by More than One Reporting Person                                |
| (City) (State) (Zip)                     |  |   |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) |   |                                | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|--------------------------------|---|--|---|
|                                 |                                      |  |                                | Code  | V | Amount                         |   |  |   |
| Common Stock                    | <u>02/02/2026</u>                    |  | A                              |   |   | <u>11,964.32<sup>(1)</sup></u> | A   | \$0  | <u>18,141.4401</u>                                    |
| Common Stock                    | <u>02/02/2026</u>                    |  | F                              |   |   | <u>282<sup>(2)</sup></u>       | D   | \$0  | <u>17,859.4401<sup>(3)</sup></u>                      |
| Common Stock                    |                                      |  |                                |   |   |                                |   |  | <u>299</u>  |
|                                 |                                      |  |                                |   |   |                                |   |  | <u>I</u>  |
|                                 |                                      |  |                                |   |   |                                |   |  | <u>401k/paesop Trust</u>                              |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned  
(e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | 6. Date Exercisable and Expiration Date (Month/Day/Year) |   | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--|--|--------------------------------------|--|--------------------------------|--|--|---|---|--|--|---|--|
|  |  |                                      |  |                                |  | Code   | V |   |  |  |   |  |
|  |  |                                      |  |                                |  |  |   |   |  |  |   |  |

## Explanation of Responses:

1. Represents shares of 3M common stock that will be delivered pursuant to the terms of a performance share award made to the reporting person on March 1, 2023. The performance-based vesting requirements applicable to such award were satisfied on the date reported in Column 2 above, which represents the date on which the level of performance attained was certified. The reporting person previously elected to defer receipt of the shares and will not have voting or investment powers with respect to such shares until they are issued.

2. The number of shares withheld for taxes was estimated and will be revised by amendment if necessary.

3. Includes dividend share equivalents, accrued quarterly, pursuant to 3M's Deferred Compensation Plan.

/s/ Patricia L. Meagher, attorney-in-fact for Zoe L. Dickson

02/04/2026

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.