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Mindful Manufacturing™

STRATASYS 2025
ESG & SUSTAINABILITY REPORT

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DR. YOAV ZEIF

Chief Executive Officer

As additive manufacturing moves decisively into large-scale production, expectations around performance, quality, and scale are evolving. This has a direct impact on how products are made and who manufacturers choose as partners. Across industries, customers are raising the bar on production best practices with environmental management systems, responsible procurement, and certification standards. Sustainability has become a prerequisite for manufacturing readiness.

I have witnessed a clear shift at Stratasys. What began as customer-driven requirements, requests for data, certifications, and transparency, has evolved into something deeper. Our global teams have embraced sustainability as part of how we design, build, and deliver solutions. Today, it is shaping our product offerings, our operations, and the value we bring to customers in meaningful and measurable ways.

Customers are telling us that responsible manufacturing matters: to their businesses, their people, and their license to operate. They expect partners who support ISO-certified environments, demonstrate strong environmental management systems, uphold responsible sourcing practices, and enable safer, more efficient production. This reflects a broader shift toward manufacturing models that maximize resource efficiency and minimize waste.

Additive manufacturing is uniquely positioned to help customers do more with less by reducing material consumption, streamlining production, lowering waste, and improving overall operational efficiency while advancing sustainability goals. We are responding by embedding sustainability across our innovation roadmap, from materials and software to production platforms designed for scale.

This shift is also cultural. Our teams around the world understand that sustainability is not a constraint on growth; it is an enabler. It drives better engineering, smarter use of resources, stronger customer relationships, and long-term competitiveness. Whether through circular materials offerings, solutions that reduce waste, or operational improvements across our value chain, sustainability is part of how Stratasys competes.

Our Mindful Manufacturing™ approach continues to guide this journey. It reflects a practical, data-driven commitment to caring for people and the planet while delivering the performance and reliability our customers need as additive manufacturing becomes integral to production. I am proud of how our teams have embraced this evolution and of the role Stratasys is playing in shaping the future of responsible manufacturing.

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DOV OFER

Chairman of the Board of Directors

Manufacturing today operates at the intersection of global volatility and heightened responsibility. Geopolitical instability, evolving regulatory frameworks, supply chain disruption, and rising expectations around environmental and social performance are now core business considerations. In this environment, effective governance, oversight, and long-term resilience matter more than ever.

For Stratasys, sustainability is an integral part of how we manage risk, strengthen accountability, and create long-term value. As additive manufacturing continues its transition into production environments, our role as a trusted partner depends on responsible innovation, regulatory readiness, and disciplined execution.

Climate risk management is one example. Understanding and addressing climate-related risks across our operations and value chain enhances our ability to anticipate disruption, protect long-term value, and support customers facing similar challenges. Likewise, goals related to carbon emissions, resource use, and supply chain responsibility help sharpen execution, align priorities, and strengthen resilience.

Stratasys' sustainability infrastructure has been recognized with an EcoVadis Gold Medal, placing the Company among the top 5% of organizations assessed globally for sustainability best practices. This achievement reflects the strength of our management systems, transparency, and oversight across environmental, social, and ethical performance, reinforcing the confidence placed in us by our customers, partners, and stakeholders.

With sustainability embedded into our enterprise risk management and strategic decision-making, Stratasys is well positioned to support the next phase of industrial production—one that demands resilience, responsibility, and confidence in the future.

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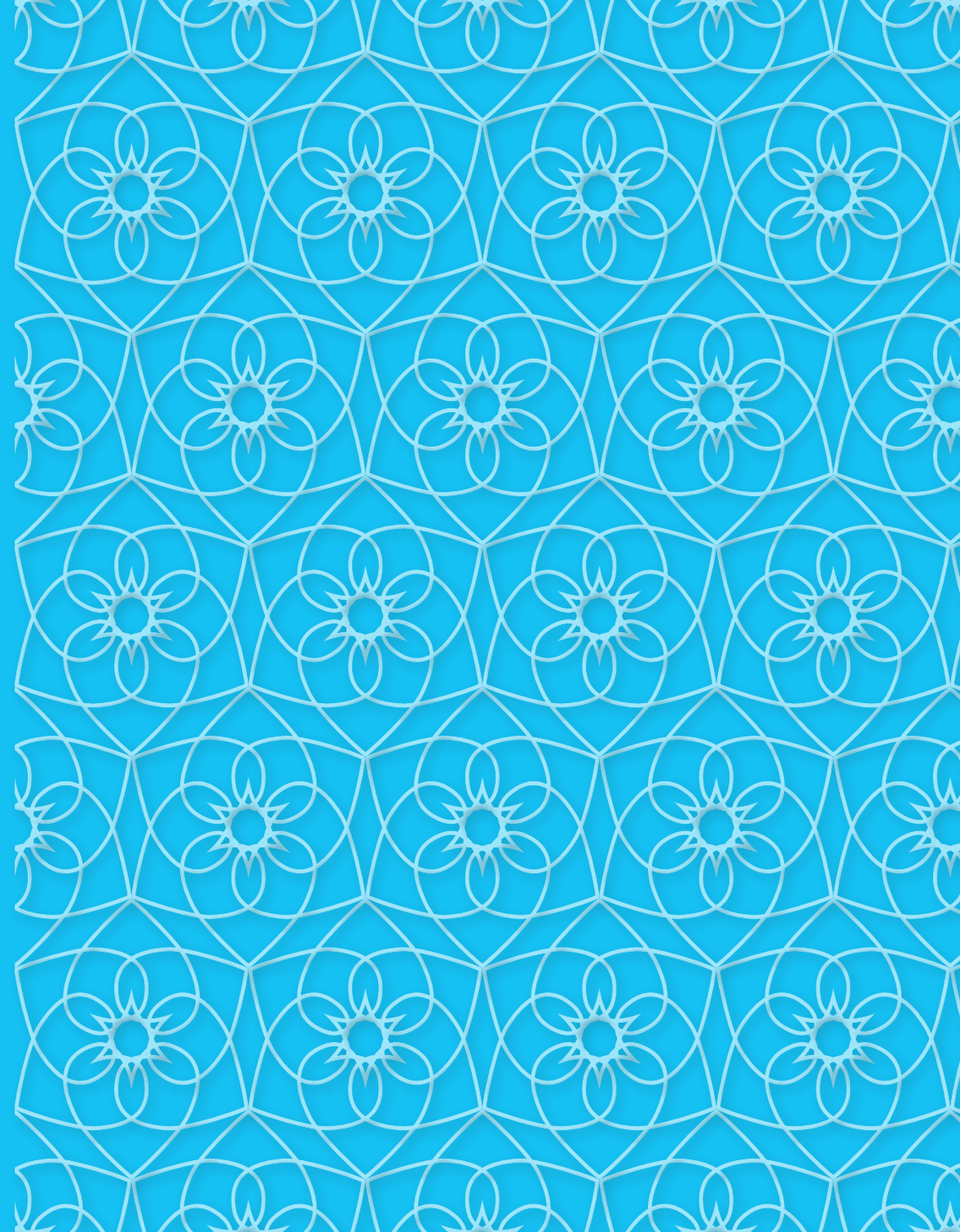
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ABOUT THIS REPORT

This 2025 Stratasys ESG & Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and references applicable Sustainability Accounting Standards Board (SASB) standards for the hardware sector (TC-HW). GRI and SASB indices are available in Appendix II and Appendix III, respectively. This report also highlights our alignment with six key United Nations Sustainable Development Goals (SDGs).

Unless otherwise noted, information covers Stratasys, Ltd. and its global subsidiaries. Quantitative data primarily reflects the 2025 calendar year, while some qualitative information extends into 2026. Financial data is based on our 2025 Annual Report, which takes precedence in the event of discrepancies.

We reported Scope 3 greenhouse gas (GHG) emissions for the third consecutive year. GHG emissions disclosed underwent limited assurance by Motive Analytics, an independent provider of Environmental, Social, and Governance (ESG) verification and advisory services.

In 2025, we established 2030 sustainability targets across environmental, health, and safety metrics, including greenhouse gas reduction targets.

The report was compiled with support from Vireo Insights, an external sustainability consultancy, and draws on internal information, third-party data sources, and subject matter expertise from across the organization.

GHG emissions calculations were carried out with KERAMIDA, a US-based consulting firm, using methodologies aligned with the GHG Protocol and ISO 14064-1 standard.

In addition, Antea Group conducted a climate risk assessment and scenario analysis in collaboration with GIST Impact to evaluate physical and transition risks and opportunities across our operations.

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WHO WE ARE

Stratasys is a global leader in additive manufacturing (AM), providing 3D printing technologies, materials, software, and services that help customers design and manufacture with greater precision, flexibility, and efficiency. For over 35 years, we have built the technologies, materials, and software that enable companies today – across aerospace, defense, automotive, dental, healthcare, and consumer products – to manufacture parts on-demand, on-site and at scale. Our industrial-grade solutions replace and complement traditional manufacturing, helping customers optimize supply chains, reduce material waste, and bring agility and resilience to their operations.



Our Purpose

To empower people to create without limits for an economical, personalized, and sustainable world.



Our Mission

To be the first-choice polymer 3D printing provider at every stage of the product lifecycle, with multiple technologies and complete solutions for superior application fit across design, manufacturing, and healthcare.



Our Values

Innovate

We reinvent the way things are made with great passion to impact the world through 3D printing for a better, more sustainable tomorrow.

Be Customer First

We join our customers on their journey to create without limits and go the extra mile to deliver unique solutions to meet their needs.

Make It Together

We are One Stratasys! We value different views and believe that our vision for the future is something we cocreate with our people, partners, customers, and communities.

Own It

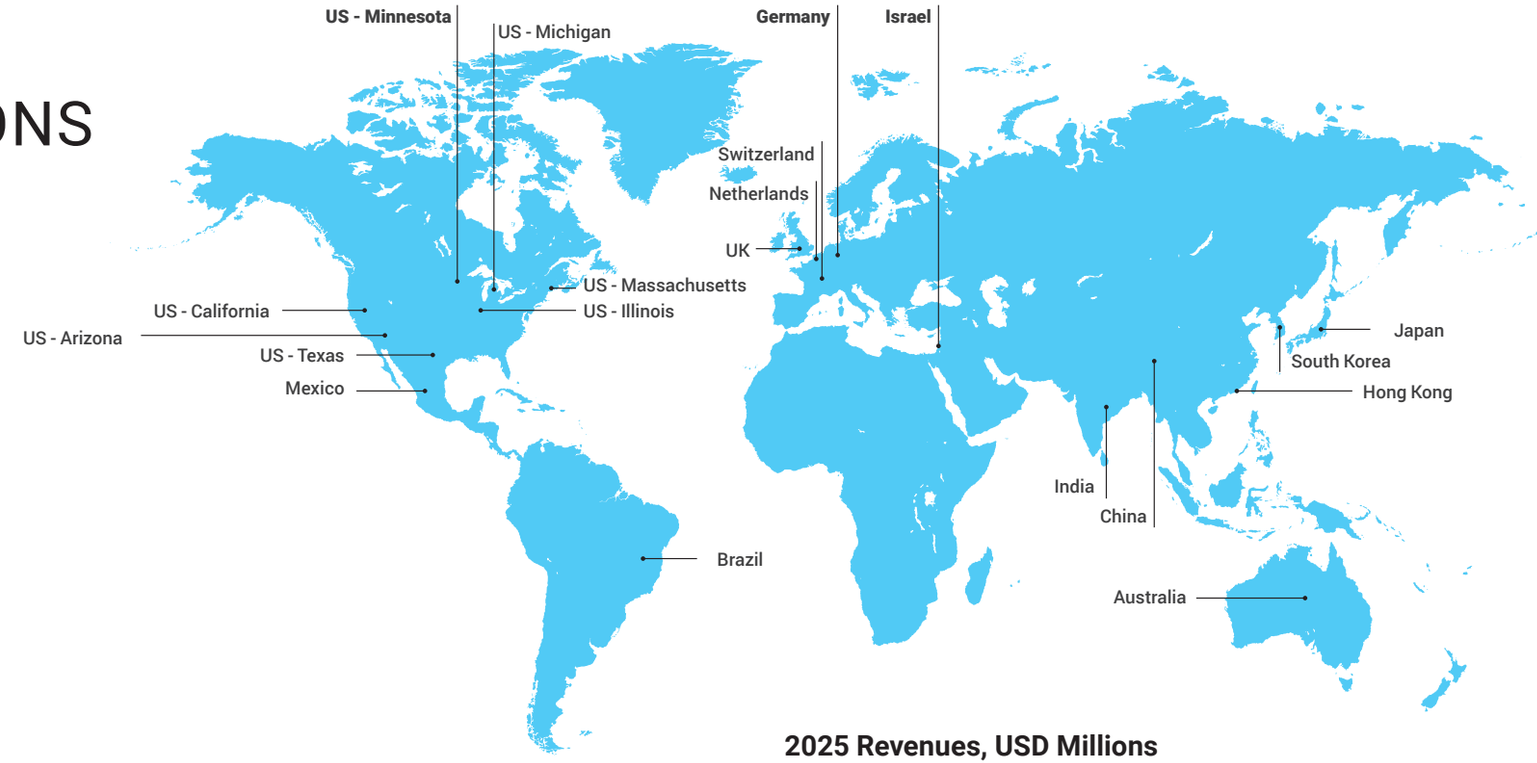
We hold ourselves accountable for making our ideas a reality instead of waiting for someone else.

Aim Higher

We aspire for greatness. We celebrate success and build upon it for future excellence. We dare to make mistakes and learn from them.

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GLOBAL OPERATIONS MAP

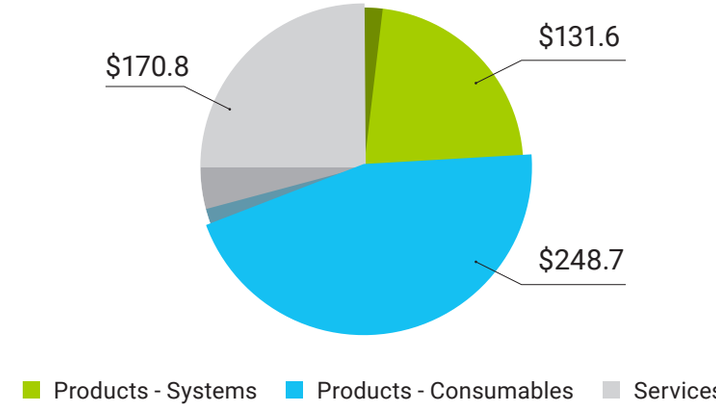


2025 AT A GLANCE

- $551.1 million total revenues
- 1,779 employees[1]
- ~2,700 granted and pending additive technology patents

[1] This figure includes temporary employees and students who are not counted in the employee total reported in the 20-F annual report.

2025 Revenues, USD Millions



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AM TECHNOLOGIES FOR PRODUCTION – AT SCALE

The Stratasys portfolio is comprised of a broad range of proven 3D printing technologies serving customers across the product lifecycle, with industrial-grade solutions addressing all manufacturing needs.

Stratasys Value Chain Overview

MFG Verticals & Use Cases

Industrial Components



Automotive Tooling



Dental



Medical



Aero/Defense



High End Rapid Prototyping



Functional Parts



Ultra-Realistic Models

Ecosystem

Software

GRABCAD PRINT

Premium Consumables



Parts On-Demand

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Open Marketplace for AM Brands and Materials

iAM Marketplace

Post-Processing

POSTPROCESS Automated. Intelligent. Comprehensive.

Technologies



FDM®



PolyJet™



P3™ DLP



SAF®



SLA

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Our Technology Portfolio



FDM®

(Fused Deposition Modeling)

Uses heated thermoplastic filament, extruded through a nozzle and deposited layer by layer to create strong, durable, production-ready parts. FDM is used across manufacturing, aerospace, and automotive industries for tooling and end-use applications.

PolyJet™

Jets liquid photopolymer droplets onto a build tray, curing them instantly with UV light. This enables highly accurate, multi-material and full-color parts for visual and functional prototypes, assembly and fit testing, ergonomic evaluation, and design validation. Ideal for accelerating product development across consumer goods, automotive, industrial, aerospace, electronics, and healthcare applications.

P3™

(Programmable PhotoPolymerization – DLP)

Uses a digital light projector to cure an entire layer of resin at once. A pneumatic membrane gradually peels off each cured layer as the build platform goes up, creating parts with extreme accuracy and precision as well as superior surface finish, even for the most challenging specialty materials.

SAF® (Selective Absorption Fusion)

Deposits an infrared-absorbing fluid onto layers of polymer powder, which is then fused by infrared energy. This enables consistently accurate, cost-effective end-use parts at production scale.

Stereolithography (SLA)

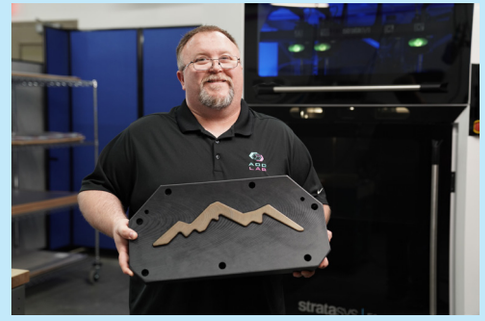
Uses a vat of liquid, UV-curable photopolymer resin and a precision UV laser to build parts one layer at a time. The laser cures the resin, gradually forming the part within the vat, while the build platform lowers to the specified thickness, repeating the process until the part is fully formed.

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In November 2025, Stratasys announced an investment and commercial agreement with Tritone Technologies, an industrial metal 3D printing company. The agreement brings production-grade metal and ceramic technology to Stratasys' offering through Tritone's proprietary MoldJet® process, the only powder-free AM technology that enables high-throughput production of metal and ceramic parts at industrial scale. This expands Stratasys' total addressable market and its position as an end-to-end AM solutions provider.

Toyota Builds Faster with Stratasys

Toyota's production engineering group uses Stratasys systems across its North American facilities to take tools, fixtures, and jigs from concept to working prototype in a single day, reducing reliance on external suppliers and cutting lead times on the factory floor. Much of this work is driven by the Toyota Add Lab, the company's in-house additive manufacturing center opened in January 2023. Engineers have used Stratasys technology to transform their manufacturing workflows with scalable, cost-effective additive solutions that drive innovation. From jigs and fixtures to ergonomic aids and complex assembly tools, additive manufacturing is helping Toyota team members solve production challenges with unprecedented speed and flexibility.



TOYOTA

EXPANDING OUR MATERIALS OFFERING

Stratasys offers a broad portfolio of rigorously engineered materials across its technology platforms, designed to meet the performance demands of the entire product life cycle from ideation and concept prototyping through functional prototyping, tooling and end-use part production. In 2025, we expanded our capabilities and offering, both within our certified, proprietary ecosystem and through open-access platforms that serve the wider AM industry. Below are a few examples of material innovation in 2025.

iAM Marketplace

iAM Marketplace: Redefining Access to AM Materials

In October 2025, we launched iAM Marketplace™, a hardware-agnostic platform offering the polymer AM industry's widest selection of certified materials, engineering services, and products. A wholly owned subsidiary of Stratasys, iAM Marketplace brings together the strengths and expertise of iSQUARED, Forward AM, and Nexa3D under a single open-access platform. It complements Stratasys' proprietary materials portfolio, giving manufacturers outside of our installed base access to both purpose-engineered Stratasys materials and a broad range of certified third-party options.

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P3™ Silicone 25A, developed in collaboration with Shin-Etsu, a global leader in silicone science, is the first true silicone material for Stratasys' Origin® DLP platform. It delivers the chemical resistance, thermal stability, and mechanical behavior of conventionally molded silicones, validated through thermal aging tests up to 1,000 hours at 150°C, while eliminating tooling requirements and enabling localized, low-volume production.

PolyJet ToughONE™, a new family of high-performance PolyJet resins launched in 2025, resolves a longstanding trade-off between visual fidelity and functional durability. Its impact resistance is an order of magnitude beyond previous PolyJet resins, comparable to engineering thermoplastics such as ABS and Nylon 12. It enables functional prototypes that can be drilled, tapped, and stress-tested, while retaining PolyJet's fine surface smoothness. Customers can also print multimaterial parts with both rigid and flexible sections, leveraging ToughONE's rigid properties for the body and PolyJet's overmolding capabilities for sealing.

SMART SOFTWARE FOR OPTIMIZED PRODUCTION

Our GrabCAD® software ecosystem streamlines digital and distributed production, enabling seamless, file-to-print workflows from CAD directly to printer, minimizing errors, reducing material waste, and accelerating time to part. GrabCAD Print Pro™ adds advanced capabilities including automatic warp correction, print analytics, and part stacking for high-throughput environments, along with the GrabCAD Carbon Estimator, which gives customers real-time CO_2e estimates at the whole-job and individual-part level, so they can optimize print settings like orientation and infill for carbon impact before production even begins. Through OpenAM™, customers can fine-tune print parameters and integrate third-party materials, supporting greater customization and supply chain flexibility.

Collaborating for More Efficient Manufacturing

In December 2025, Stratasys announced a partnership with Novineer to integrate Novineer's NoviPath, a polymer performance simulation solution, with GrabCAD Print Pro™. The integration gives engineers a faster, more cost-effective way to design lighter, stronger FDM parts with predictable performance, while reducing the need for physical testing for safety-critical, load-bearing applications. Novineer's technology uses GrabCAD toolpath data to simulate part behavior in real-world applications, accounting for build orientation, layer direction, infill patterns, and material-specific properties. Early customers have reported weight reductions of up to 35% on load-bearing parts.

Stratasys has also integrated trinckle's fixturemate design app into GrabCAD Print Pro, letting production teams generate ready-to-print fixtures and tooling on-site rather than sourcing them externally. In one customer deployment, this took fixture delivery from six weeks to 48 hours, cutting the transportation and lead time tied to traditional, externally sourced tooling.

INNOVATING FOR TOMORROW

At the close of 2025, Stratasys' portfolio included approximately 2,700 granted and pending additive technology patents, reflecting our long-term investment in additive manufacturing innovation. Each year, the Stratasys Inventors program recognizes the engineers and scientists whose work directly impacts our strong IP position in the market.



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SUSTAINABILITY GOVERNANCE

Effective sustainability governance ensures accountability, oversight, and integration of environmental, social, and governance principles throughout our operations.

Board Oversight

The Board of Directors ("the Board") provides strategic oversight of sustainability initiatives. S. Scott Crump serves as ESG & Climate Champion, leading engagement on climate-related risks and opportunities at the Board level.

In 2025, the Board received an annual update covering climate risk management, target-setting processes, and sustainability strategy implementation, demonstrating active engagement and prioritization of these issues. The ESG & Climate Champion receives quarterly updates and represents the Board in strategic guidance and input.

Executive Leadership

The Core Leadership Team (CLT), led by CEO Dr. Yoav Zeif, directly implements our sustainability strategy. The CLT authorized environmental and health & safety targets following a structured target-setting process. The CLT is responsible for implementing the strategy and tracking progress against targets in our business units, with Board oversight.

Sustainability Team

The Sustainability Team, led by Rosa Coblens, VP Sustainability & Communication, drives company-wide sustainability projects and initiatives. The team works with cross-functional teams across supply chain, sourcing, R&D, operations, compliance, and other business units and corporate functions.

Our data-driven approach is central to our strategy. The team manages collection, consolidation, and analysis of key sustainability data to monitor performance, track progress, and adjust strategies. The team also manages disclosure efforts, promotes transparency in our reporting, and coordinates with various units to effectively implement our sustainability priorities across operations.

Collaboration across the Company is essential. Each department engages in sustainability efforts, sharing best practices and challenges to create a cohesive approach.

> ***Stratasys is moving to manufacturing where long-term success is built on integrated end-to-end solutions, reliable operations, high standards of quality and accuracy, and teams and partners enabled to execute in stringent production environments.***
>
> ***As our technology advances to serve industrial applications, sustainability has become an integral part of what we do - strengthening operational resilience and optimizing resource consumption across the product lifecycle.***
>
> ***Embedding ESG in how we innovate and scale is essential to delivering meaningful value to all our stakeholders.***
>
> **Rosa Coblens,** VP Sustainability & Communication

Green Forum

The Green Forum is an employee-led group at our Israel facilities focused on advancing sustainability initiatives arising from the field. The Forum comprises employees across departments who promote environmental projects throughout the organization.

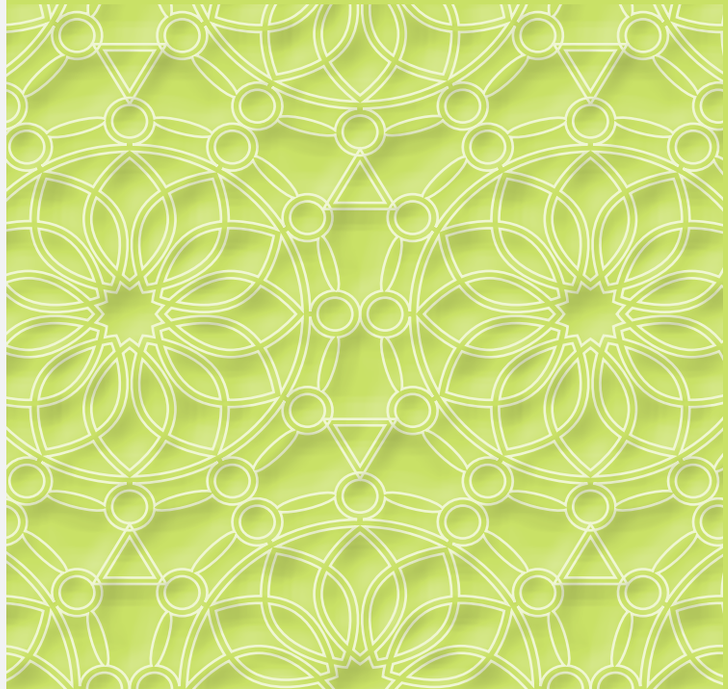
Current initiatives include an employee-managed onsite herb and vegetable garden, and pilots for methods to break down discarded printed parts, on-site.

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Stakeholder Engagement and Material Topics

Our sustainability priorities reflect what matters most to our business and stakeholders. Through structured dialogue with customers, employees, suppliers, partners, and industry groups, we identify the material topics that shape our strategy, organized into four themes: Planet, People, Product, and Principles. We are currently updating this assessment process to collect input that reflects our evolving operations and stakeholder expectations.



Material Topics

Planet

- Greenhouse gas (GHG) emissions and climate change
- Circular economy, pollution, and biodegradability
- Energy optimization
- Water

People

- Employee health and safety
- Diversity, inclusion, and equal opportunity
- Community impact and involvement

Product

- Sustainable products
- Customer engagement and satisfaction
- Lower emission packaging

Principles

- Governance
- Ethics and anti-corruption
- Transparency and reporting
- ESG supply chain management

Our Key Stakeholders

- Customers
- Employees
- Investment community
- Partners
- Suppliers
- Regulators, policymakers, and governmental institutions
- Additive manufacturing (AM) organizations
- Local communities and NGOs
- Academic institutions and AM experts
- Media

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SUSTAINABILITY STRATEGY

In 2025, we updated our sustainability strategy to align with the business's strategic directions. The updated strategy is structured around four pillars that reflect where sustainability is most material to the Company and its stakeholders.

- **Integrity & Transparency** ensures that our sustainability activity is accurately and credibly communicated. Stakeholder expectations around disclosure are on the rise, from investors seeking reliable ESG data to customers evaluating supply chain partners. As such, maintaining trust requires consistent, verifiable reporting and active engagement with recognized rating and assessment frameworks.
- **Resilience & Decarbonization** addresses both the risks and opportunities presented by climate change and environmental regulation. Reducing emissions, strengthening environmental management, and preparing for regulatory developments protect operational continuity and position us well to meet the demand for demonstrably lower-footprint solutions.
- **Partnerships for Shared Impact** reflects the understanding that sustainability progress is accelerated through collaboration. By working actively with customers, employees, suppliers, and industry partners, we can extend influence beyond our own operations and contribute to shared sustainability goals across the AM value chain and ecosystem.
- **Innovation for Mindful Manufacturing™** connects sustainability to the core of what we do. Additive manufacturing offers inherent advantages over conventional production methods, such as less waste, greater material efficiency, and the ability to manufacture on-demand and on-site. This pillar focuses on fully realizing that potential, embedding sustainability in product and material development so that customers can make more informed, lower-impact manufacturing decisions.



Sustainability Recognition

External assessments provide an independent measure of our sustainability performance and help benchmark progress against peers in our sector. In 2025, we made significant progress across multiple ESG rating platforms, reflecting the continued improvement of our sustainability efforts.

In 2025, Stratasys earned a Gold Medal in the EcoVadis sustainability rating, placing the Company in the top 5% of 150,000 organizations evaluated globally. Advancing from Silver the prior year, we attained a score of 81/100 and a ranking in the 96th percentile, an 11-point improvement. The progression to Gold is a testament to our ongoing commitment to continuous improvement across our operations; it also demonstrates how Stratasys is spearheading an industry-wide call for excellence in ESG and sustainability, while supporting adoption of AM in production environments. EcoVadis evaluates companies across four domains – environment, labor and human rights, ethics, and sustainable procurement.

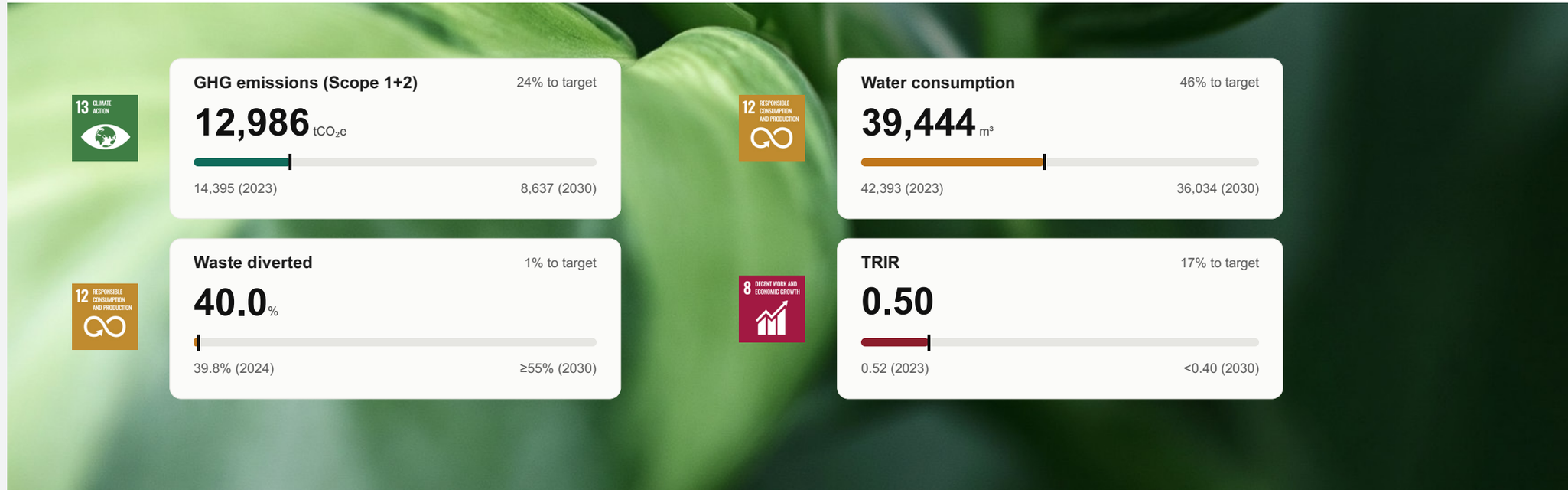
We also performed strongly in other leading ratings. In the S&P Global Corporate Sustainability Assessment, we ranked in the 73rd percentile within our industry. In the LSEG ESG assessment, we ranked 48th out of 170 companies in our industry group.

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Sustainability Targets

In 2025, we established our first set of four long-term sustainability targets, providing a structured framework for measuring progress across our global operations. The targets are set against a 2023 baseline and are aimed to be achieved by 2030.

Focus Area	Target	Baseline	2030 Target
GHG Emissions (Scope 1 & 2)	40% reduction	14,395 tCO_2e	8,637 tCO_2e
Water Consumption	15% reduction	42,393 m^3	36,034 m^3
Waste Management	≥ 55% non-hazardous waste reused, recycled, or recovered	39.8% reused, recycled, or recovered (2024)	≥ 55% reused, recycled, or recovered
Employee Health & Safety	Total Recordable Incident Rate (TRIR) below 0.40	0.52	Below 0.40



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CLIMATE ACTION

Climate change impacts how we assess risk and plan for the future; it is also an area where our technology can create tangible opportunities for our customers' operations. We approach climate action in two ways: reducing our own carbon footprint and enabling our customers to manufacture more efficiently.

Decarbonizing Our Operations

We are working to decarbonize our facilities primarily through energy efficiency upgrades, expanded renewable energy procurement, and electrification of our vehicle fleet. In 2025, we increased solar capacity at our manufacturing sites and extended electric vehicle (EV) charging infrastructure, steps toward our 2030 target of reducing Scope 1 and 2 GHG emissions by 40%.

Climate Risk and Resilience

We conducted our first comprehensive assessment of climate-related risks and opportunities across our global operations and supply chain. Physical risks, including extreme heat, wildfire, drought, and water stress, were evaluated at the asset level across our global sites. Transition risks included policy and regulatory shifts, changing customer preferences toward lower-carbon products, and the pace of technology adoption required under lower-emissions scenarios.

To test our strategic resilience, we commissioned external experts to conduct a scenario analysis under three Network for Greening the Financial System (NGFS) pathways: Net Zero 2050, Delayed Transition, and Current Policies. These cover a range of warming levels and policy environments, from an orderly low-carbon transition to a high-warming, limited-policy future. Financial impacts were modeled across each scenario, including potential effects on operating costs, capital expenditure, revenue, carbon pricing exposure, and supply chain risk, providing us a quantified view of our exposure that informs our strategic planning.

Across all three scenarios, the analysis indicates that Stratasys's current business positioning is relatively resilient under said modeled scenarios, while identifying priority areas for ongoing improvement efforts: physical risk adaptation at key facilities, supply chain diversification, and alignment of our product portfolio with evolving market expectations.

Climate risk oversight is governed by our Board of Directors, with day-to-day management owned by our sustainability function, aligned with relevant business unit leaders. Our full Task Force on Climate-related Financial Disclosures (TCFD) disclosure, published alongside this report, details our governance structure, scenario analysis methodology, and risk management approach.

Enabling Climate-Conscious Manufacturing

Additive manufacturing is often more material-efficient than subtractive production processes, reducing scrap and eliminating many secondary operations. As fuel costs rise, supply chains become more vulnerable, and regulatory pressure on manufacturers intensifies. As a result, AM's on-demand, localized production model is becoming a significant differentiator: shorter supply chains, reduced logistics emissions, and lower material waste translate directly into cost and climate advantages for customers.

Our products help customers capture these opportunities. GrabCAD® Print Pro's Carbon Estimator brings carbon awareness directly into the print workflow, while materials programs like SAF™ ReLife™ reduce waste at the source. Together with software tools that optimize orientation, nesting, and throughput, our solutions help customers manufacture more efficiently and build resilience against climate-related disruptions.

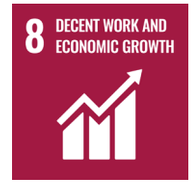
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ADVANCING UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our sustainability approach aligns with six United Nations Sustainable Development Goals (SDGs) where our technologies, operations, and partnerships have a meaningful impact.



Quality Education
We support STEM education through hands-on learning and skills development. This includes programs such as FIRST Robotics, Limbitless, and training delivered through Stratasys Academy.



Decent Work and Economic Growth
We support high-tech employment, workforce development, and safe working environments, contributing to innovation, productivity, and long-term economic opportunity.



Industry, Innovation and Infrastructure
Our additive manufacturing technologies help digitize production, improve efficiency, and strengthen supply chain resilience through localized, flexible manufacturing.



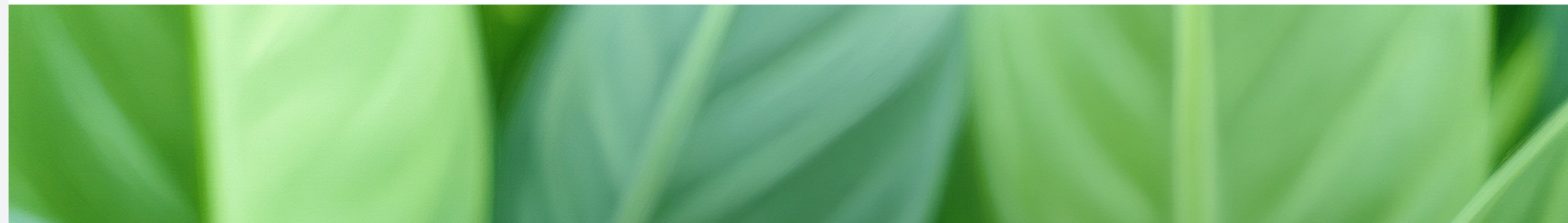
Responsible Consumption and Production
We work to reduce material use and waste while extending product lifecycles. Initiatives such as Certified Pre-Owned (CPO) systems, SAF ReLife, TrueRefill™, proactive alerts, and recycling and returns programs support more efficient use of resources and circular economy practices. We also implement recycling and reuse programs in our internal operations.



Climate Action
Our solutions help customers lower emissions through on-demand, localized production and reduced logistics. We also work to reduce emissions in our own operations through energy efficiency and renewable energy use.



Partnerships for the Goals
We collaborate with customers, industry groups, and academic partners to support sustainable manufacturing. As a founding member of Additive Manufacturer Green Trade Association (AMGTA), we contribute to research and shared industry benchmarks.



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2025 SUSTAINABILITY HIGHLIGHTS

Climate & Environment

3
targets set across climate, waste, and water metrics

6.2%
reduction in combined Scope 1 and 2 GHG emissions

11.9%
reduction in emissions intensity across the value chain

3.6%
reduction in absolute water consumption

40%
of non-hazardous waste diverted from landfill

Completed first TCFD-aligned climate risk analysis

357,000 kg
of product materials recycled or reconditioned

People & Culture

26,429
hours of training delivered, averaging 14.9 hours per employee

41%
of management hires were women, exceeding KPI

75
engagement score, an all-time high

Maintained a low
0.5
Total Recordable Incident Rate (TRIR)

Governance & Ethics

Earned EcoVadis Gold Medal (96th percentile)

>97%
completion rate for required compliance training

58.1%
of goods procurement spend went to local suppliers

Set 2026 targets to strengthen training compliance, cybersecurity awareness, and risk governance oversight

stratasys sustainability

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ENVIRONMENTAL MANAGEMENT

Environmental stewardship is integral to our operations. Our success is closely linked to our ability to manage environmental impact responsibly and sustainably. As we continue to grow and innovate, we remain dedicated to implementing comprehensive environmental management practices that align with global standards.

Our environmental management practices are guided by the ISO 14001 standard, the internationally recognized certification for systematic environmental management. All operational sites are now ISO 14001 certified. In 2025, our new Americas Regional Corporate Headquarters (ARCH) in Minnetonka, Minnesota, United States achieved ISO 14001 certification, with environmental efficiency considerations embedded into the facility design from the outset. In addition, our IL headquarters in Rehovot has held LEED Silver certification since 2021, in addition to ISO 14001, reflecting sustainable building design and operational efficiency.

2030 Environmental Targets

In 2025, we established three global environmental targets to achieve by 2030, using 2023 as our baseline year:

- Reduce Scope 1 and 2 GHG emissions by 40%
- Reduce water consumption by 15%
- Divert at least 55% of non-hazardous waste to reuse, recycling, or energy recovery

These targets guide our strategic decisions, inform our workplans, and drive accountability across operations, ensuring we advance measurable environmental goals while supporting business growth.



Governance and Data Management

Environmental management practices are implemented across our office facilities, manufacturing sites, and product development processes. Cross-functional teams collaborate to optimize operations, reduce waste, and integrate circular economy principles. We conduct periodic environmental audits at relevant sites to assess compliance and identify opportunities for ongoing improvement.

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TRANSITION TO LOWER-CARBON OPERATIONS

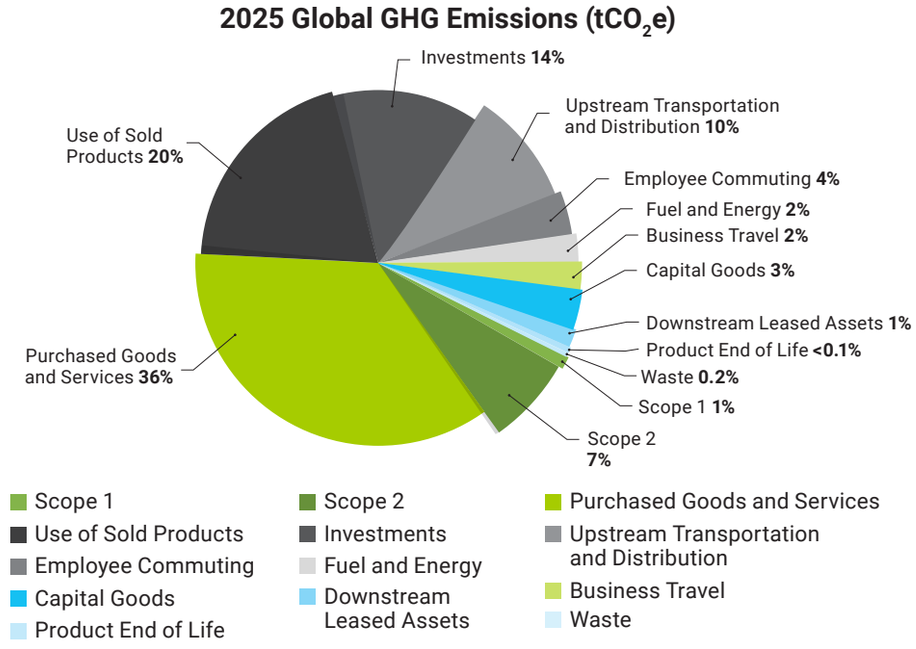
Climate action is core to our sustainability strategy. In 2025, we set ambitious emissions reduction targets and made measurable progress across our operations – expanding renewable energy, transitioning our fleet, and completing our third year of comprehensive Scope 3 reporting. This was done while continuing to advance tools and solutions that help customers reduce emissions across their operations.

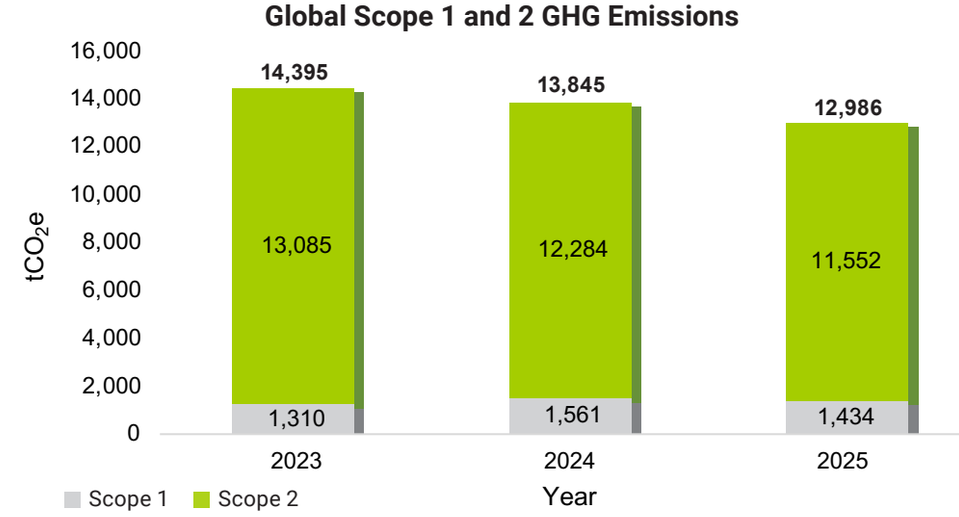
Our Global Carbon Footprint

In 2025, our total greenhouse gas (GHG) emissions across Scopes 1, 2, and 3 reached 160,100 tCO_2e, a **15.2%** reduction from 2024 and an absolute decrease of **28,743 tCO_2e**. Scope 3 accounted for 91.9% of our total footprint, highlighting the importance of addressing impacts across our value chain.

This year, we tracked emissions intensity as tCO_2e per $M of revenue, which reflects decarbonization progress independent of business volume. On this basis, intensity improved **11.9%** in 2025. Our data covers 100% of global operations, giving us a complete and consistent baseline for tracking progress.

We have set a target to reduce our Scope 1 and 2 emissions by **40%** by 2030 against a 2023 baseline. As part of the target-setting and tracking process, we are developing and implementing workplans across our sites to drive the transition to lower-carbon operations. In 2025, combined Scope 1 and 2 emissions totaled 12,986 tCO_2e, a **6.2%** reduction from 2024 and **24%** toward our 2030 target.





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We reduced Scope 1 and 2 emissions by

1,409 tCO_2e

since our 2023 baseline.

That's like taking

306 cars

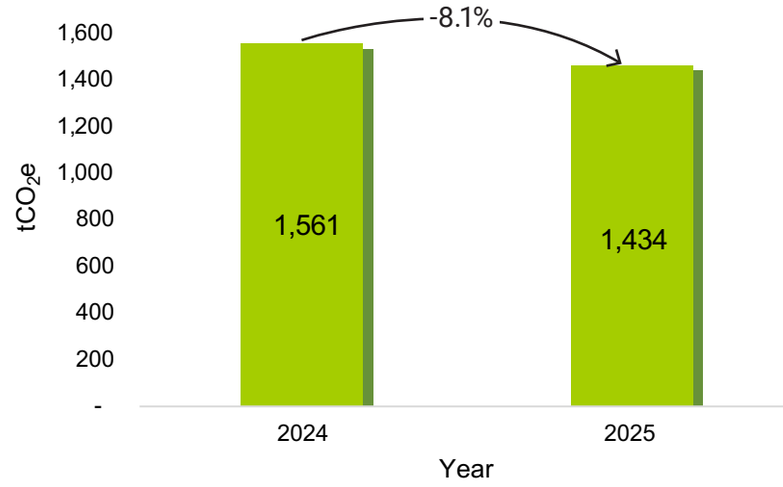
off the road for a whole year.

We are **24%** toward our 2030 climate target

Scope 1 Emissions

Scope 1 emissions totaled 1,434 tCO_2e in 2025, an 8.1% decrease from 2024. Stationary combustion dropped 7.6%, driven by lower natural gas use across our facilities. Mobile combustion dropped 8.8%, with petrol consumption across our Israeli fleet declining by 20.1% year-on-year.

Global Scope 1 GHG Emissions (tCO_2e)



We continued transitioning our global fleet toward electrification: 36.4% are now electrified, including 23.1% PHEVs (Plug-in Hybrid Electric Vehicles) or full BEVs (Battery Electric Vehicles). We also offer EV charging stations at our Israeli sites for employees and tenants, with 119,568 kWh charged in 2025, up 33.8% year-on-year.



Cycle to Work

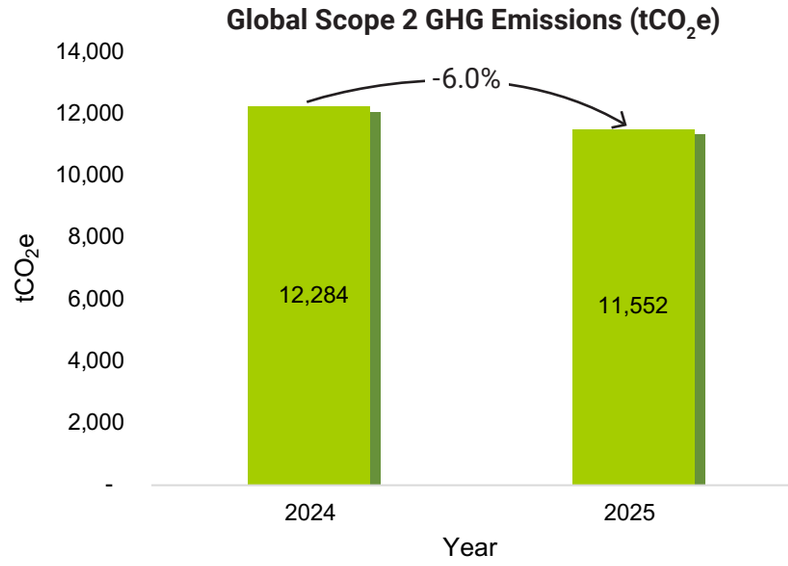
In 2025, we launched a Cycle to Work Scheme in the UK, enabling employees to purchase bikes and cycling gear through a tax-efficient salary sacrifice model. By replacing car commutes with cycling, the scheme supports both a lower carbon footprint and the physical wellbeing of our people.

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Scope 2 Emissions

Scope 2 emissions dropped 6.0% to 11,552 tCO_2e, supported by a 4% reduction in global purchased energy, from 34.9M kWh to 33.5M kWh.

Solar generation at our Kiryat Gat manufacturing sites continues to grow: onsite solar energy generation increased 11% to 617,755 kWh in 2025, avoiding approximately 415 tCO_2e of GHG emissions. Renewable energy now represents 29.5% of electricity consumption at these sites, up from 23% in 2024 and 11.4% in 2022.



Our EMEA headquarters in Baden-Baden, Germany exemplifies our energy-efficient design approach, integrating thermally activated building systems (TABS), adiabatic cooling, heat recovery ventilation, ground-source heat pumps, solar thermal panels, and smart room-level controls. These reduce annual heating and cooling loads by approximately 50% compared to conventional designs.

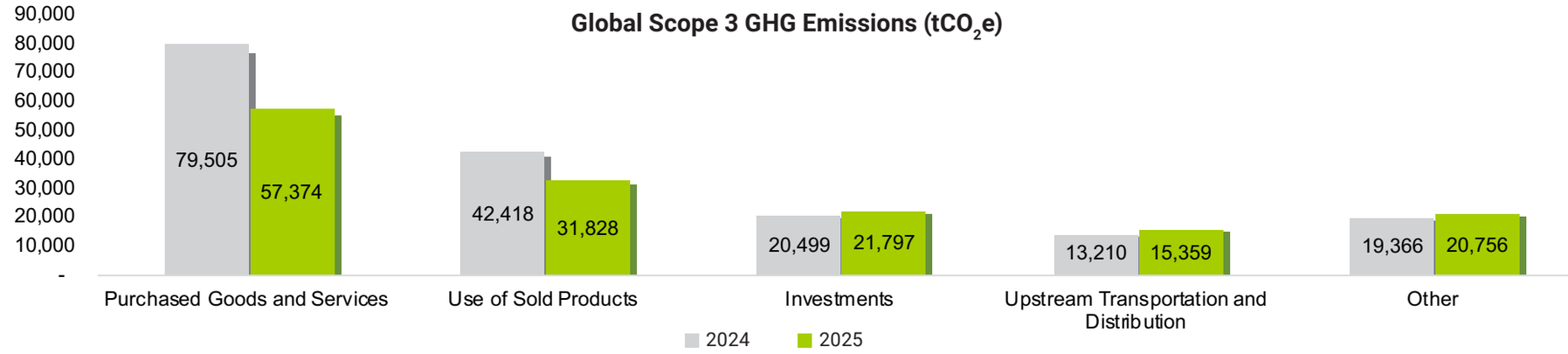




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Scope 3 Emissions

We have completed three years of comprehensive Scope 3 reporting, covering 11 of the 15 GHG Protocol categories. In 2025, Scope 3 totaled 147,113 tCO_2e, a 15.9% decrease from 174,998 tCO_2e in 2024. Three categories – Purchased Goods & Services, Investments, and Upstream Transportation & Distribution – account for 64.3% of our Scope 3 footprint.



What we source – Purchased Goods & Services (35.8%) is our largest category, covering the materials and components we procure for production. Emissions in this category fell 27.8%, and we sourced more efficiently relative to revenue, with emissions per dollar of revenue down 25%.

How we ship – Upstream Transportation & Distribution (9.6%) covers the movement of goods and materials. Total emissions in this category rose 16.3% as shipment volumes grew, however the emissions intensity per unit shipped improved by 33.1% (tCO_2e per tonne-km). We actively manage our logistics footprint through several measures: consolidating shipments, optimizing supply routes to minimize both trips and emissions, and prioritizing sea and land transport over air freight, a ratio we track as a key supply chain KPI. Together, these efforts reflect our approach to treating logistics as a lever for both carbon and cost reduction.

Reducing Customer Emissions

Our products and tools help customers reduce their carbon footprint. Across our portfolio, we offer solutions designed to reduce energy use, material waste, and emissions in production. For example, SAF ReLife™ enables full reuse of PA12 powder, reducing the carbon footprint of SAF prints by up to 90% when powered by renewable energy. The GrabCAD Carbon Estimator provides real-time carbon footprint estimates before printing, helping users optimize energy use and reduce emissions in production.

To substantiate the impact of our solutions, we work with third-party experts to conduct independent assessments. In one such assessment, a life cycle inventory of our PolyJet™ technology found 64.3% lower electricity use and 25% lower emissions than conventional injection molding methods in a fashion use case.

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PRODUCT CIRCULARITY - CLOSING THE LOOP

We embed circular economy principles across our operations, prioritizing material recovery and reuse, reducing reliance on virgin resources, and minimizing waste at every stage of the product life cycle.

We believe that the most effective waste reduction happens at the source. We advance product circularity through sustainable material innovation and responsible end-of-life programs that extend the life of materials and equipment, helping customers lower their environmental footprint.

In 2025, over **357,000 kg** of product materials were recovered and reused or reconditioned across our circularity programs.

Sustainable Materials

SAF ReLife™ PA12 closes the loop at the powder level, enabling H350™ customers to produce high-quality parts from 100% used powder recovered from powder bed fusion printers. A cradle-to-gate life cycle assessment by Fraunhofer IPA found it can reduce carbon footprint by up to 90% when powered by renewable energy, while enabling 20% savings in total cost per part.

iAM Marketplace™ gives manufacturers open access to a broad range of certified third-party materials alongside our proprietary portfolio, including sustainable options made from biobased, recyclable, or recycled content, such as PA11 powder, PLA filaments, and recycled PETG (rPETG) pellets.

Hardware & End-of-Life

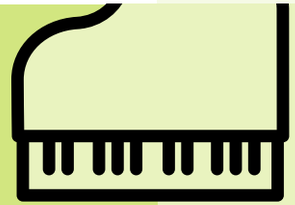
We work to keep hardware in use longer and recover value from equipment and consumables at end of life. Our Certified Pre-Owned (CPO) program reconditions and resells used Stratasys printers, extending equipment life and reducing demand for new manufacturing. In 2025, 56 printers totaling approximately **30,900 kg** were reconditioned and resold, a 40% increase in units over 2024, generating 86% higher profit year-over-year.

On the consumables side, TrueRefill™ and our FDM® recycling program work in tandem to reduce packaging waste across the material delivery cycle. Used canisters and spools returned through the FDM® recycling program are reintroduced to the production pipeline or recycled: in 2025, we recovered and reintroduced **76,352** metal canisters (259.6 metric tons) and **83,215** plastic spools (66.6 metric tons).

We recovered and reused

357,000 kg

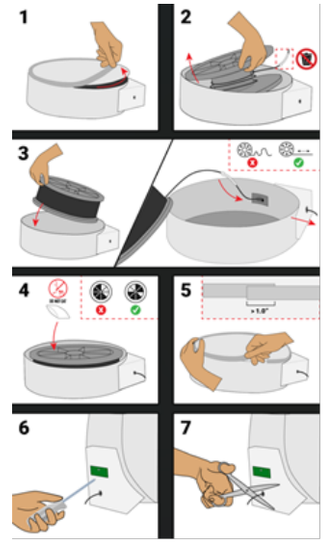
of product materials in 2025.



That's the equivalent weight

of 744 grand pianos.

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TrueRefill™: Built-in Circularity

Launched in 2025, TrueRefill™ is a filament refill system for Fortus Plus FDM printers. Rather than shipping a fully assembled canister with every order, customers receive a sealed spool of material that loads into their existing canister, extending the life cycle of each canister. The canister is reused across multiple refill cycles, and the plastic spool can be recycled locally, keeping both components out of landfill.

A cradle-to-grave environmental impact assessment by Vireo Insights found that per 1,000 units sold, TrueRefill™:

- **Reduces GHG emissions by up to 47%**
- **Reduces material input by up to 46%**
- **Reduces waste sent to landfill by up to 33%**

TrueRefill's Annual Impact*

8,963 kgCO_2e AVOIDED GREENHOUSE GAS EMISSIONS

The same emissions as driving **37,000** km in a car

Nearly all the way around the globe

1,346 kg LESS PLASTIC TO LANDFILL

Like keeping **107,700** plastic bottles out of the trash

* Projected per 1,000 units sold, compared to current solution

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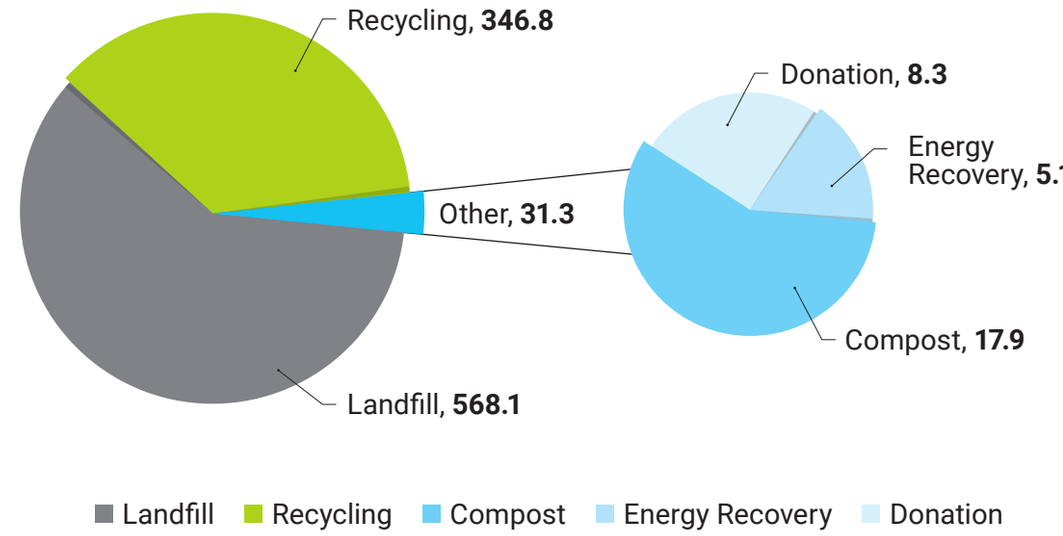
WASTE MANAGEMENT

Our waste strategy follows the **Prevent, Reuse, Recycle, Recover, Dispose** hierarchy. In 2025, we formalized a target to reuse, recycle, or recover energy from at least 55% of generated non-hazardous waste by 2030, reflecting our commitment to measurable progress on circularity.

Non-Hazardous Waste

In 2025, our measured sites generated 946.2 metric tons of non-hazardous waste, a reduction of approximately **92.5 metric tons** from 2024. Of this, 346.8 metric tons (36.7%) were recycled, and a further 31.3 metric tons were diverted through composting (17.9 metric tons), food donation (8.3 metric tons), and energy recovery (5.1 metric tons). In total, **40.0%** of non-hazardous waste was diverted from landfill.

Non-Hazardous Waste Treatment at Global Sites, metric tons



DIVERTED 378.1 metric tons

of non-hazardous waste from landfill (40% of total non-hazardous waste)

That's the equivalent weight of

38 garbage trucks

kept out of landfill



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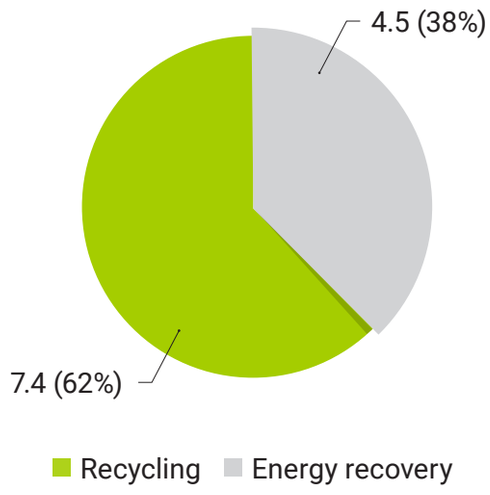
Waste Management Programs

Our EMEA HQ (Baden-Baden, Germany) runs a mature multi-stream separation program that sorts and recovers recyclable materials in compliance with local regulatory standards. In 2025, the site generated 11.9 metric tons of non-hazardous waste and **diverted 100% from landfill**, with 7.4 metric tons recycled and 4.5 metric tons recovered through energy recovery.

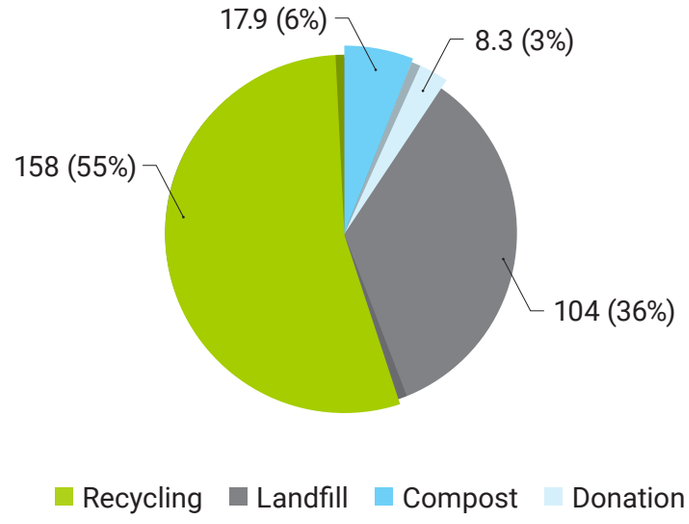
US facilities follow regional and federal regulations and operate cardboard and paper recycling programs where available. We continue to assess opportunities to expand separation and recovery.

Israeli facilities generated 288.7 metric tons of non-hazardous waste in 2025, a reduction of approximately **62.6 metric tons** from 2024, **diverting 63.9% from landfill** through recycling (54.9%), composting (6.2%), and food donation (2.9%). This performance reflects a comprehensive waste program built around: five separation streams; reusable kitchenware deployed across all cafeterias and kitchenettes (diverting an estimated 2.2 metric tons of plastic waste and avoiding 14.1 tCO_2e annually); an industrial-scale composter that processed 17,894 kg of food and landscaping waste; and the donation of 8,281 kg of surplus food to local charities, nearly double the 2024 volume.

Non-Hazardous Waste Treatment at EMEA HQ, metric tons



Non-Hazardous Waste Treatment at Israeli Sites, metric tons



Hazardous Waste

In 2025, measured sites generated 242 metric tons of hazardous waste, primarily from production, cleaning, and maintenance. All materials were handled by certified third-party contractors under site-specific permits and applicable regulations. Of this total, **24 metric tons (9.9%)** were recycled, and **2.7 metric tons (1.1%)** were recovered through energy recovery; the remainder was treated through incineration. Our US sites remained below EPCRA reporting thresholds, and no significant spills occurred in 2025.

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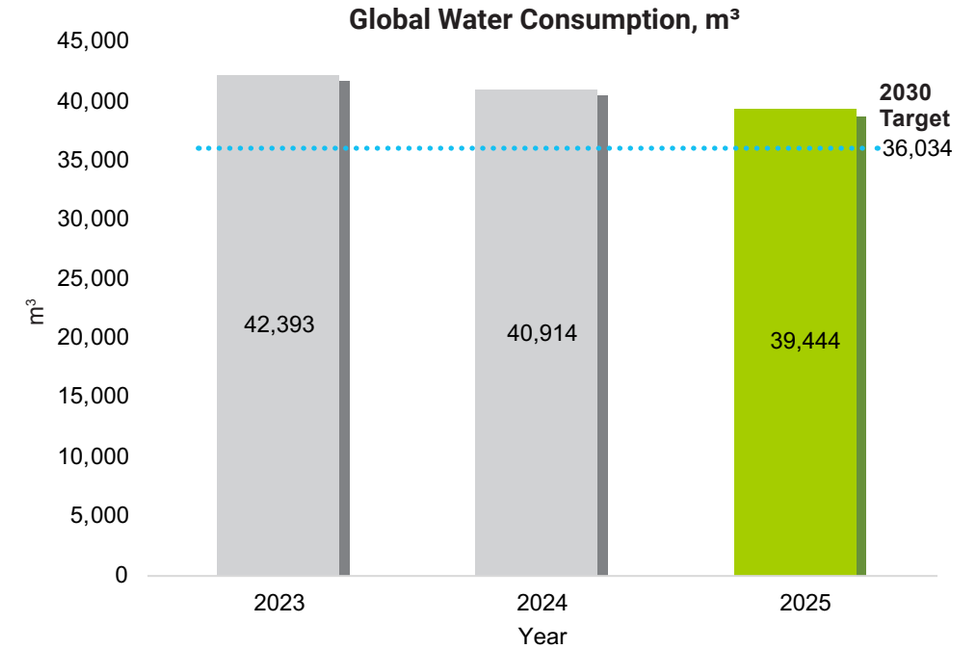
WATER STEWARDSHIP

Water use at Stratasys is primarily tied to post-processing, cleaning, and material preparation in additive manufacturing. While our overall operational footprint is relatively low, we have set a target to reduce absolute water consumption by 15% by 2030 against a 2023 baseline. We have continued to advance stewardship through smarter monitoring, expanded data coverage, and AI-driven leak detection.



Water Efficiency

In 2025, total water consumption reached 39,444 m³ across measured sites, down **3.6%** from 40,914 m³ in 2024 and **7%** below our 2023 baseline, placing us at roughly halfway (**46%**) toward our 2030 target. Water consumption intensity was 38.9 m³ per 1,000 ft² in 2025, essentially flat compared to 38.3 in 2024. This reflects changes in site occupancy and operational activity rather than a reversal of the underlying efficiency trend, which has improved steadily since 76.0 m³ per 1,000 ft² in 2021.



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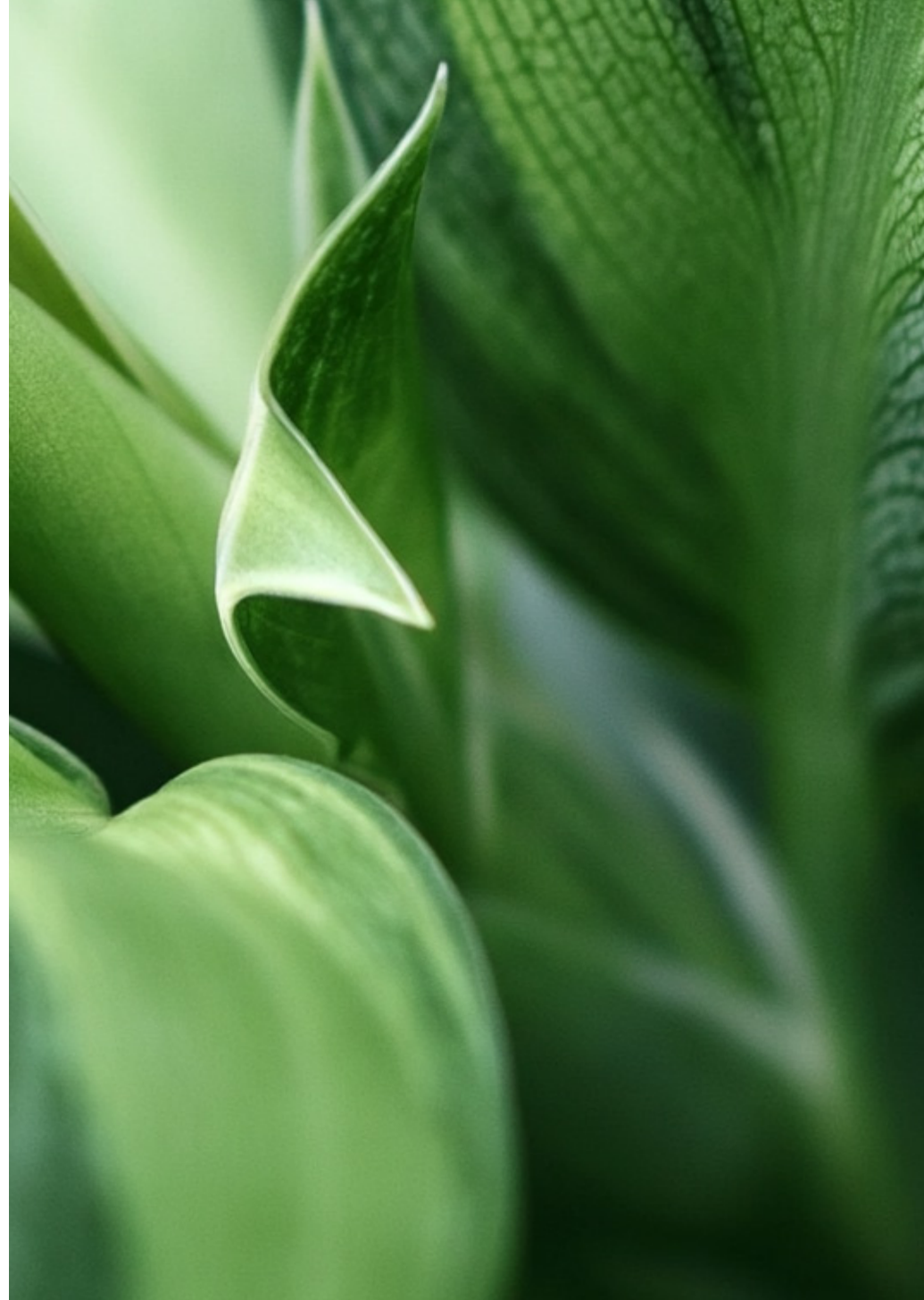
Smart Water Management

Our WINT AI-powered monitoring system operated across 50 water systems at four Israeli sites in 2025. Through continuous leak detection and real-time alerts, it helped reduce water consumption at those sites by **32%** compared to estimated usage without the system, saving around 8,749 m³ of water and avoiding 131 metric tons of CO_2e emissions. The system demonstrated particular value in detecting underground leaks invisible to routine inspection; two such incidents at Kiryat Gat facilities, a pipe burst and a hidden reservoir leak traced to a neighboring facility, were identified and resolved promptly, together avoiding an estimated 13,500 m³ of water loss. Across all sites, the system executed 84 automatic valve closures, 51% of which were after operating hours, when leaks are less likely to be detected.

Effluent Management

We manage effluent discharge across all relevant sites through strict monitoring, control, and limitation practices designed to meet regulatory requirements. Each operational site has a designated manager responsible for wastewater management and employee training, overseen by an Environmental, Health, and Safety (EHS) manager who maintains discharge permits. Regular sewage sampling at applicable sites confirms compliance with applicable discharge standards and supports efforts to prevent harmful substances entering municipal systems or the environment.

Our US sites adhere to water quality standards set by the Environmental Protection Agency, the Clean Water Act, and applicable local regulations. An external EHS consultant conducts annual audits of wastewater equipment and procedures at these sites to confirm that practices meet required environmental and safety standards.



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8 DECENT WORK AND ECONOMIC GROWTH

COMPENSATION AND BENEFITS

Our People First approach centers on the health, engagement, and satisfaction of our global workforce. We create work environments that support employees physically, mentally, socially, and financially, so they can thrive in and beyond the workplace.

Glocal Approach

We deliver our People First approach through a “glocal” model: global standards with local flexibility. Our One Stratasys framework sets a consistent baseline across all regions while allowing local teams to meet country-specific needs. In 2025, we completed a global mapping of employee wellbeing programs, establishing consistent categories across our regions: physical, mental, social, and financial wellbeing. This helps create a unified approach to meeting employees’ wellbeing needs worldwide.

Compensation Philosophy

Our compensation offering is structured around four main pillars: base salary, variable pay, equity, and recognition. A pay-for-performance model ties individual contributions directly to rewards, while long-term incentive plans, including restricted stock units (RSUs) and an Employee Stock Purchase Plan (ESPP), encourage shared accountability for company success.

Year-round recognition is structured through our SPARK Awards program, which spans five categories: CEO Excellence, Good Job, Excellence, Above & Beyond, and Better Together. The program combines an annual CEO award, quarterly peer-nominated awards, and recognition for exceptional teamwork and project delivery, all open to every employee.



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Employee Wellbeing

We take a holistic view of wellbeing, recognizing the connection between physical, mental, social, and financial health.



Physical Wellbeing

We provide comprehensive medical coverage across the US, Israel, France, Hong Kong, South Korea, India, and the UK. UK employees receive company-covered critical illness insurance. In Israel, onsite facilities include fitness amenities, yoga and Pilates classes, biennial health screenings, and live health sessions throughout the year.

Mental Wellbeing

Modern Health, our US employee assistance provider, expanded the services available to our team in 2025 and beyond. Each employee and their dependents receive eight annual therapy sessions and eight coaching sessions at no cost, alongside webinars, meditation guides, and professional development resources. Registration and engagement both exceeded regional benchmarks in 2025.

Globally, mental health programs continued across regions. Israel employees have access to a 24/7 psychological support hotline and subsidized in-person or online therapy sessions. Employees in APAC and EMEA have access to employee assistance programs that offer free personal coaching sessions and (mental) health advice through an app.

Social Wellbeing

In 2025, we celebrated the grand opening of our Americas Regional Corporate Headquarters (ARCH). This new 200,000-square-foot facility in Minnetonka, Minnesota, brings teams closer together in a space that includes a cafeteria, customer experience center, and recreational amenities. In 2026, we are opening a new workout facility at this site, including weekly classes. A site wellness committee runs regular activities, including themed events and community programs to keep employees connected.

Throughout the year, teams came together to build connections beyond their day-to-day collaboration, with team events ranging from Employee Olympics and a golf and lawn bowling outing in Minnesota to holiday gatherings in Israel.

Our paid time off (PTO) programs across all regions provide meaningful time off for life's important moments, and team events at every site strengthen relationships and support a sense of belonging.

Financial Wellbeing

We equip employees with financial planning tools and education to support confident decision-making. In 2025, employees in Israel participated in a series of financial wellness sessions covering pension planning and long-term savings, capital markets for both beginners and advanced investors, with sessions drawing up to 150 participants. In the US, a Medicare advisory webinar was provided to approximately 70 employees. Retirement planning and pension resources are available across many of our locations, and the ESPP allows employees to purchase company stock at a discounted rate. US and Israel employees also benefit from flexible benefits programs and subsidized onsite cafeteria meals.

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Supporting Stratasys Families

Supporting employees through major life events, including growing their families, is central to our People First approach. Our Equal Parent Policy, introduced in 2022, provides three additional weeks of paid parental leave beyond local requirements for employees in Israel and the US. This policy was expanded to our UK employees in 2026.

In 2025, we expanded family leave for US employees in Minnesota through the state's Paid Family and Medical Leave program, administered via a private plan with New York Life effective January 2026. Under the expanded offering, birthing parents can take up to 20 weeks of leave and non-birthing parents can extend their leave from three to up to 12 weeks.

80 employees went on parental leave in 2025 – 54 men and 26 women – continuing the upward trend since the Equal Parent Policy's introduction. The extensive uptake of parental leave across genders reflects the relevance of this policy to the evolving needs of our workforce. We maintained an 86% retention rate among employees returning to work, consistent with prior years since the policy's introduction.



In 2022, we implemented our **Equal Parent Policy.**

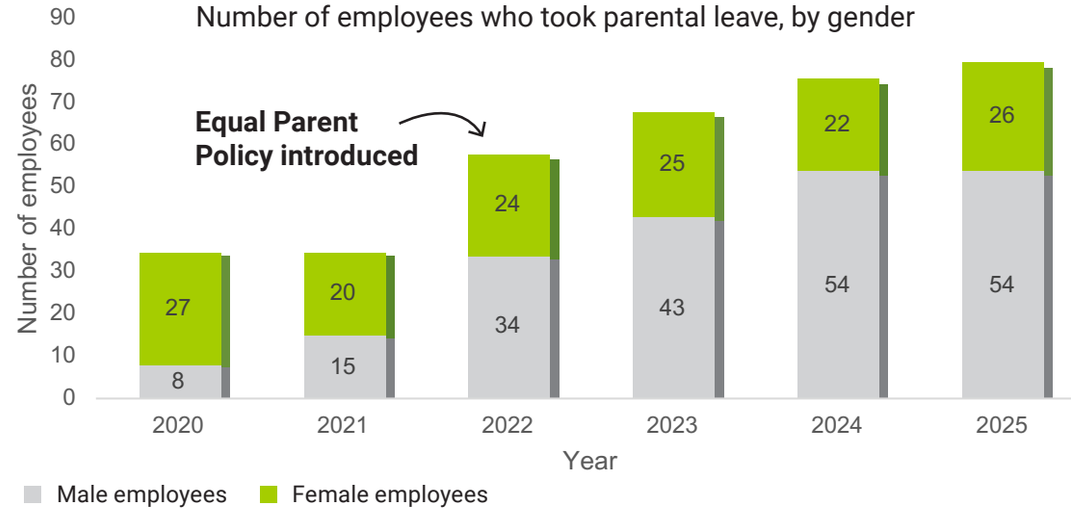
In 2025, parental leave uptake was

129%* **higher**

**compared to 2021.*

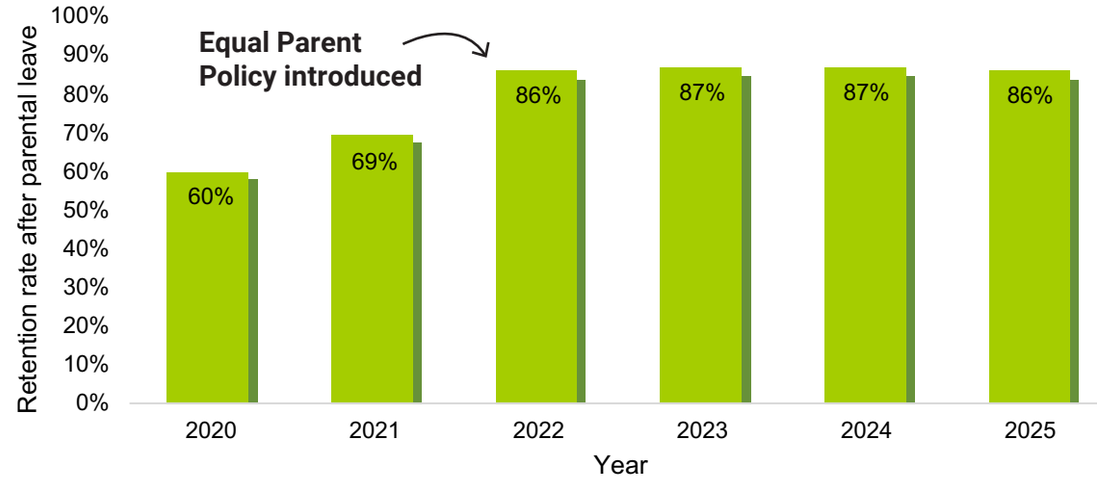
Parental Leave

Number of employees who took parental leave, by gender



Parental Leave Retention

Percentage of Stratasys parents who remained at the company at the end of the year after taking parental leave



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Israel Summer Camp

In 2025, our summer camp program in Israel welcomed 220 children from 130 employee families. Three camp tracks, organized by age group, offered a range of activities including workshops, trips, a live performance by the Stratasys band, and visits to a water park and amusement park. Activities are designed to develop creativity, teamwork, and curiosity alongside the fun, giving families a reliable and enriching experience during the school summer break.



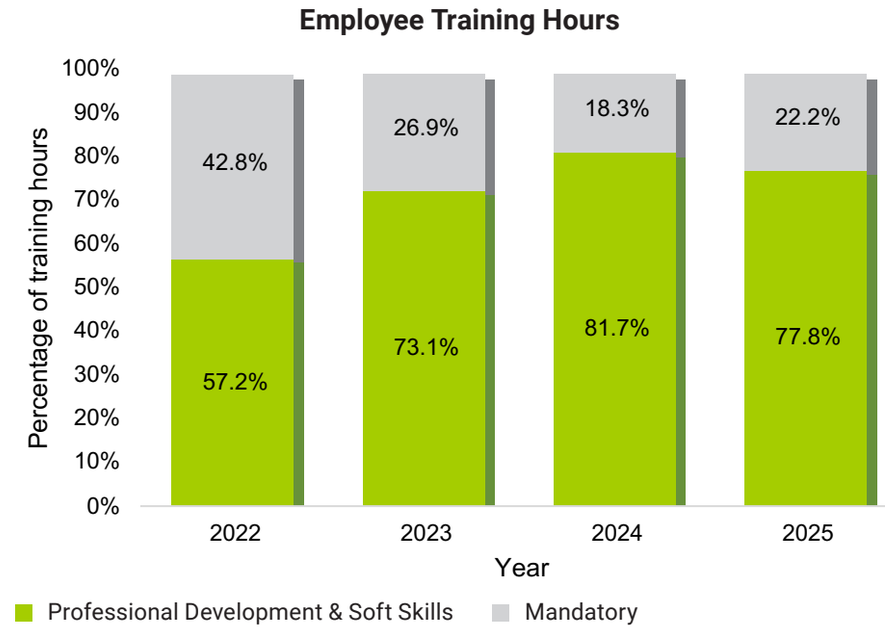
4 QUALITY EDUCATION

LEARNING AND DEVELOPMENT

Stratasys promotes continuous learning at all levels, providing employees with the tools to grow professionally and lead effectively.

Investing in Employee Development

In 2025, employees received **26,429 hours** of training, averaging **14.9 hours** per employee. Of these, **77.8%** focused on professional development and soft skills – such as advancing career growth and leadership development, strengthening team dynamics, and preparing employees for future challenges – with the remainder covering mandatory compliance training.



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Leadership Academy: Developing Leaders at Every Level

Our Leadership Academy spans four programs tailored to different management stages, with 211 managers and directors participating in 2025, representing 53.8% of managers.

The **Manager Onboarding** program equips newly appointed managers with the tools, processes, and cultural grounding needed to transition effectively into their roles.



The **Management Fundamentals** program serves managers in their first 3 months to 1.5 years, building core skills in team leadership, communication, and change management.



The **Acceleration** program targets managers with 3+ years of experience, with quarterly modules covering influencing, employee development, and implementing change – delivered through courses and peer forums.



The **Direction** program equips directors with strategic leadership, global collaboration, and innovation skills, combining global workshops, peer forums, and targeted courses throughout the year.

Internal Mentorship Program

In 2025, Stratasys piloted an internal mentoring program, with 11 directors providing mentoring to managers, as part of the Acceleration program, in a structured process of five sessions. Early feedback highlights the program's value in building cross-functional connections and providing practical, immediately applicable guidance.

Skills for Every Role

Employees access additional development through Stratasys Academy 4U, an open-enrollment platform offering global and regional workshops and webinars, along with self-paced content aligned with our Leadership Compass. The 1:1 Coaching program connected 65 employees with certified external coaches for personalized development. Business English Training, delivered through an external provider, supported 28 active learners from diverse geographies, with participants rating sessions 9.4/10 – above the peer-company benchmark of 8.5. Employees in the US also benefit from tuition reimbursement for continued education.

Building the Additive Manufacturing Talent Pipeline

Developing the next generation of manufacturing talent starts in the classroom. Through our partnership with the Society of Manufacturing Engineers (SME) Education Foundation, we place 3D printing technology in PRIME Schools and train the educators who use it. PRIME Schools complete the Stratasys Additive Manufacturing Certification course, equipping instructors to certify their own students. Our scholarship for students pursuing manufacturing engineering entered its third year in 2025. Students who earn the certification have gone on to be hired by us, our partners, and our customers, closing the loop between classroom and career.

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Performance and Development

3DP Conversations
Performance & Development

Our 3DP (Development Performance) evaluation process drives ongoing feedback and recognition through quarterly check-ins and an annual review. Built as a two-way dialogue between managers and employees, it supports collaborative goal-setting and clear development planning. In 2025, **94.7%** of eligible employees participated, reflecting strong organizational engagement. The process supports our pay-for-performance framework by linking evaluation directly to individual development goals.

EMPLOYEE ENGAGEMENT



Communication

Transparent communication maintains alignment across teams, especially as we are constantly evolving. We engage employees through quarterly town halls, manager conversations, an annual employee survey, and digital channels including our intranet, digital displays, and newsletters. Our commitment to authentic communication means sustaining a consistent, trusted voice across all channels, while adopting new tools thoughtfully, prioritizing real dialogue.

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Input2 ImpACT
Add Your Voice.

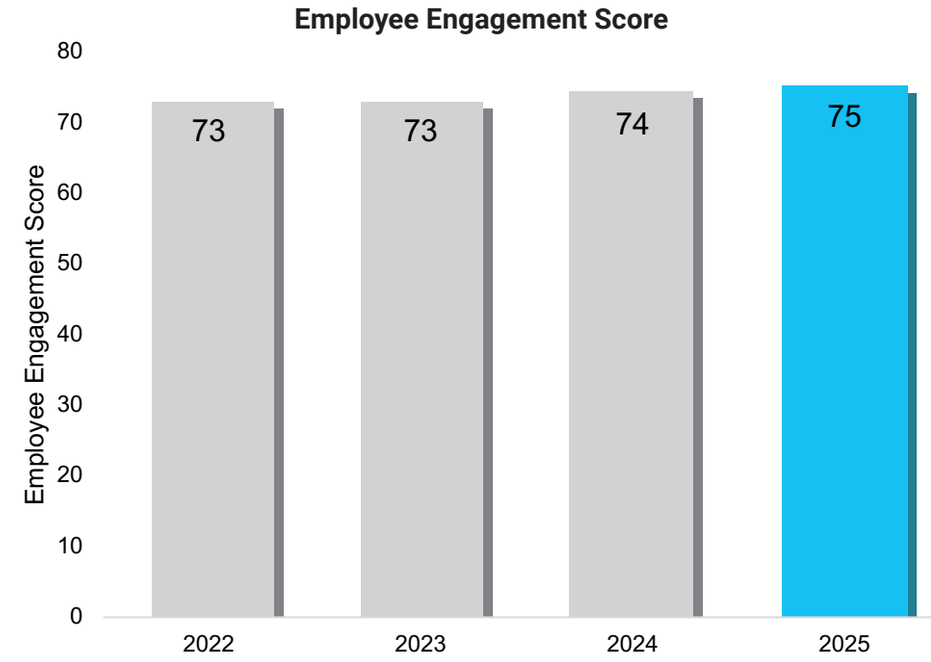
Engagement Survey

Our annual Input2Impact Engagement survey achieved a **91%** response rate in 2025, 16 percentage points above the external benchmark.

The engagement score reached **75**, up from 74 in 2024, continuing an upward trend since 2022.

Employee participation deepened significantly, with 4,144 comments from 707 employees, a 75% increase in comment volume over 2024. This level of feedback demonstrates employees' commitment to shaping our workplace.

Across the survey, 21 metrics improved and none decreased, with trust in leadership and strategy showing marked increases. Metrics relating to direct management support remained strong, continuing their consistent upward trajectory since 2022. Wellbeing followed a similar upward trend and serves as a high-impact driver, reflecting our comprehensive support programs. Following the survey, managers worked with their teams to develop focused action plans addressing priority improvements. We track progress through quarterly leadership reviews, ensuring accountability and continuous improvement.



Engagement in Action

In 2025, we hosted "The Incredible World of Stratasys" event at our Israel headquarters to boost product awareness and strategic alignment. Over 150 employees participated in the event, which included updates from product and software managers, a panel discussion, and hands-on demonstrations of Stratasys solutions. The event received strong feedback from both new and veteran employees, with many noting it was their most comprehensive exposure to our full product portfolio.

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FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE

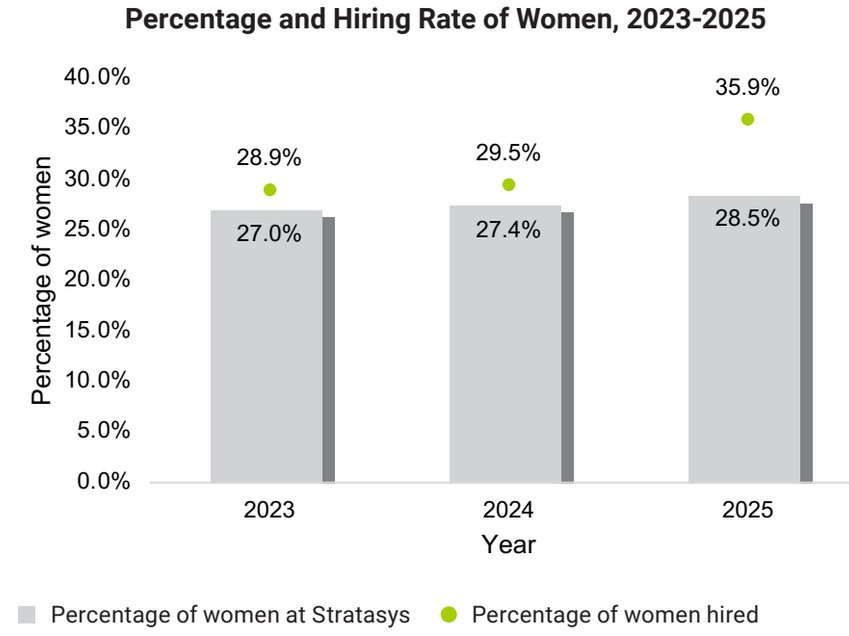
We are committed to a workplace where every employee feels valued and has equitable opportunities to grow. Our diversity, equity and inclusion (DEI) strategy is built on three pillars: Talent Acquisition, Employee Engagement, and Awareness & Training. These are supported by our global Diversity, Equity, and Inclusion Committee and employee network groups such as Stratasys Women in Additive.

In 2025, we launched the DEI Activation Team, a network of regional ambassadors who drive local DEI engagement and connect regional efforts to our global priorities.



Diverse Talent Acquisition

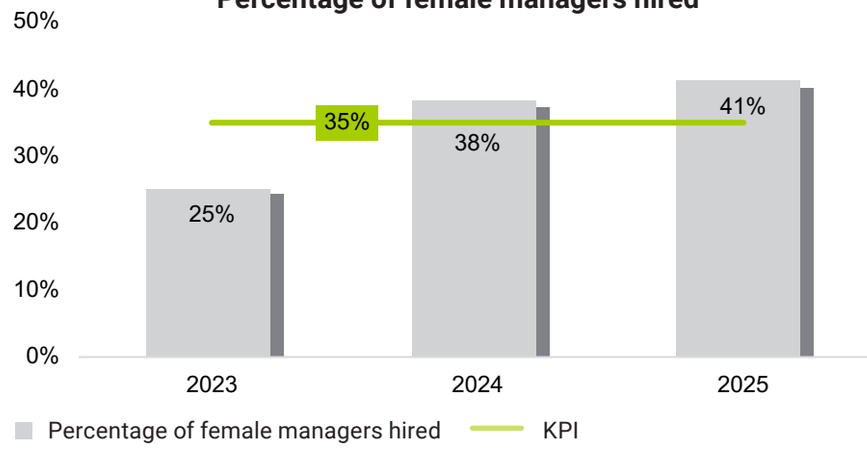
Hiring is a primary lever for building a more representative workforce. In 2025, the rate of women hired (35.9%) significantly exceeded their representation in our workforce (28.5%), continuing a multi-year trend and marking the largest single-year hiring rate increase since we began tracking.



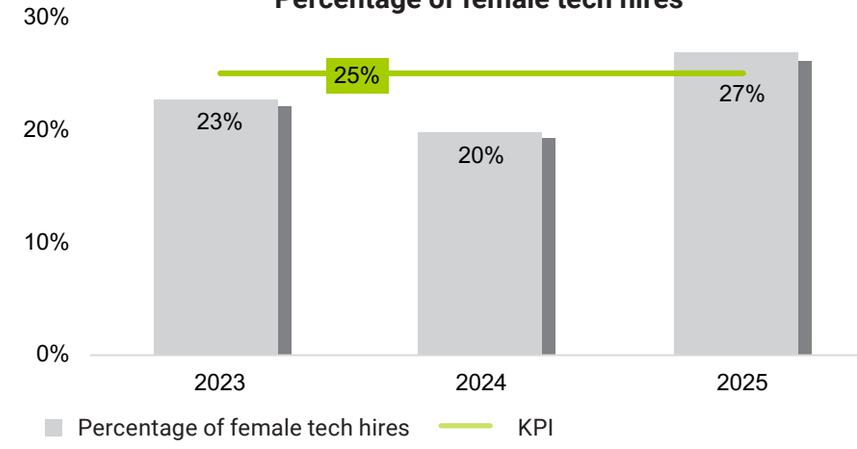
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We track four talent acquisition key performance indicators (KPIs) to benchmark inclusive hiring across career stages and functions.

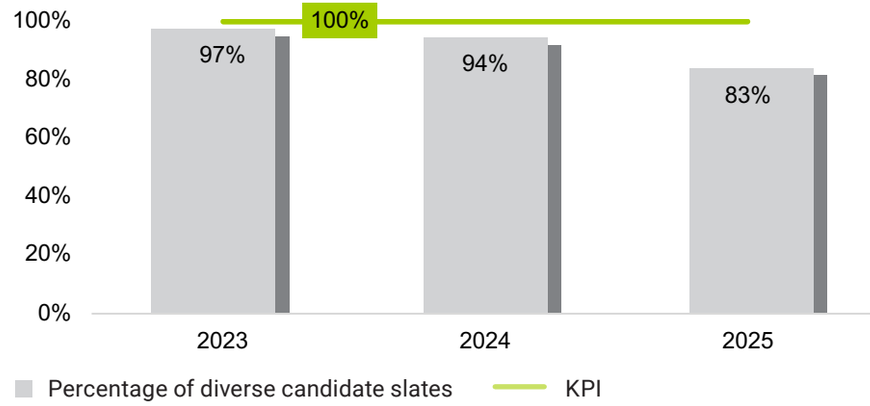
Percentage of female managers hired



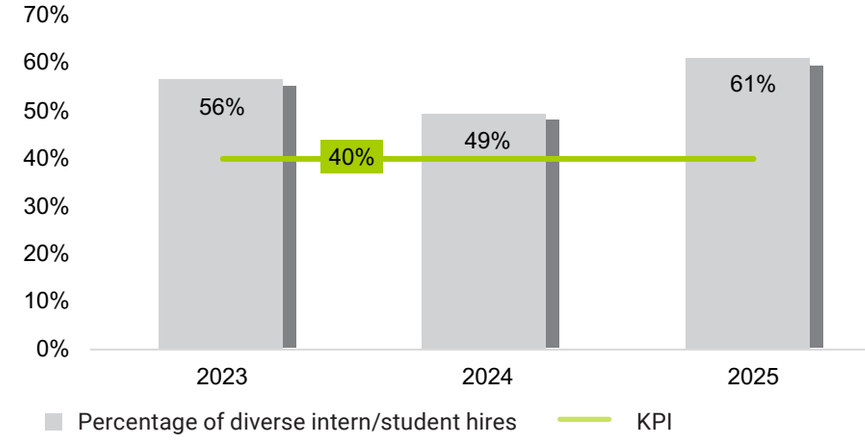
Percentage of female tech hires



Percentage of diverse candidate slates (manager and above)



Percentage of diverse intern/student hires



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We exceeded our targets for female managers hired, female tech hires, and diverse intern and student hires. Diverse candidate slates for manager-level and above roles declined to 83%, and we are focused on restoring progress toward the 100% target.

For 2026, we raised the female managers hired KPI to 40% and introduced a new KPI: 80% of candidate slates for tech roles will include at least one woman, reflecting our commitment to improving gender representation in technical functions.

Our hiring practices are supported by inclusive job design, structured interviews, bias-reduction training for hiring managers, and expanded outreach to underrepresented communities.

Notably, turnover rates in 2025 were identical for men and women, indicating equitable retention across genders.

Engaging Employees on DEI

Throughout 2025, teams across the Company marked cultural heritage months, global observances, and awareness campaigns. Events included International Women's Month programs in March, a Pride Month allyship discussion, and a Global Men's Health Session for Movember, with a guest men's health physician.

In our 2025 employee engagement survey, the statement "Stratasys makes it easy for people from diverse backgrounds to be accepted" received an average score of 81 out of 100, consistent with 2024 and reflecting a strong culture of acceptance.

"Stratasys makes it easy for people from diverse backgrounds to be accepted"

Scored
81
in our 2025 employee survey.

Awareness & Training

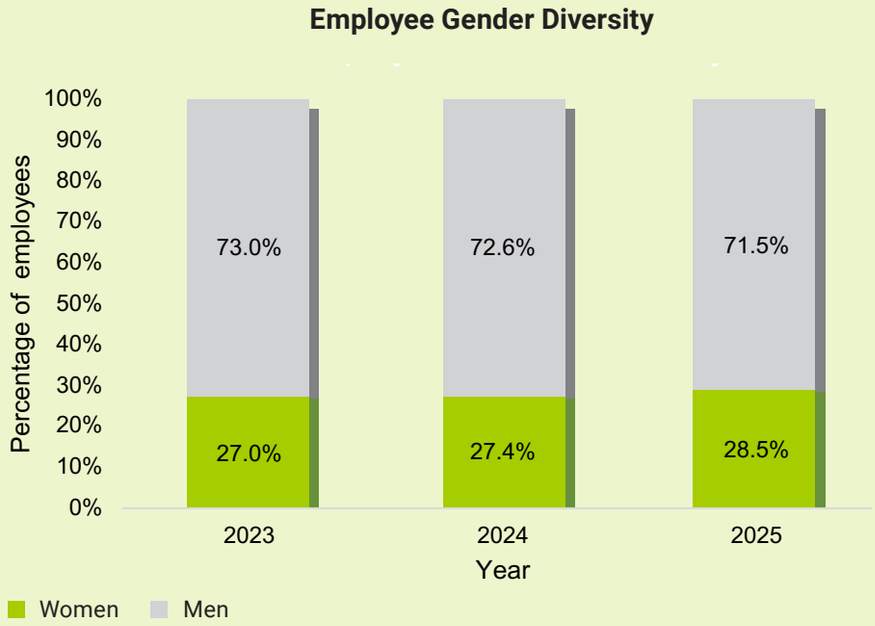
HerTech Journey is a structured development program launched in 2024, designed to advance women at Stratasys. It combines in-person and virtual workshops, peer learning groups, mentorship, and leadership engagement, equipping participants with tools to grow their careers while building visibility and networks across the company. The program also engages managers to become more active sponsors of gender equity in engineering and product teams. The 2025 cycles reached 42 participants across Stratasys regions and departments, totaling 1,050 learning hours.

In 2025, we provided gender awareness training for managers globally, building inclusive leadership capabilities across the organization.

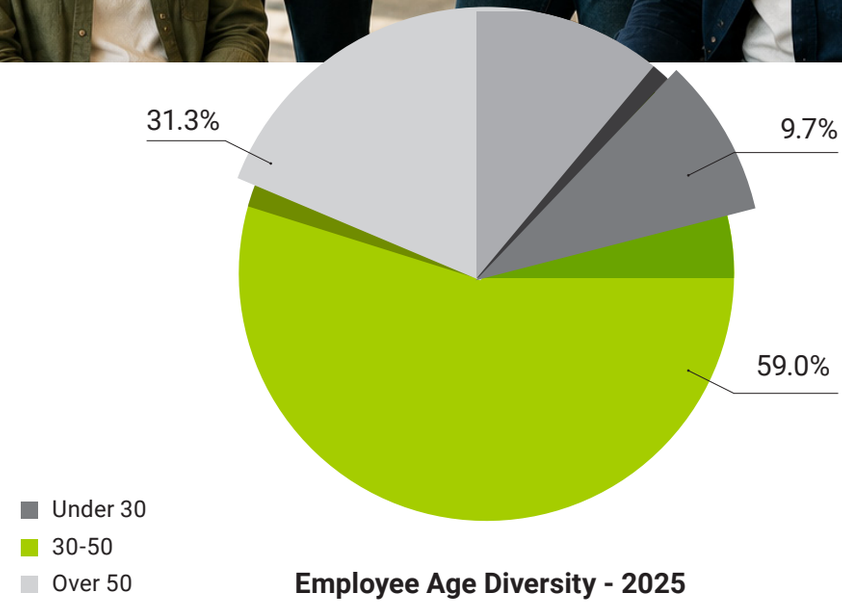


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Diversity Metrics







Employee Age Diversity - 2025

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8 DECENT WORK AND ECONOMIC GROWTH

EMPLOYEE HEALTH AND SAFETY

We manage employee health and safety (EHS) through a globally integrated EHS program spanning governance, training, risk management, and third-party auditing. In 2025, we established a new 2030 target: a total recordable incident rate (TRIR)[2] below 0.40, measured against a 2023 baseline of 0.52.

EHS Governance

Our EHS governance model is built on a globally integrated system that covers all Stratasys facilities. At the regional level, Safety Boards and site-level Safety Ally Champions work alongside facility managers to embed safety accountability across functions and geographies.

Our digital EHS platform, built on ServiceNow, supports this structure with incident reporting, hazard tracking, risk assessments, audits, and corrective action management across all sites. In 2025, we continued improving the platform, reducing average incident reporting time to under one minute and improving stakeholder notification workflows so that the right personnel receive relevant incident data automatically.

[2] TRIR (Total Recordable Incident Rate) measures incidents involving three or more lost working days per 200,000 working hours.

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Proactive Risk Management

Our approach to risk management is grounded in prevention. Across our global sites, we conduct regular risk assessments and job safety analyses, identifying hazards and updating procedures accordingly. Periodic hazard surveys are carried out by Safety Officers or volunteer safety committees, and findings are tracked through to resolution. In 2025, we conducted 15 emergency drills globally, testing cross-functional response and alignment between local and global procedures. Near-miss reporting increased 5.6% year-over-year, reflecting growing employee awareness and confidence in our reporting channels.

Safety Training

In 2025, we delivered 2,174 hours of safety training to employees, averaging 1.2 hours per employee. Annual safety training completion reached 97.2% globally, with core topics including hazard recognition, personal protective equipment (PPE) use, emergency response, and equipment-specific safety procedures.

In Israel, we introduced three dedicated safety awareness sessions for managers, focusing on their responsibilities under occupational safety regulations, including the legal and criminal dimensions of workplace safety. This initiative meaningfully increased management engagement with EHS matters across operations.

Audits & Certification

In 2025, our ARCH HQ and SMACS manufacturing sites in the United States underwent an ISO 45001 audit, with SMACS also undergoing an Occupational Safety and Health Administration (OSHA) audit in which the site was found compliant. Our Israeli headquarters and manufacturing sites, as well as our EMEA headquarters in Germany, maintain active ISO 45001 certification.

Our Israeli facilities also underwent an internal audit of employee safety and security conducted by an external consultancy in 2025. The audit reviewed safety officer qualifications, safety planning, committee operations, training compliance, incident management, and physical security. The majority of areas reviewed received no material findings.

In the UK, an external health and safety consultant was engaged in 2025 to strengthen local EHS capabilities and support regulatory compliance.

Safety Performance

In 2025, our TRIR was 0.5, a marginal increase from 0.47 in 2024. There were no work-related fatalities in 2025 or in prior years.

Year	2022	2023	2024	2025
TRIR	0.51	0.52	0.47	0.5

While our rate remains low, it is above our 2030 target of 0.40. We continue to use data from our EHS platform to monitor trends and direct targeted interventions where needed most.

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CUSTOMER FIRST

At Stratasys, we demonstrate our Customer First promise by ensuring high-quality products, proactive service, and ongoing support to maximize the value and efficiency of our solutions.

For us, customer success is defined by the overall experience our customers have across every interaction – from initial awareness and engagement through adoption, support, and long-term partnership. Our approach focuses on building close relationships, enabling us to anticipate needs, troubleshoot issues, identify opportunities, and continuously enhance value. By systematically capturing and acting on the voice of the customer, we strengthen engagement, improve outcomes, and ensure a consistent, high-quality experience at every touchpoint.

Customer Communication and Support

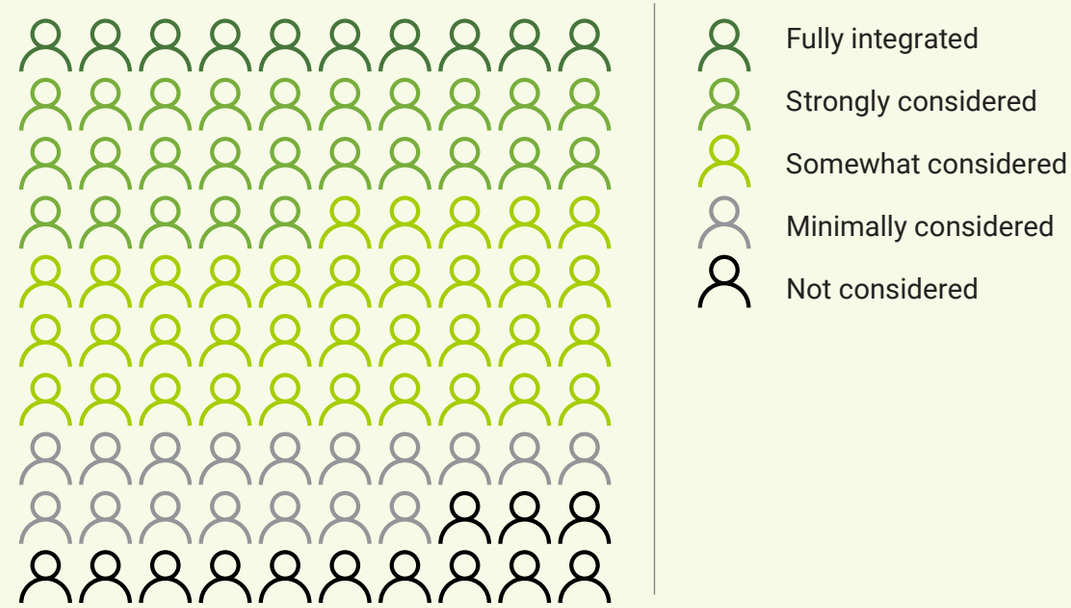
Our regional Care Centers provide direct access to expert technical support. The Customer Hub gives customers a single platform to purchase materials, submit service requests, and access machine reports. Customer interactions conclude with a satisfaction survey, which directly informs service improvements. The dedicated Customer Experience (CX) function manages onboarding and ongoing engagement, which allow us to continuously improve the customer experience.

Customer Survey

Our annual Customer Survey is a key tool for gathering structured feedback from customers across industries and geographies, with over 2,100 respondents in 2025.

The survey includes a dedicated Sustainability section to gauge how sustainability factors into customers' decision-making and what they expect from Stratasys going forward. This year's results confirm that sustainability is a growing priority: 70% of respondents meaningfully embed sustainability considerations into their purchasing decisions. These insights directly shape our sustainability programs and help us prioritize the areas where we can have the greatest impact for our customers.

70% of Stratasys customers meaningfully embed sustainability factors in their decision-making:



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Proactive Maintenance

Through our Advanced Real-Time Monitoring System (ARMS), we remotely monitor the performance of our customers' online printers in real time to detect and resolve issues before they disrupt operations. In 2025, we issued hundreds of proactive alerts. The process follows four steps: monitor, detect, contact, and resolve.

Beyond supporting uptime, proactive maintenance helps maintain print quality and improves the overall customer experience. It also reduces technician travel – lowering associated time and GHG emissions – and prevents the material waste that results from unplanned failures.

Customer Training and Knowledge

We offer onboarding programs and advanced certification courses across our FDM, SAF, SLA, PolyJet, and P3 platforms. In 2025, 125 customers completed these programs. We also co-hosted two events with Loctite 3D Printing, where participants gained hands-on experience with materials testing protocols and learned how to use Stratasys Origin printers to achieve optimal material performance. Customers can access additional self-directed learning through our YouTube channel and Stratasys Academy.

For customer-facing employees and partners, 339 Customer Support Engineers completed hands-on technical training in 2025, while 726 sales staff completed online training covering Stratasys technologies, applications, and selling skills. We have integrated a new AI chat assistant into our knowledge and resource portal for customer-facing personnel. Customer Support Engineers, Application Engineers, and Sales and Marketing teams can now quickly get answers and access resources to help them in their work and enable them to better serve customers.

17 PARTNERSHIPS FOR THE GOALS

Strategic Customer Advisory Boards

The Stratasys Strategic Customer Advisory Boards bring together key industry leaders and customers to shape the direction of our additive manufacturing solutions for their businesses. We operate two boards: one serving industrial customers and one focused on healthcare and medical device manufacturers. The Industrial Board is structured around three tracks: Material Characterization, Quality and Uptime, and Sustainability. In 2025, the Sustainability track gave members hands-on engagement with new innovations, such as SAF ReLife and the GrabCAD Carbon Estimator tool, along with the opportunity to participate in life cycle analyses (LCAs).



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STRATASYS IN THE COMMUNITY

We leverage our unique technology, people, and partnerships to make a tangible difference in the communities where we operate. Through STEM education and social impact programs, we put additive manufacturing to work for the next generation of engineers, students, and creators, advancing our mission to 3D Print a Better Tomorrow™.



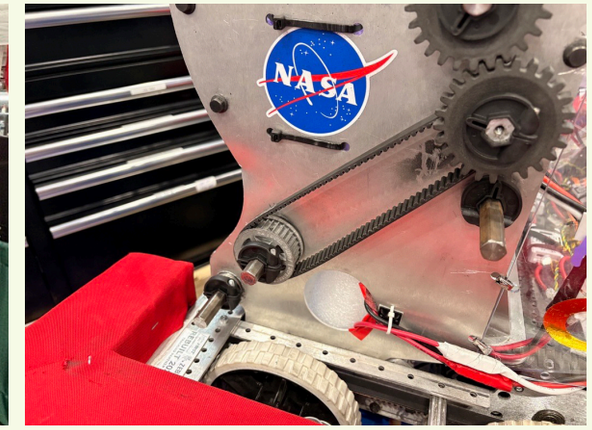
Community Impact Partnerships

FIRST Robotics

We produced and distributed over **8,460** SAF-manufactured Nylon 12 parts to For Inspiration and Recognition of Science and Technology (FIRST) teams worldwide. A portion were made using SAF ReLife technology, which reintroduces reclaimed SLS PA12 powder into the production process. We also released scaled-down, 3D-printable field files, including tactile models for individuals with visual impairments, so teams everywhere can prototype and practice regardless of budget or space.







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Closer to home, we partner with High Tech Kids, a Minnesota nonprofit that delivers FIRST programs to students across the state. At the Minnesota State Championship, our employees engaged 56 teams on 3D printing, awarded scholarships across four categories, and fulfilled more than 15 on-site print requests. Stratasys employees volunteered over 300 hours at these robotics events.







SkillsUSA Competition

In partnership with the Society of Manufacturing Engineers (SME), we deliver the SkillsUSA Additive Manufacturing competition across more than 40 US states and run the national championship. At the 2025 national event in Atlanta, 100 students competed over three days, supported by six Stratasys J55 printers, five Stratasys employees on site, and more than 1,000 printed parts. The competition gives high school and college students hands-on experience designing and producing end-use parts.

STARBASE Minnesota

We support STARBASE Minnesota, a STEM program for fifth-grade students. Our employees present on engineering and technology careers at monthly "STEM at Work" sessions, and volunteers assemble rocket engine mount components used in students' model rocket builds. Students also receive computer-aided design instruction as part of the program.

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Tikvah Heroes

We continued our partnership with the displaced communities of Kibbutz Zikim and Kibbutz Nir Oz, running creative workshops designed to help children process trauma, develop skills, and discover a passion for technology. Across five program cycles in 2025, 46 children, supported by 58 Stratasys volunteers, designed and 3D-printed personalized superhero figurines, fostering confidence, creativity, and hope. The program also included a visit to Stratasys for an interactive day of exploration and learning.

Makers for Heroes

Through Restart Global's Makers for Heroes initiative, our volunteers used 3D printing to design personalized assistive devices for wounded veterans, helping them address everyday challenges and return to pre-injury quality of life in areas like sports, fashion, and hobbies.

Ada Lovelace Day

On Ada Lovelace Day, our Nottingham team took part in an event led by Ignite!, inspiring young girls to explore technology and future careers. The sessions introduced students to 3D printing, showing them how 2D sketches can become physical 3D forms, and gave them hands-on experience designing and creating their own objects.

Great Neo Bake Off

Our UK team raised funds for Macmillan Cancer Support through an office bake off. Macmillan provides practical, emotional, and financial support to people living with cancer. Employees baked, judged, and donated to support the cause.





stratasys sustainability

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GOVERNANCE STRUCTURE

Board of Directors

The Board of Directors provides strategic oversight of Stratasys' business performance, enterprise risks, and long-term strategy, including oversight of financially material environmental, social, and governance (ESG) matters. The Board is composed of Directors with a broad range of skills and experience relevant to the Company's business, industry, and operating environment.

The Board maintains two standing committees:

- **Audit Committee** – oversees financial reporting, internal controls, and compliance with legal and regulatory requirements.
- **Compensation Committee** – oversees executive and employee compensation aligned with business objectives and shareholder interests.

2025 Stratasys Board of Directors[3]



Dov Ofer
Chair



S. Scott Crump
Independent Director



Adina Shorr
Independent Director



John J. McEleney
Independent Director



David Reis
Independent Director



Yuval Cohen
Independent Director



Yair Seroussi
Independent Director



Aris Kekedjian
Independent Director

[3] Details of Directors, including their independent status, per the 2025 20-F annual report.

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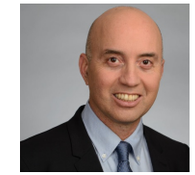
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Executive Leadership Team

The Core Leadership Team (CLT) is responsible for executing the Company's strategy and managing day-to-day operations. The CLT drives operational performance, risk management, and alignment across key business functions.

Stratasys Core Leadership Team



Yoav Zeif
Chief Executive Officer



Eitan Zamir
Chief Financial Officer



Rich Garrity
Chief Business Unit Officer



Vered Ben Jacob
Chief Legal Officer



Tamir Algranati
VP, Global Human Resources



Amir Kleiner
Chief Operating Officer



Andreas Langfeld
Chief Revenue Officer

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ETHICAL CONDUCT

Ethical conduct defines how we operate and engage with employees, suppliers, customers, and other stakeholders. Our governance framework is designed to promote accountability, manage risk, and prevent misconduct across the Company.

The Board of Directors oversees ethical and business conduct, with the Audit Committee responsible for compliance with legal and regulatory requirements, financial reporting, and internal controls. Day-to-day implementation is supported by management through policies, training, and ongoing risk assessments.

Our Code of Business Conduct and Ethics sets clear expectations for employees, Directors, suppliers, and business partners. The Code is embedded in the onboarding process and reinforced through annual training.

- In 2025, employees completed **4,130 hours** of ethics and compliance training.
- **>97%** of employees completed required compliance training throughout 2025.
- Looking ahead to 2026, we aim to maintain ~95% completion of Code of Business Conduct and Ethics training while conducting regular cross-unit risk assessments.

Global Anti-Corruption Policy

In 2025, we published an updated Global Anti-Corruption Policy that formalizes requirements related to bribery prevention, conflicts of interest, gifts and hospitality, and interactions with third parties. The policy applies globally to employees, directors, and relevant business partners.

We maintain a dedicated case-reporting site that allows confidential and anonymous reporting of concerns related to ethics, compliance, and policy violations. Reports are reviewed and addressed in line with our non-retaliation policy. Employees are encouraged to raise concerns in good faith, and the Company prohibits retaliation against individuals who report concerns or participate in investigations.

In 2025, no confirmed incidents of corruption were identified.

Corporate Compliance Committee

Our Corporate Compliance Committee, launched in 2024, coordinates ethical and regulatory compliance across the Company. The committee brings together leaders from multiple functions to align policies, manage compliance risks, and support consistent implementation of ethical standards globally. We intend to convene an annual Corporate Compliance Committee meeting in 2026 to review regulatory risks, compliance performance, and ethics.



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SUPPLY CHAIN AND SOURCING

Our supply chain approach integrates risk management, sustainability standards, and responsible sourcing practices. We work with suppliers to meet ethical and regulatory standards, improve resilience, and drive sustainability improvements.

Supply Chain Resilience and Efficiency

We conduct annual supplier risk assessments covering financial stability, logistics, and material importance, assigning risk ratings that inform targeted mitigation strategies. For high-risk suppliers, we implement measures including strategic stockpiling, supplier diversification, and long-term contractual agreements. Our Sourcing team leads a quarterly Internal Supplier Risk Assessment Forum to evaluate supplier risks against evolving market conditions and refine mitigation tactics.

Our sourcing strategy also prioritizes efficiency and cost savings. We consolidate shipments and prioritize bulk shipping to reduce resource consumption and transportation emissions. We set region- and product-specific KPIs for sea versus air freight, with targets that shift volume toward sea freight to cut emissions and costs.

Supplier Sustainability Standards

Our Supplier Code of Conduct sets expectations across 23 criteria covering fair labor practices, anti-corruption, environmental responsibility, occupational health and safety, and human rights. These expectations are embedded in our Purchasing Terms and Conditions.

Environmental

Strive to improve environmental impact and adhere to environmental laws and regulations

Manage and dispose of waste and hazardous waste safely and responsibly

Reduce carbon footprint and emissions

Social

Protect the basic rights of employees and respect their freedom of association

Prohibit discrimination and harassment

Provide a safe and healthy work environment

Governance

Conduct business ethically and refrain from engaging in bribery and other forms of corruption

Comply with all relevant laws and regulations

Protect personal and sensitive information and use information responsibly

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Supplier Sustainability Program

The Supplier Sustainability Program, introduced in 2024, assesses the sustainability performance of suppliers. Its core tool is the Supplier Sustainability Questionnaire, which evaluates suppliers on environmental management, labor and human rights, and ethical business conduct. Since its inception, the program has covered 31% of our direct procurement spend, providing insights into supplier performance and enabling targeted engagement on sustainability expectations.

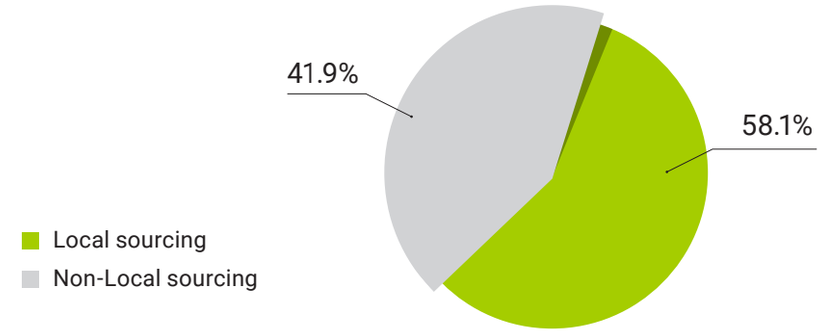
Conflict Minerals

We adhere to SEC regulations governing conflict minerals – tin, tantalum, tungsten, and gold (3TG) – and do not procure these minerals directly and instead rely on suppliers and manufacturers within our supply chain. Our due diligence process is designed to conform to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs), and we use the Conflict Minerals Reporting Template (CMRT) to assess supplier compliance. Our supply chain due diligence program leverages industry-recognized verification programs, including those established by the Responsible Minerals Initiative (RMI) and the London Bullion Market Association (LBMA), where applicable. In 2025, our due diligence assessment covered 95% of our conflict minerals-related procurement spend. We report findings through our annual Conflict Minerals Report.

Local Sourcing

We prioritize sourcing goods from within the same country as our operations, thereby reducing transportation emissions, lowering fuel consumption, and improving supply chain responsiveness. In 2025, local suppliers[4] accounted for **58.1% of procurement spend on goods,** supporting regional economies and enhancing our visibility into supplier sustainability practices.

Procurement spend on local sourcing



Chemical Safety and Compliance

We require suppliers to confirm compliance with REACH, RoHS, and TSCA regulations. Our teams conduct risk assessments for materials and components, while suppliers must provide documentation, including Safety Data Sheets (SDS) and Certificates of Analysis (COA), to verify compliance. These measures protect human health, the environment, and product safety.

[4] Suppliers within the same country as the purchasing entity.

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CYBERSECURITY

Stratasys recognizes cybersecurity as a core business priority. Our approach spans cross-organization governance, technical controls, and a culture of awareness, designed to protect our stakeholders and maintain long-term operational resilience.

Cybersecurity Governance

Board-level oversight ensures cybersecurity receives appropriate strategic attention. Our Chief Information Officer (CIO) provides the Board with quarterly updates on cybersecurity risks, incidents, and program performance. Day-to-day management is led by our CIO and Chief Information Security Officer (CISO), who together drive implementation of our cybersecurity strategy. Our Incident Response Team (IRT), comprising the CIO, CISO, Chief Legal Officer, and senior representatives from Operations and Finance, is responsible for coordinating the Company's response to material cyber incidents.

Risk Management and Controls

We maintain an Information Security Management System certified to ISO 27001, a certification we have held for nine consecutive years. Our cyber risk management plan is reviewed and updated annually to address the most relevant and evolving threats. We voluntarily align with recommendations from the U.S. Cybersecurity and Infrastructure Security Agency (CISA) and structure our defenses around a seven-layer model designed to cover network security, firewalls, endpoint protection, data protection, threat intelligence, code security, and security visibility. Regular Tabletop Exercises (TTXs) enable senior leadership to simulate real-time incidents and test the effectiveness of our response procedures. By requiring partners and suppliers to adhere to our security standards, our third-party risk management (TPRM) procedures aim to reduce potential vulnerabilities throughout the supply chain.

Cyber-Awareness Culture

Employees receive regular data protection guidance and complete phishing awareness checks designed to maintain vigilance across the organization. In 2025, Stratasys delivered around 900 hours of cybersecurity training company-wide. Looking ahead, we have set a 2026 target to ensure all employees complete mandatory cybersecurity awareness training. These efforts reinforce a security-conscious culture at every level of the Company.



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DELIVERING SAFE AND RELIABLE AM SOLUTIONS

Quality is embedded across the full product life cycle through our Quality Matters principle — products are held to rigorous design, manufacturing, and testing standards at every stage.

Product Quality Management

The Enterprise Quality Assurance Team runs audits and reviews across all business units, while forums, such as the CEO-led Quality Forum, meet monthly to address product quality issues and maintain company-wide accountability.

Products go through internal and external mechanical, thermal, and chemical testing and validation against applicable quality management standards and product regulatory requirements including REACH, RoHS, ISO 9001, and ISO 13485. This extends to our materials portfolio, where TrueDent®, our first FDA Class II-cleared resin, meets stringent requirements for dental applications. Continuous remote monitoring supports early issue detection, and **in 2025, we recorded zero product health and safety noncompliance incidents.**

Supplier Quality and Risk Management

Quality expectations do not stop at our facilities. We assess our suppliers against ISO requirements and product technical specifications. These standards are codified in our Purchasing Terms and Conditions and reinforced through regular engagement, training, and risk assessments.

stratasys sustainability

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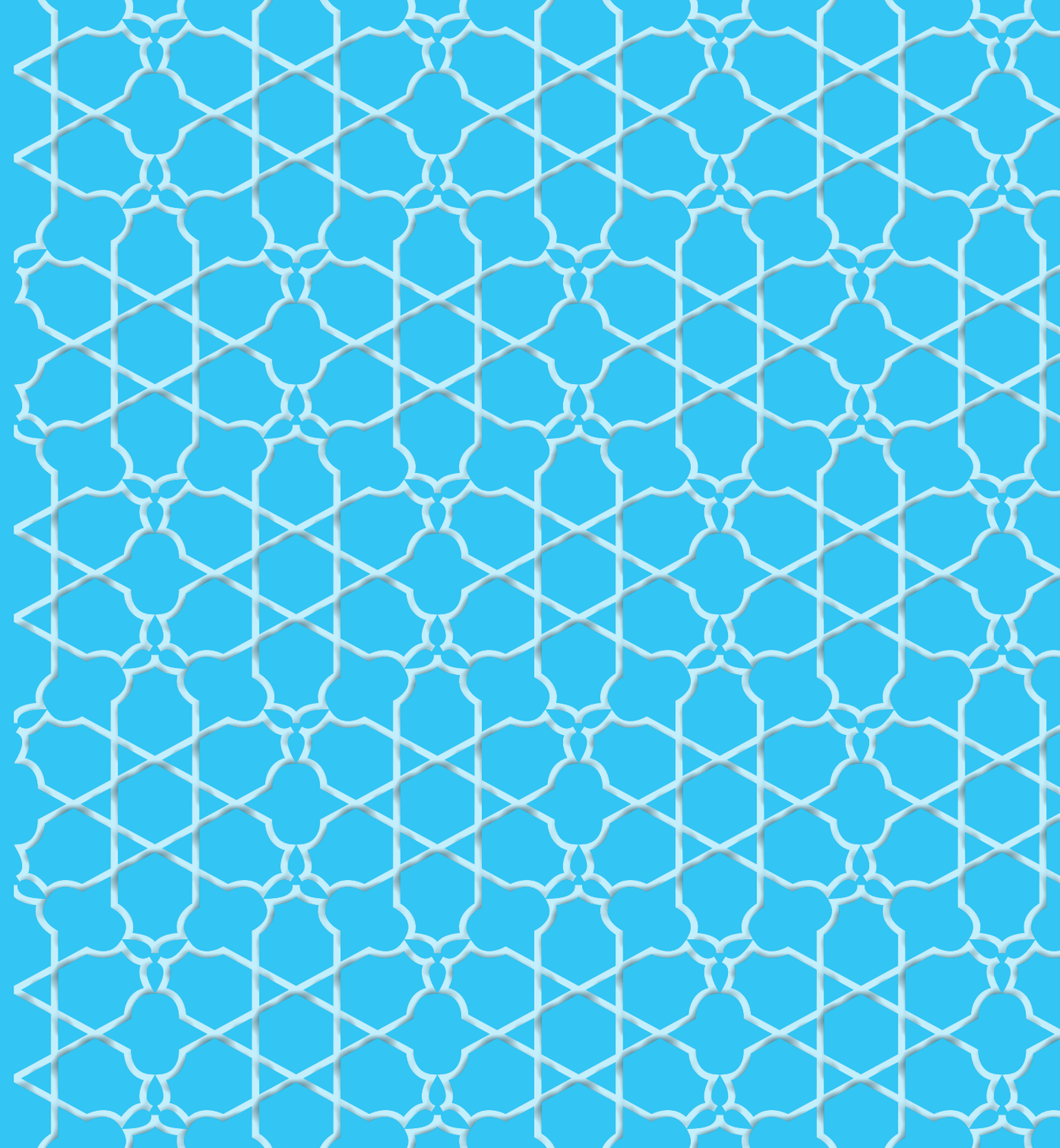
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APPENDIX I: DATA TABLES

Note: Figures in this appendix are rounded for readability. As a result, some totals may not sum exactly due to rounding.

1. Environmental Data

1.1 Energy

1.1.1 Global energy consumption, by energy source

	Unit	2025
Electricity from grid/independent power producers	Gigajoules	120,764 (81.1%)
Electricity from solar panels	Gigajoules	2,224 (1.5%)
Natural gas	Gigajoules	16,463 (11.1%)
LPG	Gigajoules	76 (<0.1%)
Gasoline	Gigajoules	5,238 (3.5%)
Diesel	Gigajoules	4,144 (2.8%)
Total	**Gigajoules**	**148,909**
Energy consumption intensity per $M revenues	**Gigajoules per $M revenues**	**270.2**

1.1.2 Global energy consumption, by renewable/non-renewable source

	Unit	2025
Renewable energy	Gigajoules	2,224 (1.5%)
Non-renewable energy	Gigajoules	146,685 (98.5%)
Total	**Gigajoules**	**148,909**

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1.1.3 Global electricity consumption, by renewable/non-renewable source

	Unit	2025
Renewable electricity	Gigajoules	2,224 (1.8%)
Non-renewable electricity	Gigajoules	120,764 (98.2%)
Total	**Gigajoules**	**122,988**

1.2 Emissions

1.2.1 Scope 1, 2, and 3 GHG emissions and intensity

	Unit	2023	2024	2025	Annual change (2024-2025)
Scope 1	tCO_2e	1,310.3	1,560.6	1,434.1	-8.1%
Scope 2	tCO_2e	13,085.3	12,283.9	11,552.5	-6.0%
Total Scope 1 and 2	**tCO_2e**	**14,395.6**	**13,844.5**	**12,986.6**	**-6.2%**
Scope 3	tCO_2e	231,318.3	174,998.2	147,113.3	-15.9%
Total GHG emissions	**tCO_2e**	**245,713.9**	**188,842.7**	**160,099.9**	**-15.2%**
Scope 1 and 2 GHG emissions intensity per $M revenues	tCO_2e per $M revenues	22.9	24.2	23.6	-2.6%
Total GHG emissions intensity per $M revenues	tCO_2e per $M revenues	391.5	329.9	290.5	**-11.9%**

1.2.2 Scope 1 emissions

	Unit	2025
Stationary combustion	tCO_2e	846.0
Mobile combustion	tCO_2e	588.1
Total Scope 1	**tCO_2e**	**1,434.1**

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1.2.3 Scope 2 emissions

	Unit	2025
Market-based Scope 2 emissions	tCO_2e	11,552.5
Location-based Scope 2 emissions	tCO_2e	11,552.5

1.2.4 Scope 3 GHG emissions by category

	Unit	2024	2025	Annual change (2024-2025)
Category 1: Purchased goods and services	tCO_2e	79,505.1	57,373.6	-27.8%
Category 2: Capital goods	tCO_2e	3,036.4	5,105.0	+68.1%
Category 3: Fuel and energy related activities	tCO_2e	4,490.0	3,569.6	-20.5%
Category 4: Upstream transportation and distribution	tCO_2e	13,210.3	15,359.2	+16.3%
Category 5: Waste generated in operations	tCO_2e	420.0	351.4	-16.3%
Category 6: Business travel	tCO_2e	4,014.1	3,669.9	-8.6%
Category 7: Employee commuting	tCO_2e	5,839.5	5,775.5	-1.1%
Category 11: Use of sold products	tCO_2e	42,417.9	31,827.6	-25.0%
Category 12: End-of-life treatment of sold products	tCO_2e	5.5	6.0	+9.5%
Category 13: Downstream leased assets	tCO_2e	1,560.6	2,278.4	+46.0%
Category 15: Investments	tCO_2e	20,498.8	21,797.1	+6.3%
Total	**tCO_2e**	**174,998.2**	**147,113.3**	**-15.9%**

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1.3 Water

1.3.1 Water consumption

	Unit	2023	2024	2025	Annual change (2024-2025)
Water consumed	m^3	42,393	40,914	39,444	-3.6%

1.4 Waste

1.4.1 Waste generation and treatment

Waste category	Unit	Generated	Diverted from disposal		Directed to disposal	
			Recycling	Other	Landfill	Other
General waste	Metric tons	570.1	2.1	3.0 (energy recovery)	565.1	-
Cardboard and paper	Metric tons	265.4	265.4	-	-	-
Electronic	Metric tons	45.1	45.1	-	-	-
Food	Metric tons	28.3	-	17.9 (compost) 8.3 (donation) 2.1 (energy recovery)	-	-
Wood	Metric tons	13.8	13.8	-	-	-
Mixed recyclables	Metric tons	12.5	12.5	-	-	-
Plastic	Metric tons	7.1	7.1	-	-	-
Commercial industrial	Metric tons	3.1	-	-	3.1	-
Metal	Metric tons	0.5	0.5	-	-	-
Glass	Metric tons	0.3	0.3	-	-	-
Hazardous waste	Metric tons	241.5	24.3	2.7 (energy recovery)	-	214.5 (incineration without energy recovery)
Total	**Metric tons**	**1,187.8**	**371.1**	**34.0**	**568.1**	**214.5**

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1.4.2 Waste treated by hazardous/non-hazardous waste

	Unit	Generated	Diverted from disposal	Directed to disposal	Percent diverted from disposal
Non-hazardous waste	Metric tons	946.2	378.1	568.1	40.0%
Hazardous waste	Metric tons	241.5	27.0	214.5	11.2%
Total	**Metric tons**	**1,187.8**	**405.1**	**782.7**	**34.1%**

2. Social Data

2.1 Employees[5]

2.1.1 Total employees, by employment type, employment contract, engagement type, and gender

	2024			2025		
	Women	Men	**Total**	Women	Men	**Total**
			By employment type			
Full-time	463	1,277	**1,740**	474	1,239	**1,713**
Part-time	30	27	**57**	33	33	**66**
Total	**493**	**1,304**	**1,797**	**507**	**1,272**	**1,779**
			By employment contract			
Permanent	488	1,291	**1,779**	500	1,257	**1,757**
Temporary	5	13	**18**	7	15	**22**
Total	**493**	**1,304**	**1,797**	**507**	**1,272**	**1,779**
			By engagement type			
Employees	493	1,304	**1,797**	507	1,272	**1,779**
Workers who are not employees	74	110	**184**	57	105	**162**
Total	**567**	**1,414**	**1,981**	**564**	**1,377**	**1,941**

[5] These figures include temporary employees and students who are not counted in the employee total reported in the 20-F annual report.

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2.1.2 Total employees, by employment type, employment contract, engagement type, and region

	2024					2025				
	Israel	Americas	APJ	EMEA	**Total**	Israel	Americas	APJ	EMEA	**Total**
	By employment type									
Full-time	473	829	132	306	**1,740**	468	809	127	309	**1,713**
Part-time	22	3	2	30	**57**	23	6	2	35	**66**
Total	**495**	**832**	**134**	**336**	**1,797**	**491**	**815**	**129**	**344**	**1,779**
	By employment contract									
Permanent	479	832	133	335	**1,779**	474	812	128	343	**1,757**
Temporary	16	-	1	1	**18**	17	3	1	1	**22**
Total	**495**	**832**	**134**	**336**	**1,797**	**491**	**815**	**129**	**344**	**1,779**
	By engagement type									
Employees	495	832	134	336	**1,797**	491	815	129	344	**1,779**
Workers who are not employees	99	34	24	27	**184**	96	30	18	18	**162**
Total	**594**	**866**	**158**	**363**	**1,981**	**587**	**845**	**147**	**362**	**1,941**

2.1.3 Total employees, by gender and position

	2024				2025			
Gender	Employees (non-managers)	Managers	VP and above	**Total**	Employees (non-managers)	Managers	VP and above	**Total**
Women	382	102	9	**493**	403	95	9	**507**
Men	1,019	249	36	**1,304**	984	253	35	**1,272**
Total	**1,401**	**351**	**45**	**1,797**	**1,387**	**348**	**44**	**1,779**

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2.1.4 Total employees and new hires, by gender and age

		2024		2025	
Gender	Age group	Total employees	New hires	Total employees	New hires
Women	Under age 30	50	19	51	22
	Ages 30-50	296	33	297	50
	Over age 50	147	17	159	13
	Total	**493**	**69**	**507**	**85**
Men	Under age 30	137	52	121	41
	Ages 30-50	764	84	753	100
	Over age 50	403	29	398	11
	Total	**1,304**	**165**	**1,272**	**152**
Total (all ages)		**1,797**	**234**	**1,779**	**237**

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2.1.5 Total employees and new hires in technical roles, by gender and position

		2025	
Gender	Position	Total employees	New hires
Women	Employees (non-managers)	63	10
	Managers	12	1
	VP and above	0	0
	Total	**75**	**11**
Men	Employees (non-managers)	456	28
	Managers	103	1
	VP and above	13	1
	Total	**572**	**30**
Grand Total		**647**	**41**

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2.1.6 Annual turnover rates

Turnover rates include resignations and dismissals of permanent employees only.

		Americas	APJ	EMEA	Israel	Total
Involuntary	Female	5.4%	10.2%	10.5%	1.6%	5.3%
	Male	3.4%	10.0%	14.4%	2.1%	5.7%
	Subtotal	3.8%	10.1%	13.4%	1.9%	5.6%
Voluntary	Female	9.6%	8.2%	7.0%	6.9%	7.9%
	Male	8.2%	6.3%	5.8%	7.7%	7.5%
	Subtotal	8.5%	7.0%	6.1%	7.4%	7.6%
Total	Female	14.9%	18.3%	17.5%	8.5%	13.2%
	Male	11.6%	16.3%	20.2%	9.8%	13.2%
Total (all genders)		**12.3%**	**17.1%**	**19.5%**	**9.3%**	**13.2%**

2.2 Labor, Compensation, and Benefits

2.2.1 Employees who took parental leave, by gender

	2021	2022	2023	2024	2025
Male employees	15	34	43	54	54
Female employees	20	24	25	22	26
Total employees	**35**	**58**	**68**	**76**	**80**

2.2.2 Parental leave retention

	2022	2023	2024	2025
Percentage of Stratasys parents who took parental leave and remained at the company at the end of the year	86%	87%	87%	86%

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2.2.3 Annual compensation ratio

	2025
Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees[6]	15.1:1

2.3 Diversity, Equity, and Inclusion

2.3.1 Diversity in the Board of Directors

	2025
Female directors	1
Male directors	7
Proportion of female directors	12.5%

2.3.2 Diversity in the Core Leadership Team

	2025
Female executives	1
Male executives	6
Proportion of female executives	14.3%

[6] Annual total compensation includes the base salary and the annual target bonus effective as of the end of the year.

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2.3.3 Racial diversity – United States

		2025					
		White / Caucasian	Black / African American	Hispanic / Latino	Asian	American Indian / Alaska Native	Not disclosed
Employees (non-managers)	Female	53	4	11	15	2	47
	Male	284	26	38	34	2	152
Managers	Female	23	-	-	2	-	7
	Male	72	1	2	4	-	12
VP and above	Female	1	-	1	-	-	1
	Male	9	-	-	1	-	1
Total	**Female**	**77**	**4**	**12**	**17**	**2**	**55**
	Male	**365**	**27**	**40**	**39**	**2**	**165**
Grand total		**442**	**31**	**52**	**56**	**4**	**220**
Percentage of disclosed employees		**75.6%**	**5.3%**	**8.9%**	**9.6%**	**0.7%**	**-**

2.3.4 Diverse hiring KPIs

	KPI	2023	2024	2025
Percentage of management hires that are women	35%	25%	38%	41%
Percentage of tech hires that are women	25%	23%	20%	27%
Percentage of candidate slates for manager-and-above positions with a diverse slate	100%	97%	94%	83%
Percentage of intern/student hires that reflect a range of ethnic and gender diversity	40%	57%	49%	61%

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2.4 Health and Safety

2.4.1 Safety Incidents

	2025
Number of lost-time, work-related injuries	7
Number of working hours	2,850,000
Total Recordable Incident Rate (TRIR), per 200,000 hours[7]	0.5
Number of severe injury incidents	0
Number of fatalities	0

2.4.2 Safety training

	2023	2024	2025
Number of employees who underwent safety training	1,837	1,879	1,714
Hours of safety training provided to employees	3,431	2,671	2,174
Average number of safety training hours per employee as of year-end headcount	1.7	1.5	1.2

[7] TRIR (Total Recordable Incident Rate) measures incidents involving three or more lost working days per 200,000 working hours.

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2.5 Learning and Development

2.5.1 Training hours

	2025
Total hours invested in employee training	26,429
Average training hours per employee	14.9
Percentage of mandatory/regulatory employee training hours	22.2%
Percentage of employee training hours for professional development and soft skills	77.8%
Percentage of employees who underwent professional development and soft skills training (as a share of year-end headcount)	81.2%

2.5.2 Completion rates of key training programs

	2024	2025
Health and safety	98%	97.2%
Environmental	26%	94.7%
Diversity and anti-bias	5%	3.1%
Code of Conduct	97%	98.0%
Anti-harassment	98%	98.5%

2.5.3 Percentage of employees who received performance reviews

This figure is calculated based on the number of employees who participated in an annual performance review. Annual reviews can be conducted until the end of the first quarter (March) of the following year. The employee performance review rate is based on the number of employees who were eligible for a performance review and remained active during the performance review period (October 1, 2025-March 31, 2026).

	2025
Percentage of employees who participated in performance reviews	94.7%

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2.6 Employee Engagement

2.6.1 Employee engagement survey results

	2023	2024	2025
Employee engagement score	73	74	75
Percentage of employees who responded to the survey	81%	91%	91%

3. Governance and Ethics Data

3.1 Violations and Breaches

3.1.1 Number of violations, breaches, and incidents of noncompliance, by type

	2024	2025
Incidents of corruption or bribery	0	0
Incidents of discrimination	0	0
Breaches of customer data privacy	0	0
Incidents of conflicts of interest	0	0
Incidents of money laundering or insider trading	0	0
Incidents of noncompliance relating to marketing communications	0	0
Significant environmental violations[8]	0	0

[8] This is defined as violations that incurred fines/penalties of more than $10,000 USD.

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3.2 Supply Chain

3.2.1 Supplier Code of Conduct signatories

The Supplier Code of Conduct compliance criteria, which include environmental, social, and governance-related topics, are part of our Purchasing Terms and Conditions. New suppliers must agree to comply with the Code of Conduct.

	2023	2024	2025
Percentage of new suppliers who signed the Supplier Code of Conduct	100%	100%	100%

3.2.2 Supplier sustainability assessments

	2025
Percentage of direct procurement spend covered by sustainability assessments (cumulative)	31%

3.3 Product Quality

3.3.1 Incidents of product safety noncompliance

	2025
Incidents of product health and safety noncompliance	0

3.3.2 Product recalls

	2025
Number of product recalls	0
Number of units recalled	0

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APPENDIX II: GRI INDEX

This report was compiled in accordance with the GRI Standards for the period of January 1, 2025, to December 31, 2025.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Who We Are
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	There are no significant restatements. Any changes in methodology or scope and amended information are detailed in context where relevant.
	2-5 External assurance	Limited assurance for our GHG emissions was conducted by Motive Analytics. We engaged the US-based consulting firm Keramida for comprehensive GHG emissions data collection and analysis for disclosure purposes.
	2-6 Activities, value chain and other business relationships	Who We Are
	2-7 Employees	Appendix I: Data Tables. These figures include temporary employees and student positions, bringing the total to 1,779 employees, compared to 1,757 employees reported in our 2025 20-F.
	2-8 Workers who are not employees	Appendix I: Data Tables
	2-9 Governance structure and composition	Governance Structure
	2-10 Nomination and selection of the highest governance body	20-F Report, Item 6.C. Board Practices
	2-11 Chair of the highest governance body	Governance Structure

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GRI STANDARD	DISCLOSURE	LOCATION
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
	2-15 Conflicts of interest	Ethical Conduct
	2-16 Communication of critical concerns	Ethical Conduct
	2-17 Collective knowledge of the highest governance body	20-F Report, Item 6.A. Directors and Senior Management
	2-18 Evaluation of the performance of the highest governance body	20-F Report, Item 6.C. Board Practices
	2-19 Remuneration policies	20-F Report, Item 6.B. Compensation
	2-20 Process to determine remuneration	20-F Report, Item 6.B. Compensation
	2-21 Annual total compensation ratio	Appendix I: Data Tables
	2-22 Statement on sustainable development strategy	Sustainability Strategy
	2-23 Policy commitments	Ethical Conduct
	2-24 Embedding policy commitments	Ethical Conduct
	2-25 Processes to remediate negative impacts	Ethical Conduct
	2-26 Mechanisms for seeking advice and raising concerns	Ethical Conduct
	2-27 Compliance with laws and regulations	Ethical Conduct

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GRI STANDARD	DISCLOSURE	LOCATION
	2-28 Membership associations	Additive Manufacturer Green Trade Association (AMGTA) - Founding Member; Additive Manufacturing UK (AMUK); America Makes; Committee for Economic Development of The Conference Board (CED); Make UK Defence; Manufacturers Association of Israel; Minnesota Chamber of Commerce; The Minnesota National Security Ecosystem; Minnesota Business Partnership; National Association of Manufacturers (US); Society of Manufacturing Engineers (SME); Society of Women Engineers (SWE)
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Material Topics
	2-30 Collective bargaining agreements	We respect our employees' rights to freedom of association and collective bargaining. Stratasys is not a party to any company-specific collective bargaining agreement. We have a CSE in France (established in 2024). Our Supplier Code of Conduct also prohibits our suppliers from preventing their workers from associating freely and establishing labor unions.
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement and Material Topics
	3-2 List of material topics	Stakeholder Engagement and Material Topics
Indirect economic impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stratasys in the Community
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Stratasys in the Community
	203-2 Significant indirect economic impacts	Stratasys in the Community

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GRI STANDARD	DISCLOSURE	LOCATION
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethical Conduct
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical Conduct
	205-2 Communication and training about anti-corruption policies and procedures	Ethical Conduct
	205-3 Confirmed incidents of corruption and actions taken	Ethical Conduct
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Circularity – Closing the Loop
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Comprehensive global data sets were unavailable for this report.
	301-2 Recycled input materials used	Product Circularity – Closing the Loop
	301-3 Reclaimed products and their packaging materials	Product Circularity – Closing the Loop
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Transition to Lower-Carbon Operations
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Appendix I: Data Tables
	302-2 Energy consumption outside of the organization	Transition to Lower-Carbon Operations
	302-3 Energy intensity	Appendix I: Data Tables
	302-4 Reduction of energy consumption	Transition to Lower-Carbon Operations
	302-5 Reductions in energy requirements of products and services	Enabling Climate-Conscious Manufacturing

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GRI STANDARD	DISCLOSURE	LOCATION
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Stewardship
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship
	303-2 Management of water discharge-related impacts	Water Stewardship
	303-3 Water withdrawal	Water Stewardship
	303-4 Water discharge	Comprehensive global data sets were unavailable for this report.
	303-5 Water consumption	Water Stewardship
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Transition to Lower-Carbon Operations
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Appendix I: Data Tables
	305-2 Energy indirect (Scope 2) GHG emissions	Appendix I: Data Tables
	305-3 Other indirect (Scope 3) GHG emissions	Appendix I: Data Tables
	305-4 GHG emissions intensity	Appendix I: Data Tables
	305-5 Reduction of GHG emissions	Transition to Lower-Carbon Operations; Appendix I: Data Tables
	305-6 Emissions of ozone-depleting substances (ODS)	Relevant sites in the United States and Israel have been determined by regulatory authorities to have not met minimum reporting thresholds for air emissions.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

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GRI STANDARD	DISCLOSURE	LOCATION
Spills		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Waste Management
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Appendix I: Data Tables
	306-4 Waste diverted from disposal	Appendix I: Data Tables
	306-5 Waste directed to disposal	Appendix I: Data Tables
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain and Sourcing
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain and Sourcing
	308-2 Negative environmental impacts in the supply chain and actions taken	Alongside our requirement for suppliers to sign our Supplier Code of Conduct, in 2024 we launched a supplier sustainability questionnaire process to assess the environmental, social, and ethical management and performance of our suppliers. This assessment supports engagement with suppliers to remediate identified material impacts.

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GRI STANDARD	DISCLOSURE	LOCATION
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Compensation and Benefits
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Appendix I: Data Tables
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits
	401-3 Parental leave	Compensation and Benefits
Labor/management relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Engagement
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We adhere to local laws and regulations, providing employees minimum notice prior to implementing significant operational changes that could substantially affect them. For example, when we close or divest from a location or significantly reduce our workforce in the United States, we provide advance notice to affected employees in accordance with the WARN Act and applicable state laws. Elsewhere, we typically give one month's notice in cases of termination, except in instances where longer notice periods are required by local laws, special circumstances, or senior positions.
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety
	403-3 Occupational health services	Employee Health and Safety

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GRI STANDARD	DISCLOSURE	LOCATION
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety
	403-5 Worker training on occupational health and safety	Employee Health and Safety
	403-6 Promotion of worker health	Employee Health and Safety; Compensation and Benefits
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety
	403-8 Workers covered by an occupational health and safety management system	We engage in EHS activities across all our sites. Our global occupational health and safety management system covers 100% of our sites and employees.
	403-9 Work-related injuries	Employee Health and Safety
	403-10 Work-related ill health	Employee Health and Safety
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Learning and Development
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Appendix I: Data Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Appendix I: Data Tables
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Diverse and Inclusive Workplace

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Appendix I: Data Tables
	405-2 Ratio of basic salary and remuneration of women to men	We conduct an annual gender pay assessment of our Israel-based employees, if required by local regulations. The results are communicated to our employees and appear on our website to promote transparency.
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Diverse and Inclusive Workplace
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Appendix I: Data Tables
Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	We respect our employees' rights to freedom of association and collective bargaining. Stratasys is not a party to any company-specific collective bargaining agreement. We have a CSE in France (established in 2024). Our Supplier Code of Conduct also prohibits our suppliers from preventing their workers from associating freely and establishing labor unions.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
Child labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain and Sourcing
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain and Sourcing

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GRI STANDARD	DISCLOSURE	LOCATION
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain and Sourcing
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain and Sourcing
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stratasys in the Community
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Stratasys in the Community
	413-2 Operations with significant actual and potential negative impacts on local communities	None of our operations were found to have significant actual or potential negative impacts on local communities.
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain and Sourcing
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain and Sourcing
	414-2 Negative social impacts in the supply chain and actions taken	Alongside our requirement for suppliers to sign our Supplier Code of Conduct, in 2024 we launched a supplier sustainability questionnaire process to assess the environmental, social, and ethical management and performance of our suppliers. This assessment supports engagement with suppliers to remediate identified material impacts.

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GRI STANDARD	DISCLOSURE	LOCATION
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	The Stratasys Corporate Contribution Policy lists the purposes and organizations not considered for funding, including "political candidates, campaigns, or organizations."
GRI 415: Public Policy 2016	415-1 Political contributions	
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Delivering Safe and Reliable AM Solutions
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Delivering Safe and Reliable AM Solutions
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Appendix I: Data Tables
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Cybersecurity
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity

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APPENDIX III: SASB INDEX

This report references the relevant Sustainability Accounting Standards Board (SASB) standards for the hardware sector (TC-HW).

Topic	Metric	Code	Location
Product Security	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	Cybersecurity
Employee Diversity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	TC-HW-330a.1	Appendix I: Data Tables
Product Life Cycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	While this specific metric is not tracked, we require products and materials provided by our suppliers to adhere to relevant European Union regulations, including REACH and RoHS.
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	None
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	TC-HW-410a.3	We have conducted research relevant to the environmental benefits of our products. This includes a peer-reviewed Life Cycle Inventory for a leading technology showing significant environmental advantages compared to traditional manufacturing, including reduced energy consumption. In addition, a study was conducted for SAF™ PA12, further demonstrating environmental benefits enabled by our powder bed fusion technology.
	Weight of end-of-life products and e-waste recovered; percentage recycled	TC-HW-410a.4	Product Circularity – Closing the Loop

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Topic	Metric	Code	Location
Supply Chain Management	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	Not performed
	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances	TC-HW-430a.2	Not performed
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Supply Chain and Sourcing

Activity metric	Code	Location
Number of units produced by product category	TC-HW-000.A	Not disclosed
Area of manufacturing facilities	TC-HW-000.B	377,528 ft^2
Percentage of production from owned facilities	TC-HW-000.C	Not disclosed