

## Empowering Innovation Through Our People

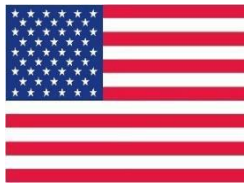
We are focused on empowering innovation through our people to drive industry-leading solutions to maintain a competitive edge in additive manufacturing. We leverage core talent strategies for the development of people, the diversity of talent to expand technology innovation, and the engagement of our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

### Our Global Workforce

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 1,833 full-time and part-time employees span the Americas (59%), Europe, Middle East, and Africa (32%), and Asia-Pacific (9%) as of 12/31/2024. 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.

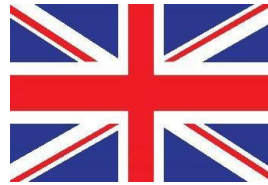
As of 12/31/2024, we have 20 or more employees in 12 countries.



**United States**  
Employees: 1,071



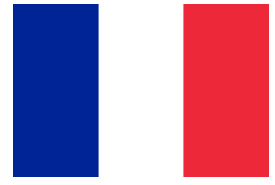
**Belgium**  
Employees: 189



**United Kingdom**  
Employees: 85



**Germany**  
Employees: 84



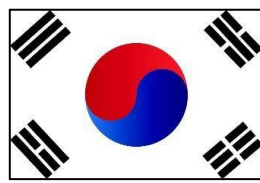
**France**  
Employees: 75



**Netherlands**  
Employees: 64



**Israel**  
Employees: 45



**Republic of Korea**  
Employees: 52



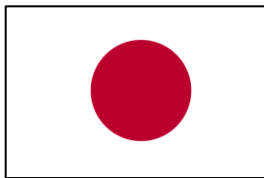
**India**  
Employees: 35



**China**  
Employees: 32



**Switzerland**  
Employees: 23

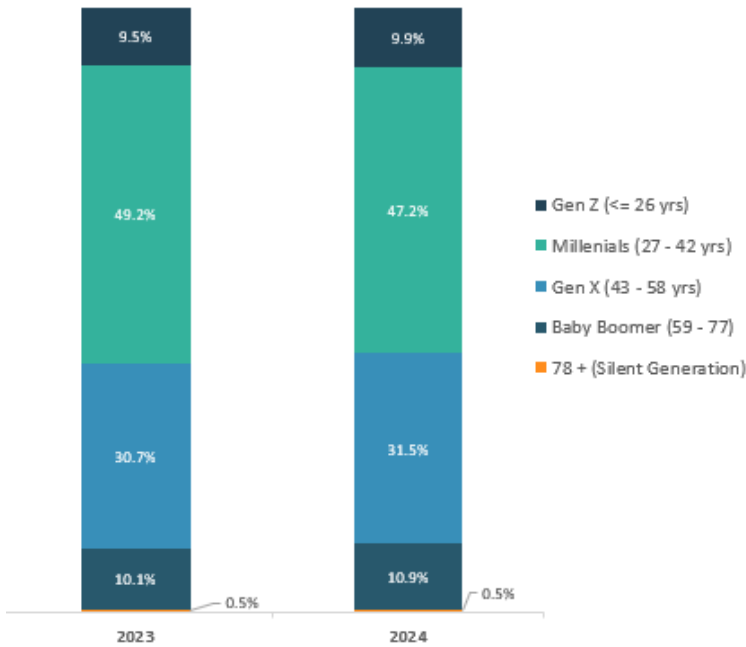


**Japan**  
Employees: 22

## Global Employees by Age and Gender

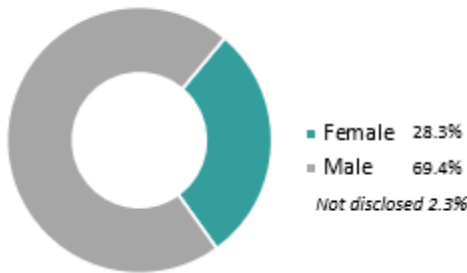
As of 12/31/2023 and 12/31/2024, the age and gender of our global workforce is noted below.

Global Employees by Age  
2023 and 2024

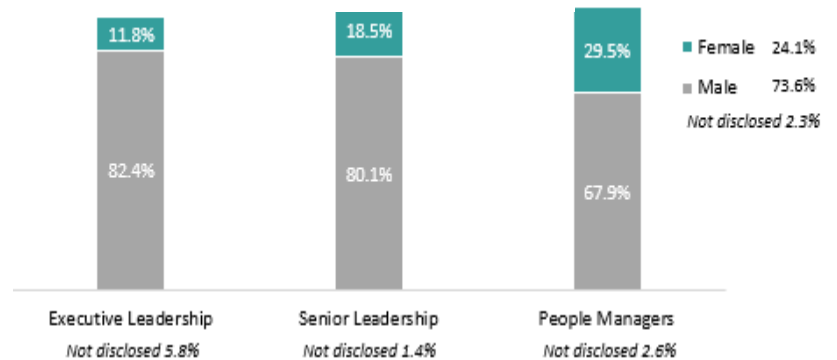


We combine our deep technical expertise with fresh, innovative ways of thinking, drawing strength from the diverse perspectives within our global workforce. As an engineering and technology company, we are committed to creating a collaborative environment where everyone can thrive, cultivating an inclusive culture that supports the growth and development of all our people.

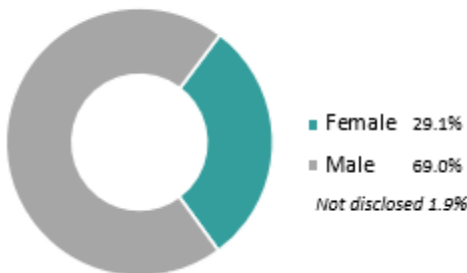
Global Employees by Gender 2023



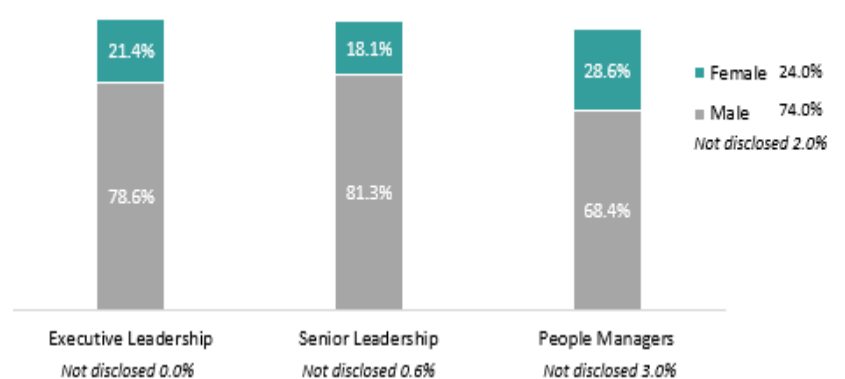
Global Leadership by Gender 2023



Global Employees by Gender 2024



Global Leadership by Gender 2024



## Talent Development

We invest in talent programs to support employees with opportunities to grow, contribute, develop, and thrive. Throughout the year, we guide managers and employees to leverage our talent management processes to further enable leaders to consistently develop and provide employee feedback through goal setting, performance reviews, and career development planning.

**Onboarding:** As new hires join 3D Systems, our employees are supported with onboarding training programs. In 2024, the average hours of employees participating in required training was 9 hours per employee for our new hire training program.

**Annual Goal Setting:** Setting team and individual goals is a key process for employees and managers to execute at the start of each year to prioritize, align, and drive our Company purpose throughout the business to achieve success.

**Performance Assessments:** We conduct annual performance reviews to promote a culture of accountability, growth, and transparency, and support employee well-being, fairness, and long-term development.

**Training and Development:** We evaluate and provide opportunities for 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 training such as Code of Conduct, Anti-Corruption / Anti-Bribery, Harassment, Trade, Privacy, Cybersecurity, Workplace Safety, and other required courses. We track completion of these required courses. In 2024, the average hours of employees participating in required training was 8 hours for our annual refresher training program.

**Strategic Workforce Planning:** We also perform strategic workforce and succession planning, as well as ongoing reviews of our organizational design, culture, and values, to address the evolving needs of our business.

## Connection and Engagement

We are committed to 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](#). For example, we promote participation in our Employee Resource Groups across the globe, our site activities at each site, and we have launched 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. In 2024, we surveyed a sample of employees to gather their feedback in areas such as culture, career development, and inclusivity.

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.



**Employee Wellness Resources:** We prioritize the well-being of our employees and understand the vital role mental health plays in overall job satisfaction and productivity. 3D Systems offers mental health resources to ensure that our employees have access to support. All employees, and their household members, have access to receive support on a wide range of work and personal topics, including mental health. These resources include an Employee Assistance Program (EAP) to help employees navigate personal and professional challenges, including services such as confidential counseling on personal issues, financial resources, legal consultation, and online services to assist with other important issues. Additionally, a few of our employee resources groups focus on health and well-being to share experiences and strategies for managing mental health and promoting health and wellbeing initiatives at their locations. Lastly, during the month of May, we recognize Mental Health Awareness Month by taking time to pause, reflect, and remind employees of the resources available to them and our commitment to a supportive work environment.

**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 support 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.

**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. We engage a government affairs firm to provide education and identify opportunities to support our U.S. government's use of additive manufacturing solutions.

### 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. We periodically host global Technology Summits to bring engineering and operations teams together from around the world 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-statement\\_2025-signed.pdf](#)



