Our Priority is Our People

At 3D Systems, our purpose is to deliver leading additive solutions for industrial and healthcare applications. To drive our purpose, we strive to broaden the diversity of our workforce needed to propel our culture of innovation and our ability to deliver forward-thinking solutions. We prioritize an environment where inclusion and belonging are central to how we work across our global teams, supporting our team members with opportunities to grow, contribute, and develop. Through our CEO Action Pledge, we are committed to supporting a more inclusive workplace and cultivating a trusting environment. CEO pledge | CEO Action for Diversity & Inclusion

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. 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.

Our Global Team

3D Systems respects the unique perspectives each team member brings to their work and team. Through our global talent strategy, we are committed to build 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 approximately 1,800 team members span the Americas (54%), Europe, Middle East, and Africa (36%), and Asia-Pacific (10%) as of 12/31/2021. 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 organization's value to build great teams.
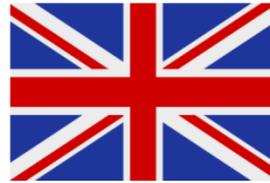
Below is a summary, by country, of the total number of team members (with a population of 50 or more) as of our fiscal year end of 12/31/2021.

United States
Employees: 902

Belgium
Employees: 220

United Kingdom
Employees: 89

France
Employees: 76

Netherlands
Employees: 71

Germany
Employees: 64

Israel
Employees: 58

China
Employees: 58

A Culture of Inclusiveness and Belonging

Our culture drives innovation with purpose, responsible actions, and delivers 'extraordinary' to our customers, leveraging our experience in additive manufacturing technology to solve our customers' critical design and manufacturing challenges. To do so, we must continue to support an inclusive environment that values differences, empowering team members 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.

Talent Development and Engagement

Through our operating history and experience with technological innovation, retention, growth, and development enables our success. Our team members are key to achieving long-term success. We are prioritizing programs to acquire top talent, develop our teams to build key capabilities and skills, and engage, motivate, and retain our team members to do their best work.

Training & Development: We invest in team member training and professional development. As new hires join 3D Systems, our team members are supported with onboarding training programs. To support team member development, we continually evaluate and provide opportunities for training and programs focused on individual and leadership development, tuition reimbursement opportunities, and participation and sponsorship at external conferences and with industry-leading associations. Our training and development programs support team members in acquiring critical skills to grow their careers at 3D Systems in support of our business succession planning.

We also provide annual training to all team members in support of our Code of Conduct and ongoing compliance with various laws and regulations, including Code of Conduct, Anti-Corruption / Anti-Bribery, Cybersecurity, and other required courses.

Compensation Programs: We design our compensation programs to be competitive and equitable to support team members in sharing in the success of 3D Systems. We tailor our compensation programs to attract and retain top talent to drive success in our current business priorities and emerging strategies. Additionally, we recognize that team members thrive when they have the resources to meet their needs and the time and support to succeed in their professional and personal lives.

Engagement: We regularly survey our team members to gather their feedback in areas such as culture, career development, inclusivity, integrity, and team member success.

Our engagement strategies play an integral role in driving 3D Systems' talent strategies and inclusive culture as we embrace what makes us different and alike, as individuals. Team members can engage in 3D Systems Employee Resource Groups, women networking events, community service activities, and other local and global events.

3D SYSTEMS

We celebrate and recognize the impact of our team members through recognition programs, ongoing inclusive communication strategies, and forums to create connections and build a sense of belonging.

Internship Program: Our 3D Systems internship program is a critical component for the addition of new talent for us. We continue to invest in a world class experience for our summer interns. Our interns work on meaningful projects that align to our organization strategic priorities, and sustainability initiatives and allows them to work with experts in the field of additive manufacturing.

Stakeholder Engagement: Understanding expectations of our key stakeholders is an important part of evolving our culture and talent strategies, both part of our broader sustainability program. We regularly survey our team members to gather their feedback in areas such as culture, career development, inclusivity, integrity, team member success, as well as environmental priorities. Additionally, we perform in-depth analysis, engage key institutional investors, and assess our customers' sustainability goals to further influence our program.