

Our Priority Is Our People

Empowering Innovation

We are focused on empowering innovation through our people to drive industry-leading solutions to maintain a competitive edge in additive manufacturing. We have instituted core talent strategies to prioritize the diversity of talent to expand technology innovation, the engagement of our global workforce, and the development of our people.

3D Systems respects the unique perspectives each employee brings to their work and team. Through our global talent strategy, we are focused on building a diverse workforce across all levels of our organization that represents the communities where we live and work. This global talent strategy extends up through our senior leaders and the Board of Directors, and to all areas for which we have employee representation.

We service customers around the world with a broad geographical footprint. Our population of 1,925 full-time and part-time employees span the Americas (56%), Europe, Middle East, and Africa (35%), and Asia-Pacific (9%) as of 12/31/2023. This global representation promotes diversity of thought, experiences, culture, and backgrounds that enhances our ability to deliver innovative solutions to our customers, in support of our Company's core value to Build Great Teams.

Global Employees by Country

As of 12/31/2023, we have 20 or more employees in 13 countries.



United States
Employees: 1,066



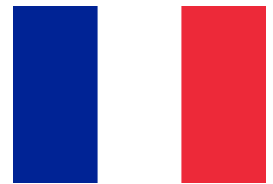
Belgium
Employees: 217



United Kingdom
Employees: 95



Germany
Employees: 90



France
Employees: 71



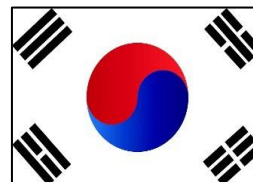
Netherlands
Employees: 63



Israel
Employees: 61



China
Employees: 56



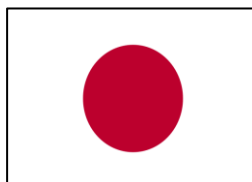
Republic of Korea
Employees: 53



India
Employees: 35



Switzerland
Employees: 28



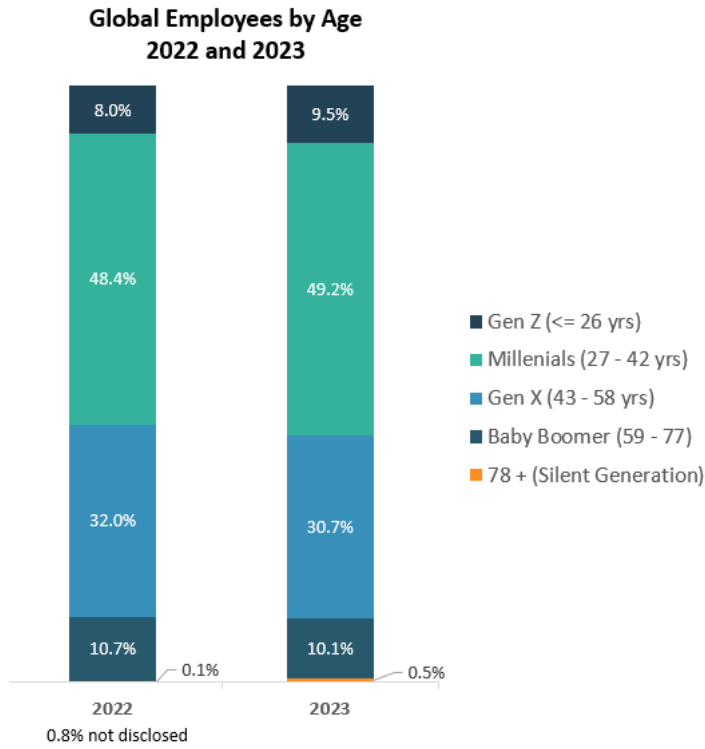
Japan
Employees: 25



Sweden
Employees: 20

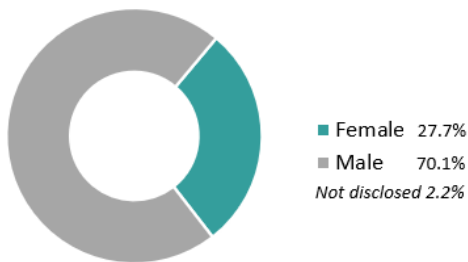
Global Employees by Age and Gender

As of 12/31/2022 and 12/31/2023, the age and gender of our global workforce is noted below.

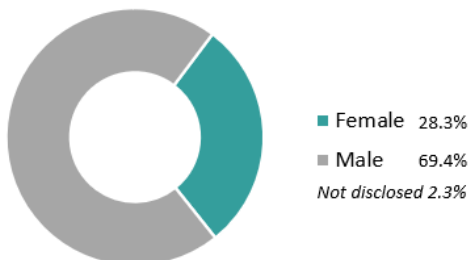


We balance our highly technical expertise with new and innovative ways of thinking, partnering across generations and building programs to recruit, mentor, and grow our team. We are on a journey as an engineering and technology organization to expand gender and ethnic diversity both within our organization and within our industry. Additionally, 3D Systems is involved in activities and events at both the collegiate and professional level to promote opportunities for under-represented groups and expand the representation of these groups within our organization.

Global Employees by Gender 2022



Global Employees by Gender 2023



Connection and Engagement

We are focused on fostering an environment where inclusion and belonging are central to how we work across our global teams and create opportunities for our diverse global workforce to connect. To do so, we must continue to support an inclusive environment that values differences, empowering employees to share their experiences, build connections, continuously learn, and develop. Inclusion is the foundation to unlocking the value of diversity and building connections to feel a sense of belonging.

Employee Engagement Programs: Through our CEO Action Pledge, we are focused on supporting a more inclusive workplace and cultivating a trusting environment - [Pledge | CEO Action for Diversity & Inclusion](#). We promote participation in our Employee Resource Groups across the globe, coordinate various women's networking sessions, and launch ongoing educational resources and dedicated space on our Company intranet to celebrate the unique perspectives of colleagues around the world.

We regularly engage with employees to provide updates on our strategic priorities and company progress, as well as solicit feedback through ongoing communications, global all-hands meetings, and business town hall updates. We have surveyed our employees to gather their feedback in areas such as culture, career development, inclusivity, integrity, and employee success.

We extend our focus of inclusion within our local communities and strive to make a positive impact by serving underserved populations through our 3D Gives Back volunteer program.

Internship Program: Our 3D Systems internship program is a critical component for the addition of new talent for us. We continue to invest in our summer interns, supporting their work on meaningful projects that align to our Company's strategic priorities, and providing opportunities to work with experts in the field of additive manufacturing.

Youth Outreach: We partner with FIRST® Robotics, a global robotics community preparing young people for the future. We are supporting FIRST with monetary donations and engineering mentorship for high schoolers competing in the FIRST Tech Challenge and FIRST Robotics competitions to provide equitable access to STEM education programs for all student innovators.

Other Stakeholder Engagement: Understanding expectations of our key stakeholders is important in evolving our culture and talent strategies, as well as our broader sustainability program. We perform in-depth analysis, engage key institutional investors, and stay connected on our customers' sustainability goals to further influence our programs. We are tracking customer and investor inquiries around environmental and social expectations and are engaged in active customer and investor discussions on these topics.

Political Contributions: We encourage employees to exercise their individual rights to be active in local and national politics. It is 3D Systems' policy to not use corporate funds for political contributions or political advocacy to influence political decisions, policies, or outcomes. In 2023, we engaged a government affairs firm to provide education to support our U.S. government's use of additive

manufacturing solutions.

Talent Development

We invest in talent programs to support employees with opportunities to grow, contribute, develop, and thrive.

We have launched more robust talent management guidance and tools to further enable leaders to consistently develop and provide employee feedback through performance reviews, goal setting, and career development planning. We are investing in employee training and professional development. As new hires join 3D Systems, our employees are supported with onboarding training programs. To support employee development, we continually evaluate and provide opportunities individual and leadership development, product technical training, lunch-n-learns for certain roles, locations, and teams, tuition reimbursement opportunities, and participation and sponsorship at external conferences and with industry-leading associations.

We also provide annual required trainings to all employees in support of our Code of Conduct and ongoing compliance with various laws and regulations, including Code of Conduct, Anti-Corruption / Anti-Bribery, Cybersecurity, Workplace Safety, and other required courses. We track completion of these required courses. In 2023, the average hours of employees participating in required training was 2 hours for our annual refresher training program and 4 hours for our new hire training program.

Innovation Rewards

One of the core values of our Company is to ‘Innovate with Purpose’ to drive long-term value. As such, we are focused on encouraging and recognizing impactful innovation through several key initiatives. In 2023, we hosted a global Technology Summit which brought engineering and operations teams around the world together to further drive collaboration, refine strategic ideas, and explore future additive manufacturing solutions as a collective team, leveraging our diverse technical expertise. We also have a Technical Fellow Program, which recognizes and establishes a career path for highly skilled engineers, designed to foster technical excellence and innovative leadership in the field of additive manufacturing.

Cross-Functional Collaboration

We are enabling cross-functional collaboration to bring together diverse expertise across engineering, operations, and customer-facing teams to harness the collective problem solving of our teams. This allows us to accelerate the transition from engineering design to manufacturing, improve operational performance and efficiency, and timely deliver comprehensive solutions to address our customers’ needs.



Note: Per our EEO policy statement on our website - 3D Systems does not discriminate against any employee or applicant for employment because of his or her race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity or national origin or because he or she is an individual with a disability or a disabled veteran, Armed Forced service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran or other protected veteran. You can review our full policy statement on our website at [eoo-policy-statement-2024.pdf \(3dsystems.com\)](#).