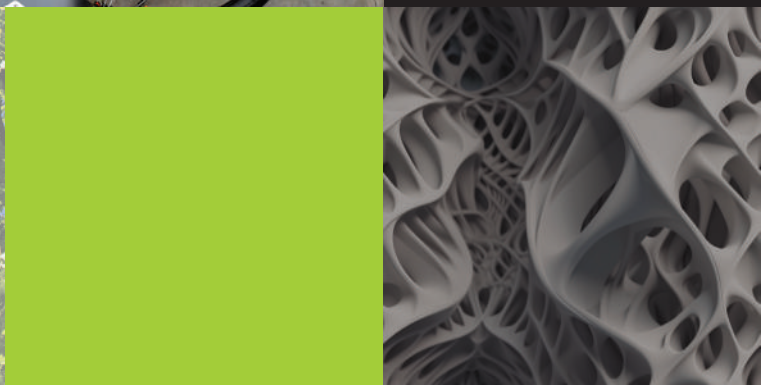
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Mindful Manufacturing™

Stratasys 2024 ESG & Sustainability Report



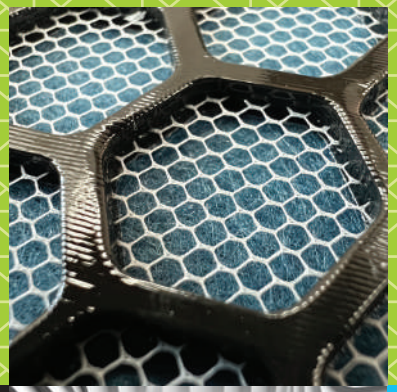




stratasys sustainability

CHAPTER 1
OPENING STATEMENTS

- Dr. Yoav Zeif, Chief Executive Officer, Stratasys
- Dov Ofer, Chairman of the Board of Directors, Stratasys
- About This Report













DR. YOAV ZEIF

Chief Executive Officer, Stratasys

Sustainability at Stratasys is not a stand-alone effort; it's embedded in our business strategy and central to the value we bring to our customers. Additive Manufacturing (AM) has always promised transformational ways to produce, and today, that promise is more essential and relevant than ever. We are working tirelessly to make additive manufacturing the technology of choice for responsible, efficient, and innovative production.

Sustainability is a real and growing need for our customers – and our planet. Everyone is under increasing pressure to improve resource efficiency, optimize operations, and decarbonize supply chains, and for us the message is clear: Customers are not just looking for solutions; they are also demanding measurable impact. That's why we've made sustainability a core part of how we innovate, operate, and engage.

In 2024, we used 972,035 kWh of renewable energy across our sites, part of our shift toward cleaner, lower-carbon operations.

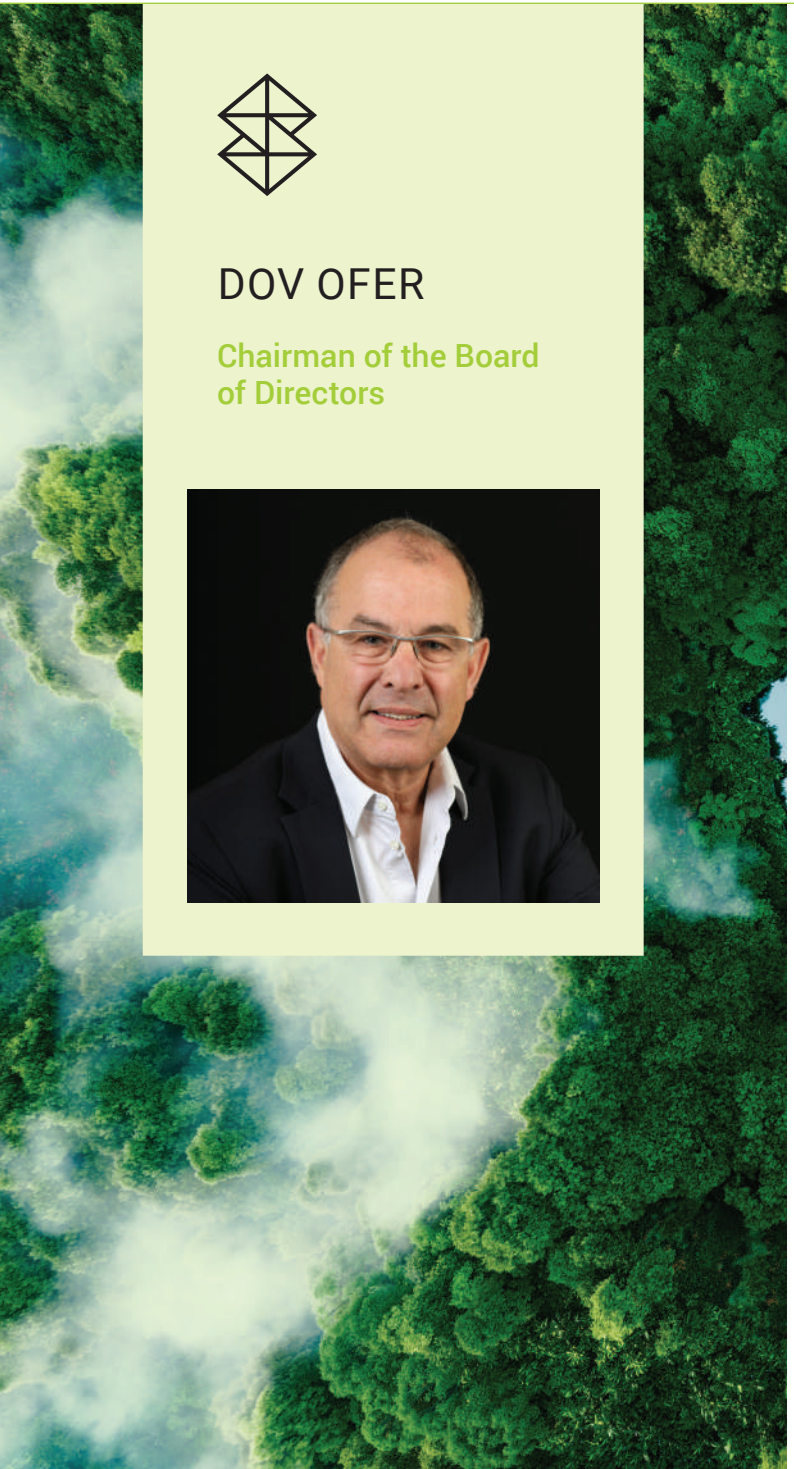
This year, we strengthened our dialog with customers through our Customer Advisory Board. Their views on sustainability are helping shape our direction. We're listening not only to engage with them, but also to ensure that our technologies deliver what they need: the means to reduce emissions, introduce circularity, optimize materials consumption, and transition to more agile, digital, and direct manufacturing models.

Our Mindful Manufacturing™ vision continues to guide our efforts. It challenges industry assumptions, pushes us to rethink the obvious, and unlocks innovation across hardware, software, and materials. Whether by designing machines and parts with the environment in mind, applying life-cycle analysis and eco-design principles to parts and products, or developing circular solutions like SAF ReLife™ that can reduce production emissions by up to 89%, we're committed to driving sustainability across the entire value chain.

We also made progress internally by further embracing ESG best practices, strengthening our governance, expanding data transparency, and **mapping and disclosing our entire value chain's emissions for the first time.** All this while remaining aligned with global reporting frameworks. We know that credibility starts with us.

We continued to strengthen our culture and capabilities in 2024, achieving a record-high employee engagement score of 74 and delivering 39,366 hours of training, an average of 21.9 hours per employee.

I'm proud of the strides our team has made this year, achieving a Silver Medal in our first EcoVadis sustainability assessment. We continue to introduce sustainable product innovations that meet customer needs and drive our business forward. Our approach is practical, data-driven, and focused on measurable outcomes. Join us on this journey – and make the world a better place with AM.



DOV OFER

Chairman of the Board of Directors

Today's manufacturing landscape is increasingly complex, driven by geopolitical pressures, changing trade dynamics, regulatory challenges, and greater demands for social and environmental responsibility. To thrive, companies must rethink operations and introduce greater agility, efficiency, and resilience.

For Stratasys, Additive Manufacturing (AM) is more than a technology evolution; it's a transformative enabler in this new industrial reality. Our solutions deliver localized, flexible production at scale, helping manufacturers optimize supply chains, reduce waste and emissions, and respond rapidly to changing conditions. This is the future of manufacturing: digital, distributed, and sustainable.

Sustainability, in fact, is a core element of our business strategy, addressing emerging risks and positioning the Company to capitalize on new opportunities.

In 2024, we completed our first Scope 3 emissions assessment and conducted an analysis of our 2023-2024 carbon footprint. The results speak for themselves: a 23.1% reduction in our total global carbon footprint, including Scopes 1, 2, and 3.

With more than 35 years of innovation, a broad portfolio of advanced machines, materials, and software, and a governance framework built on transparency and long-term value creation, Stratasys is uniquely positioned to lead our industry's transformation.

Our commitment is clear. Mindful Manufacturing™ is set to shape the future of production by advancing AM into the mainstream, enabling a resilient, sustainable manufacturing ecosystem that will support generations to come.

ABOUT THIS REPORT

This 2024 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). These frameworks continue to guide the structure and scope of our reporting, and help ensure the consistency, transparency, and comparability of our disclosures across years.

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), reflecting the broader social and environmental impact of our work.

Unless otherwise noted, the information in this report covers Stratasys, Ltd. and its global subsidiaries. Quantitative data primarily reflects the 2024 calendar year, while some qualitative information extends into 2025. Financial data is based on our 2024 Annual Report, which takes precedence in the event of discrepancies.

This year's report includes several notable updates and developments. We have reported Scope 3 greenhouse gas (GHG) emissions for the first time, reflecting activity data from 2023 and 2024. This sets the foundation for evidence-based decision- making and target setting as related to broader climate impact to support science-based reduction strategies for the coming years. In addition, all reported GHG emissions, including Scopes 1, 2, and 3, underwent limited assurance by Motive Analytics, an independent provider of ESG verification and advisory services, to enhance the credibility and reliability of the data presented.

We also expanded the scope of data included in this year's report, both in terms of the number of metrics tracked and the geographic coverage of the data.

The report was compiled with the support of Vireo Insights, a 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 in collaboration with THG ECO/MyCarbon, a UK-based consulting firm, using established methodologies aligned with the GHG Protocol and ISO 14064-1 standard.

For questions, feedback, or additional information about this report, please contact:

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CHAPTER 2
ABOUT STRATASYS

- Our Story
  - Our Purpose
  - Our Mission
  - Our Values
- Our Global Presence
- 2024 At a Glance
- Association Memberships
- Our Operating Model
- AM Technologies Driving Innovation
  - Stratasys Technologies Portfolio
  - Smart Software for Optimized Printing
- Innovating for Tomorrow
  - Strategic Patent Portfolio
  - Celebrating Stratasys Inventors







OUR STORY

Stratasys has been at the forefront of Additive Manufacturing (AM) for over 35 years, pioneering the shift to AM-enabled production with advanced technologies, software, materials, services, and on-demand parts.

We provide industrial-grade solutions to address complex design and manufacturing challenges across multiple industries and product life cycles. Our technologies support manufacturing practices that are economical, personalized, and sustainable, enabling companies worldwide to meet evolving market demands. With a team of experts dedicated to innovation, we pride ourselves on implementing applications across aerospace, consumer goods, automotive, healthcare, and other sectors.

We empower our customers to push the boundaries of what's possible in manufacturing, enabling complex geometries and simplified part architectures that reduce the need for assembly alongside unparalleled precision, speed, and performance.

Add Stratasys. Make additive work for you.

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 life cycle, 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.

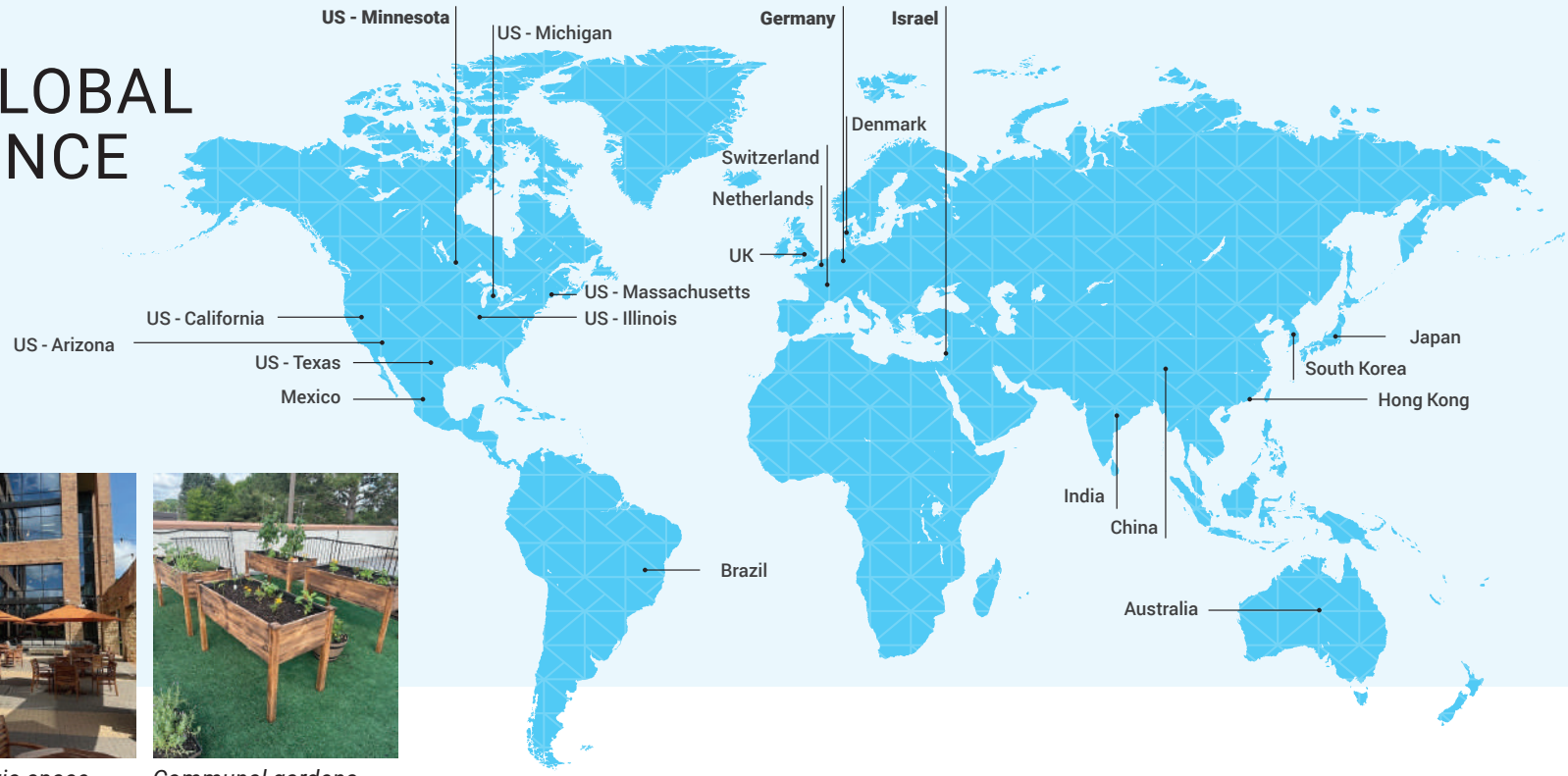
Own It

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

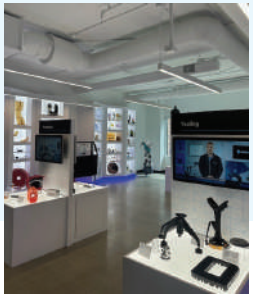
Aim Higher

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

OUR GLOBAL PRESENCE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Customer center

Outdoor patio space

Communal gardens

ARCH Campus: New U.S. Headquarters in Minnetonka, MN

In 2024, we began consolidating our U.S. headquarters (three offices) into one campus in Minnetonka. This is an important milestone in our ongoing efforts to enhance innovation and collaboration with state-of-the-art facilities that emphasize employee experience, reflecting our People First approach. The move also underscores our commitment to sustainability, wellbeing, and the creation of a workplace that fosters our core value: We Make It Together.

Environmental, health, safety, and employee wellbeing considerations were central to this transition. Our new headquarters integrates energy-efficient systems and sustainable resource management practices, including the use of reusable mugs and glassware in our kitchens. The campus also features a community garden and an outdoor patio space, where employees can gather for lunch, informal conversations, or outdoor meetings, contributing to a more connected and relaxed work atmosphere.

We have also created a welcoming, modern workspace that supports both individual productivity and team collaboration. One of the facility's highlights is a state-of-the-art customer center that showcases our technologies and applications in real-world use cases. This space encourages visitors to explore our 3D printing solutions in an immersive, hands-on setting, and reflects the innovation we bring to customers.

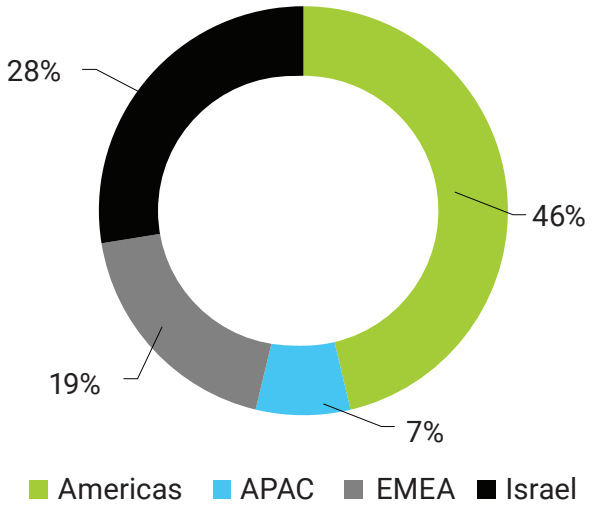
This move represents an investment in the Company's future. The ARCH campus supports our evolving needs, while enhancing the overall experience for our employees and partners.

2024 AT A GLANCE

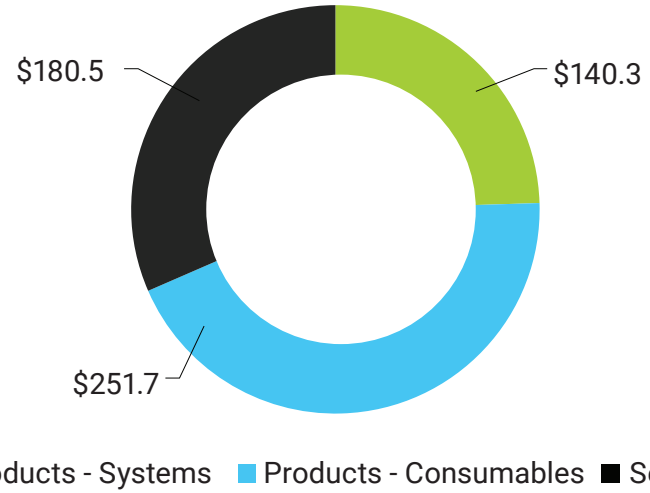
- **40+ sites across four global regions**
- **1,797 employees**[1]
- **$572.5 million total revenues**
- **Over 2,300 issued and pending patents**
- **130+ partner network**

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

Number of Employees by Region - 2024



Revenue from Products and Services, FY 2024, USD Millions



ASSOCIATION MEMBERSHIPS

AMGTA
Additive Manufacturer Green Trade Association - Founding Member

National Association of Manufacturers (US)

Minnesota Chamber of Commerce

America Makes

Society of Women Engineers

SME
Society of Manufacturing Engineers

OUR OPERATING MODEL

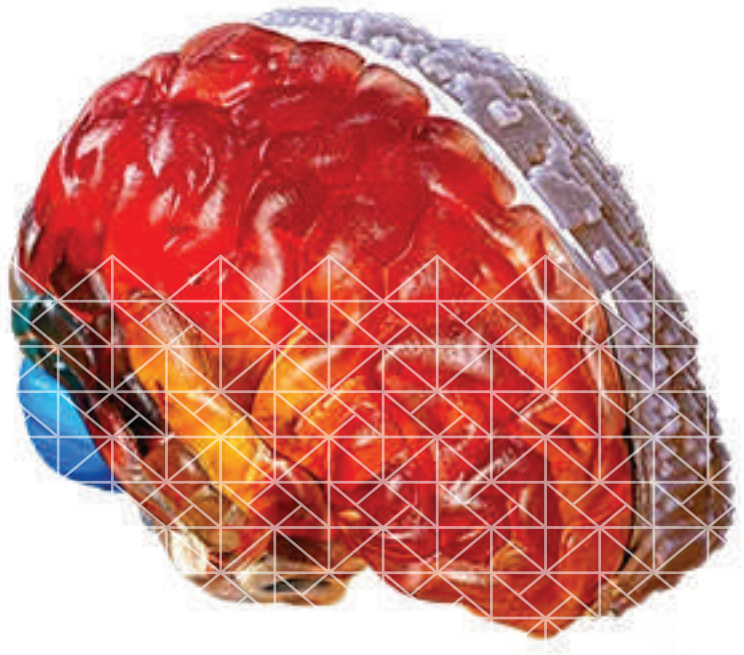
In 2024, we embarked on a strategic transition to enhance efficiency, strengthen our competitive position, and create long-term value for customers and stakeholders. Responding to evolving market conditions, we also took decisive steps to refine our business strategy, concentrating on our core strengths and optimizing operations to drive profitability.

As part of this transformation, we implemented a refined operating model focused on our core growth applications. We also made a difficult, but necessary, decision to reduce our workforce by approximately 15%, aligning resources with strategic priorities. Concurrently, we secured a $120 million equity investment from Fortissimo Capital, reinforcing our financial foundation and facilitating continued investment in innovation.

These actions reflect our commitment to adapting to a dynamic market, while advancing our vision to deliver impactful, sustainable solutions to customers.

AM TECHNOLOGIES DRIVING INNOVATION

Stratasys provides industry-leading **AM** solutions that enable precision, efficiency, and scalable production across multiple sectors. These solutions replace and complement traditional manufacturing steps with **additive processes**, reducing material waste and improving supply chain flexibility. With a diverse portfolio of **3D printing technologies, materials, and software**, we empower businesses to create high-quality, durable, and customized parts at any scale. Our polymer materials include **thermoplastics** for strength, durability, and heat resistance, and **thermosets** for high precision, fine details, and specialized properties. Designed for longevity, many of our machines last 10-20 years, ensuring consistent, high-performance printing across industries.



Stratasys Technologies Portfolio



» **FDM® (Fused Deposition Modeling):** Heats and extrudes thermoplastic filament through a nozzle, layering material to build strong, production-ready parts. It is common in manufacturing, aerospace, and automotive industries.



» **PolyJet™:** Jets liquid photopolymer droplets onto a build tray, curing them instantly with UV light. This enables high-detail, multi-material, full-color prints ideal for realistic prototypes and medical applications.





» **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 parts at production scale.





» **P3™ (Programmable PhotoPolymerization – DLP):** Uses a digital light projector to cure entire layers of resin simultaneously with extreme accuracy and precision as well as superior surface finish, running high-performance materials for end-use production.





» **Stereolithography (SLA):** Uses a UV laser to cure liquid resin to form precise, smooth, high-resolution parts layer by layer. It is widely used for tooling, investment casting, and complex prototypes.



Neo®800+ Stereolithography

The Neo800+ printer builds on the success of the Neo800 printer, delivering:

- **Up to 50% faster build speeds** with ScanControl+™- optimized laser paths
- **Greater throughput**, improving time to part by 39%
- **Sharper details and smoother surfaces** with enhanced border control
- Somos® ScanControl+-ready materials for **high-speed, first-time print success**
- **Lower cost per part** through increased efficiency and reduced post-processing
- **24/7 operations** to keep production continuously running

The printer is built for industries, such as aerospace, automotive, and consumer electronics, where speed, precision, and consistency are critical.



Smart Software for Optimized Printing

Our **GrabCAD®** software ecosystem streamlines digital and distributed production by enabling seamless, file-to-print workflows directly from CAD files to minimize errors, reduce material waste, and accelerate time to part. **GrabCAD Print Pro** enhances this experience with advanced capabilities such as automatic warp correction, print analytics, and part stacking to support high-efficiency, high-throughput production environments. Through **OpenAM™**, we expand material flexibility by allowing customers to fine-tune print parameters and integrate third-party materials, improving customization and supporting supply chain resilience.

In 2024, we introduced the **GrabCAD IoT platform**, offering real-time monitoring of printers, materials, and part status across multiple sites. This technology provides manufacturers with enhanced operational visibility and control, facilitating data-driven decisions that improve productivity, reduce downtime, and support more sustainable production practices.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

INNOVATING FOR TOMORROW

At Stratasys, innovation is core to our DNA. For over 35 years, we have been advancing the future of manufacturing by pioneering AM technologies that transform how products are designed, made, and delivered. Our commitment to innovation goes hand in hand with our Customer First promise, developing practical, scalable, and sustainable solutions that meet the evolving needs of industries worldwide. From digital design-to-print software to multi-technology hardware platforms and open material ecosystems, we empower customers to build resilient, distributed, and efficient production infrastructures.

Strategic Patent Portfolio

In 2024, our patent portfolio comprised over 2,300 assets, including 1,900 issued patents, reflecting decades of deep industry expertise and a strong foundation of innovation. We refined our IP strategy to focus on assets that align closely with our long-term product roadmap and technology priorities. This disciplined approach ensures that our intellectual property continues to protect and strengthen the differentiated value of our offerings. Customers rely on Stratasys not only for proven technology, but also for the peace of mind that comes from partnering with a company backed by robust, strategic IP and decades of Additive Manufacturing expertise and innovation.







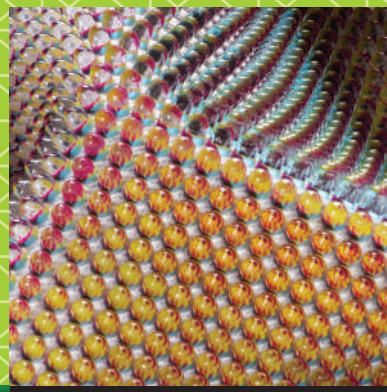
Celebrating Stratasys Inventors

Our IP reflects both technological leadership and the deep expertise of our global team of engineers, scientists, and AM specialists who continue to shape the future of advanced manufacturing. Our success is built on their creativity and ingenuity.

Each year, we honor Stratasys Inventors, whose innovations expand our capabilities and product portfolio. This signature global event, hosted by our CEO and Chief Legal Officer/Head of IP, highlights the strategic importance of IP, and celebrates the pioneering individuals and teams driving our innovation. By recognizing our inventors, we reinforce our commitment to a culture of innovation that underpins our competitive edge and long-standing leadership in Additive Manufacturing.

CHAPTER 3
SUSTAINABILITY AT STRATASYS – 3D PRINTING A BETTER TOMORROW™

- **Sustainability Strategy**
  - Business, Market, & Thought Leadership
  - Circular Economy
  - Innovation
- **Climate Action**
  - Mitigation Through Innovation
  - Building Resilience for Climate Adaptation
  - Transforming Manufacturing for a Changing Climate
- **Sustainability Governance**
  - Board Oversight
  - Executive Leadership
  - Sustainability and Cross-Functional Teams
- **Stakeholder Engagement & Materiality**
  - Our Key Stakeholders
- **Advancing the Sustainable Development Goals (SDGs)**
- **2024 Sustainability Highlights**
  - Climate & Environment
  - People & Culture
  - Governance & Ethics







SUSTAINABILITY STRATEGY

We believe that focusing on sustainability allows us to rethink how things are made. At Stratasys, we are shaping the future of manufacturing through Additive Manufacturing (AM). By enabling smarter, more resource-efficient production and consumption, we hope to create a world in which future generations will thrive.

We integrate sustainability considerations into our decision-making processes through our **Mindful Manufacturing™** approach. We aim to reduce our own environmental impact, while helping customers transition to more sustainable production methods and decarbonize their businesses. This leads to long-term value with a triple bottom line – for our business, our customers, and the planet. Our sustainability strategy is built around three areas that guide our activity: **Business, Market, & Thought Leadership, Circular Economy, and Innovation.**

17 PARTNERSHIPS FOR THE GOALS

Business, Market, & Thought Leadership

As a leader in Additive Manufacturing, we believe it is our responsibility to drive the AM industry toward intentional and proactive sustainability management and actions.

Our approach to sustainability is **data-driven and evidence-based**, looking to measure, quantify and then minimize environmental impacts. We employ Life Cycle Assessment (LCAs), Life Cycle Inventories (LCIs), and impact assessment tools to identify emissions reduction opportunities across our offering and to showcase our products' proven sustainability value. For example, our PolyJet™ J850 TechStyle™ LCI, conducted by Reeves Insight, demonstrated that PolyJet™ technology can significantly reduce environmental impact in the examined use case, with **25% lower GHG emissions** and **49.9% less raw material consumption** compared to traditional methods.

EcoVadis Silver Medal

We are proud of having received third-party validation for our leadership in sustainability practices, with a Silver Medal from EcoVadis and a score in the 90th percentile among all assessed companies in the previous year. This is a stellar achievement in Additive Manufacturing, which exceeds industry standards and demonstrates our excellence and commitment.

EcoVadis evaluates environmental impact, labor and human rights, ethics, and sustainable procurement in 90,000-plus companies. Our Silver Medal reflects the strength of our management and performance across these domains. This recognition, the first Silver Medal for an AM company, reinforces our role as a sustainability leader in the industry. It also signals to our sustainability-focused customers and stakeholders that we take concrete and meaningful steps toward responsible manufacturing.



Stratasys is a founding member of the **Additive Manufacturer Green Trade Association (AMGTA)**, which is committed to **leading the broader AM industry toward sustainability** through research, collaboration, and knowledge sharing. Our work with AMGTA supports the development of peer-reviewed studies and industry-wide best practices.

AMGTA Awards – Recognized Across Four Categories

At the **2024 AMGTA Member Summit**, we received awards in four categories: **excellence in environmental management; sustainability reporting; leadership in advancing sustainable AM;** and **research into sustainable materials and processes.** These awards underscore our ongoing efforts to drive transparency, industry-wide improvement, and data-backed sustainability innovations.





12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Circular Economy

Our effort to manage resources responsibly is guided by the principles of the **circular economy.** Our approach focuses on **optimizing the use of materials** while promoting their recovery and regeneration where possible. We focus on **recycling, refurbishing, and reuse** to reduce waste, unnecessary consumption, and our global footprint.

Additive Manufacturing is uniquely positioned to enable a more circular economy when it comes to production. When implemented mindfully, AM allows for precise material use, lower energy consumption, and less waste from overproduction.

We equip customers with tools to manage their AM production more sustainably. This, in turn, helps support circular practices, reduce environmental impact, and improve decision-making to enable decarbonization in the manufacturing process.

Raw Materials

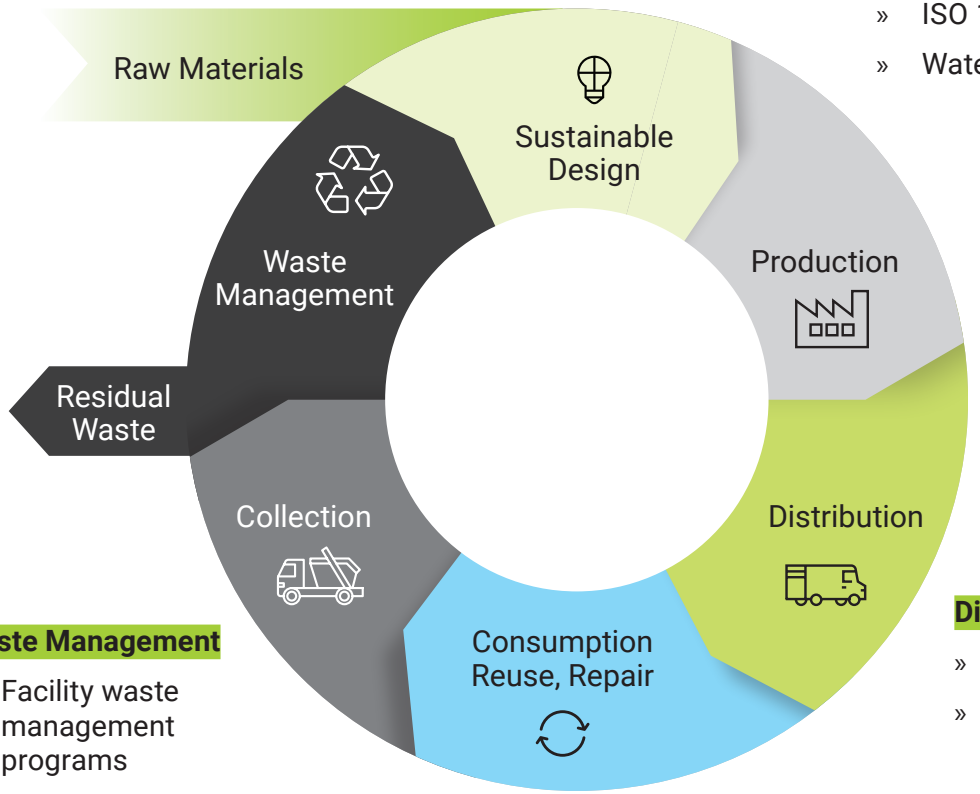
- Supplier Sustainability program
- Conflict minerals

Sustainable Design

- Product life cycle extension (proactive maintenance)
- GrabCAD Print Pro's Carbon Estimator

Production

- Renewable and low-carbon energy use
- ISO 14001 certification
- Water stewardship



Waste Management

- Facility waste management programs
- Composter at HQ

Distribution

- Optimized shipping
- Close-to-consumption manufacturing

Collection

- Recycling and returns programs

Consumption, Reuse, Repair

- Certified Pre-Owned machines
- SAF ReLife™



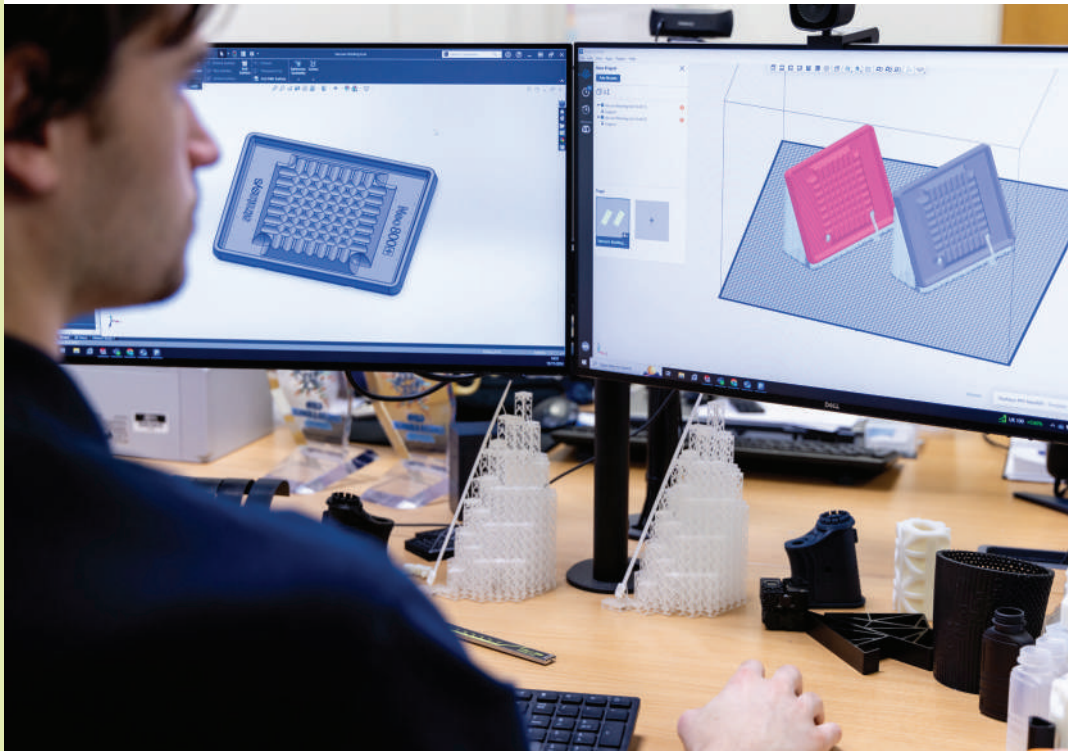
Innovation

Innovation in sustainability is how we make manufacturing **more efficient, flexible, and sustainable.** While Additive Manufacturing already reduces waste, optimizes material use, and enables on-demand production, intelligent digital tools are required to maximize its sustainability potential. By integrating **automation, process optimization, and real-time analytics**, we help customers reduce energy use, material waste, and emissions, while improving production efficiency.

Our latest GrabCAD software enhancements streamline workflows by improving **part accuracy, build utilization, and predictive analytics** to minimize failed prints and material waste. Advanced techniques like nesting and latticing enable users to optimize part orientation, reduce material consumption, and improve structural efficiency. Cloud-based print management and remote monitoring further **optimize printer usage and reduce downtime,** lowering energy consumption across production. Our new SAF ReLife™ solution revolutionizes manufacturing by allowing customers to manufacture with **100% reused feedstock,** while maintaining high-quality parts. These innovations also support **more resilient, localized supply chains by enabling distributed and on-demand manufacturing,** reducing reliance on long-distance transportation, and cutting supply chain emissions.

GrabCAD Carbon Estimator – Real-time Carbon Insights

We introduced the GrabCAD Carbon Estimator in 2024 as part of GrabCAD Print Pro, allowing users to calculate the carbon footprint of a part before printing. This new tool provides manufacturers with real-time carbon estimates and data-driven insights to optimize designs and reduce waste and emissions. By integrating carbon tracking into the AM workflow, we help customers make more informed, climate-conscious manufacturing decisions, while improving efficiency and sustainability.



CLIMATE ACTION

We recognize the urgent risks that climate change poses to business, communities, and the global economy. We are committed to reducing our own carbon footprint, while empowering our customers to lower theirs.

Additive Manufacturing is a powerful enabler of climate action, minimizing physical iterations for parts, reducing material waste, shortening supply chains, and optimizing energy use and transport emissions. But technology alone is not enough. That is why our data-driven approach integrates both mitigation and adaptation into our operations, portfolio, and partnerships.

Our climate strategy focuses on two priorities:

» Decarbonizing our operations through energy efficiency, renewable energy, and process improvements.

» Helping customers reduce their climate impact with sustainable manufacturing solutions across industries.



Mitigation Through Innovation

Traditional manufacturing methods often rely on wasteful subtractive processes and centralized production, leading to higher energy use, greater waste, and emissions. AM offers a more resource-efficient approach where applicable, reducing material waste, energy use, and emissions.

Stratasys AM builds parts layer by layer, minimizing excess and eliminating the need for subtractive processes.
Our solutions enable:

» Smarter, lighter part design that lowers use-phase emissions

» Optimized material usage and reduced overproduction

» Localized, on-demand manufacturing that shortens supply chains and cuts logistics-related emissions

Tools like SAF ReLife and GrabCAD Print Pro's Carbon Estimator help users fine-tune orientation, nesting, and throughput to lower energy use and reduce emissions and waste.

We are also decarbonizing our own operations to improve efficiency, expand renewable energy, and advance electrification. In addition, we increased solar capacity and expanded EV charging facilities at our sites in 2024.

Building Resilience for Climate Adaptation

We help customers increase climate resilience by offering technologies that support **agile and responsive on-demand manufacturing**. **By shifting from complex traditional, centralized production models to distributed Additive Manufacturing networks**, customers can quickly adjust designs, scale production, and relocate manufacturing when needed. This reduces supply chain risks, limits dependence on long-distance shipping, and improves their response to climate-related disruptions.

Internally, we continue to enhance the climate resilience of our own operations by investing in energy-efficient infrastructures and water management systems.



Transforming Manufacturing for a Changing Climate

The transition to a low-carbon economy is an opportunity for innovation. We continue to explore new material developments, process improvements, and digital solutions that accelerate the shift toward more sustainable manufacturing. As industries face growing pressure to reduce environmental impact, **AM offers scalable, energy-efficient solutions** that help businesses adapt while staying competitive.

By combining technology, data, and collaboration, we are advancing adoption of lower-impact production methods. These support both **business success and global climate goals, allowing companies to run responsible enterprises, globally and locally**.

SUSTAINABILITY GOVERNANCE

Sustainability is embedded across our corporate governance structure, ensuring clear oversight, accountability, and integration within our business strategy.

Board Oversight



Our Board of Directors provides strategic oversight of sustainability initiatives that align with long-term business goals. **S. Scott Crump, our ESG & Climate Champion** appointed in 2024, leads engagement on climate-related risks and opportunities and strategic sustainability initiatives, helping to drive sustainability integration at the highest level.

> **As the Board's ESG and Climate Champion, I see sustainability as a core component of shaping a resilient, future-ready Company and offering. Our first full Scope 3 emissions assessment marks a major step forward, equipping us with the data needed to set impactful emissions reduction and broader sustainability targets. As global demands evolve, so does our role in creating long-term, sustainable value for our stakeholders.**
>
> S. Scott Crump, Board ESG & Climate Champion

Executive Leadership

Sustainability topics are regularly reviewed by our Executive Core Leadership Team (CLT), while senior leadership translates priorities into pragmatic action. By committing to and investing in relevant initiatives, we guarantee that sustainability remains a core business priority, driving long-term progress and fostering a culture of responsibility across the organization.

Sustainability and Cross-Functional Teams

Our Sustainability Team leads the development and execution of companywide initiatives, working with cross-functional teams across operations, supply chain, R&D, regulatory compliance, and other areas. Collaboration is essential to advancing our sustainability goals. As such, teams across the Company are encouraged to enhance data collection, improve environmental performance, and integrate sustainability into product development and decision-making. By working together, we advance innovation, efficiency, and accountability, ensuring sustainability is part of our everyday operations.

Green Forum

Our employees lead an internal Green Forum in Israel that focuses on advancing sustainability and environmental initiatives within the office. The Forum includes over 40 members from various departments and sites. Forum members initiate programs and support existing environmental efforts, while promoting employee engagement on sustainability in the region.



17 PARTNERSHIPS FOR THE GOALS

STAKEHOLDER ENGAGEMENT & MATERIALITY

Our sustainability strategy focuses on the issues most relevant to our business and most important to our stakeholders. To ensure alignment with evolving expectations, we held dialogs with a broad range of stakeholders, including customers, employees, suppliers, partners, and industry groups.

This process helped us identify the sustainability topics that matter most across our operations, supply chain, and product life cycle. These material topics are organized into four overarching themes: Planet, People, Product, and Principles.

We are committed to reviewing and updating our materiality assessment so that it remains timely, relevant, and impactful.

Planet

- GHG Emissions and Climate Change
- Circular Economy, Pollution and Biodegradability
- Energy Optimization
- Water

Product

- Sustainable Products
- Customer Engagement and Satisfaction
- Responsible Use of Technology

People

- Employee Health and Safety
- Diversity, Inclusion, and Equal Opportunity
- Community Investment and Involvement

Principles

- Governance
- Ethics and Anti-Corruption
- Transparency and Reporting
- Supply Chain

Our Key Stakeholders

- Customers
- Employees
- Investors and shareholders
- Partners
- Suppliers
- Regulators, policymakers, and governmental institutions
- AM organizations
- Local communities and NGOs
- Academic institutions and AM experts
- Media



ADVANCING THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our sustainability strategy aligns with relevant **United Nations Sustainable Development Goals (SDGs),** reflecting our commitment to responsible business practices and long-term impact. We have identified six key SDGs where our technologies, expertise, and collaborations can lead to meaningful change.

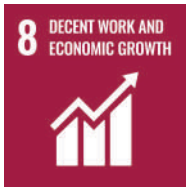
Throughout this report, SDG icons will highlight how our initiatives contribute to these goals.

SUSTAINABLE DEVELOPMENT GOALS



We support STEM education through programs like **FIRST Robotics and SPARKZ 3D Printing Camp,** exposing students to hands-on 3D printing and engineering skills.

Stratasys Academy offers training and certification programs, helping employees, engineers, and manufacturers develop Additive Manufacturing expertise to advance innovation and efficiency.



We create high-quality jobs and advance digital manufacturing. Our commitment to employee development, fair labor practices, and a safe working environment fosters a workplace that supports innovation, professional growth, and economic opportunity.



By advancing Additive Manufacturing technologies, we are also helping to digitize production, increase manufacturing efficiency, and improve supply chain resilience. Our innovations support smarter, localized, and more sustainable industrial processes that drive technological progress across multiple sectors.



We enable more sustainable manufacturing by reducing material waste, optimizing resource use, and promoting circular economy principles. Programs such as **Certified Pre-Owned (CPO) machines, Proactive Alerts, and Recycling & Returns** extend product life cycles, minimize waste, and improve material efficiency.



Our solutions help customers lower emissions, reduce energy use, and transition to more sustainable production methods. Additive Manufacturing supports on-demand, localized production, reducing the need for carbon-intensive logistics and excess inventory. We also work to decarbonize our own operations through renewable energy adoption and energy efficiency improvements.



Collaboration is key to accelerating sustainability. We work with industry organizations, customers, and academic institutions to advance sustainable Additive Manufacturing practices. As a founding member of AMGTA, we promote research and help set industry-wide sustainability benchmarks.

2024 SUSTAINABILITY HIGHLIGHTS

Climate & Environment

- Completed **first-ever Scope 3 emissions assessment,** comparative analysis of 2023–2024
- Achieved **23.1% reduction** in total GHG Emissions in Scopes 1, 2 and 3
- Used **972,035 kWh** of renewable energy, avoiding **653 tCO_2e** (equivalent to planting **10,798 trees**)
- Launched **SAF ReLife™**, enabling 100% reuse of PA12 waste powder
- Introduced **GrabCAD Carbon Estimator** for real-time carbon tracking in manufacturing processes
- Recycled or reconditioned **477 metric tons** of product materials through **Certified Pre-Owned, trade-in, and FDM canister recycling programs**
- Reduced **water consumption intensity by 15%,** continuing a **four-year downward trend**
- Diverted **38.4% of waste from landfill**

People & Culture

- **12% increase** in parental leave uptake (supported by men taking advantage of the program), continuing the trend since launching the **Equal Parent Policy** in 2022
- **38%** rate of female manager hires, exceeding our **KPI of 35%**
- Achieved record-high **employee engagement score of 74,** sustaining a **long-term upward trend**
- Delivered **39,366 hours** of training, averaging **21.9 hours per employee,** with 81.7% focused on professional and soft skills
- Maintained a low **Lost Time Injury Rate (LTIR)** of **0.47**

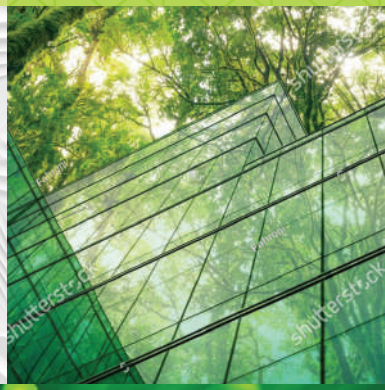
Governance & Ethics

- Launched the **Stratasys Corporate Compliance Committee**
- Achieved **ISO 14001 and 45001 certifications** for SMACS manufacturing site and Baden-Baden EMEA HQ
- Introduced a **supplier sustainability program**, including supplier sustainability assessments
- Reported **zero incidents of corruption**
- Reported **zero cybersecurity breaches**

CHAPTER 4
ENVIRONMENT

- **Environmental Management**
  - Governance and Oversight
  - Data-Driven Management
- **Transition to Lower-Carbon Operations**
  - Global Carbon Footprint
  - Scope 1 and 2 Emissions
  - Scope 3 Emissions
- **Integrating Circular Economy Principles**
- **Waste Management**
  - Non-Hazardous Waste
  - Waste Management Programs
  - Hazardous Waste
- **Product Circularity – Closing the Loop**
  - SAF ReLife™ – Turning Waste into High-Quality Prints
  - Certified Pre-Owned (CPO) Program
  - Trade-In Program
  - FDM® Returns and Recycling Program
- **Water Stewardship**
  - Water Efficiency
  - AI-Driven Smart Water Management
  - Effluent Management







ENVIRONMENTAL MANAGEMENT

Stratasys incorporates environmental management best practices across our operations to maximize resource utilization and promote decarbonization through sustainable growth. Our approach is founded on the ISO 14001 Environmental Management System, a **global certification** for the company that guarantees alignment with leading global standards and drives continuous improvement. In **2024**, we added our **EMEA headquarters and SMACS manufacturing site in the US** to the certification, ensuring that all operational sites are now included. Our new **Minnetonka HQ in the US was also ISO 14001 certified in 2025**. Our Israel (IL) HQ in Rehovot has also held LEED Silver certification since 2021, reflecting its sustainable building design and operational efficiency.


Institute of Quality & Control

CERTIFICATE

NO. 129004K

IQC

This is to certify that
The Environmental Management System of

Stratasys Ltd
Attached appendix

Was audited by IQC and found to be in compliance with the requirements of the standard:

ISO 14001:2015

This certificate is valid for the following scope of activities:
Development and manufacture of 3D printing systems and materials.

This certificate is valid until: 22.03.2026
Certification cycle will end on: 22.03.2026
Date of first approval: 24.03.2024

This certificate is subject to the continuing satisfactory operation of the Management System and periodic auditing by IQC

12.11.2024
Issue Date

Nir Halpern, CEO

IQC - Institute of Quality & Control
9 Shamira Imber Gadish st. Kiryat Ono, Israel
Tel: 03-9313555, Fax: 03-9044406
E-Mail: info@iqc.co.il, https://www.iqc.co.il

IAF

Governance and Oversight

We implement environmental management practices across our office facilities, manufacturing sites, product development processes, and other key areas. This increases environmental sustainability awareness and ensures that related considerations are factored into our operations. **Cross-functional teams collaborate to optimize activity, reduce waste, and integrate circular economy principles.** To strengthen these efforts, we conduct regular environmental audits at relevant sites to assess compliance and identify opportunities for ongoing improvement.

Data-Driven Management

We prioritize data accuracy and transparency to continuously expand and advance our environmental management capabilities. In 2024, we further broadened data collection for key environmental metrics across additional global sites, **achieving over 93% data coverage for key metrics. For the first time, we tracked and reported our Scope 3 GHG emission for 2023 and 2024, enabling us to monitor emissions and trends across our value chain.** These efforts advance our targeted sustainability programs, which support continuous emissions reductions and resource efficiencies by improving performance monitoring, reporting accuracy, and decision-making.

TRANSITION TO LOWER-CARBON OPERATIONS

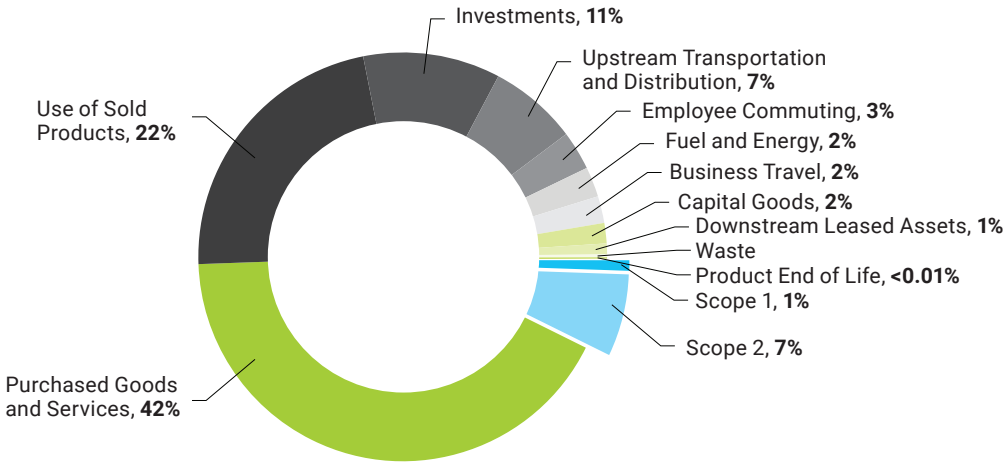
Reducing greenhouse gas emissions is a critical part of our strategy to operate more sustainably and responsibly. We continue to invest in ways to measure, manage, and reduce emissions across our value chain. In 2024, we progressed on multiple fronts, from expanding renewable energy, through improving data coverage, to calculating our Scope 3 emissions.

In 2024, we completed our first-ever comprehensive mapping of Scope 3 emissions for 2023 and 2024. This milestone achievement represents a strong foundation that supports our commitment to address climate impacts across our value chain.

Global Carbon Footprint

In 2024, our total greenhouse gas emissions, including Scope 1, 2, and 3, were **188,843 tCO_2-e,** a **23.1% reduction** compared to 2023. Scope 3 emissions accounted for over **92%** of our overall footprint, highlighting the importance of addressing impacts beyond our direct operations.

2024 GHG Emissions, tCO_2-e



- Scope 1
- Scope 2
- Purchased Goods and Services
- Use of Sold Products
- Investments
- Upstream Transportation and Distribution
- Employee Commuting
- Fuel and Energy
- Business Travel
- Capital Goods
- Downstream Leased Assets
- Waste
- Product End of Life

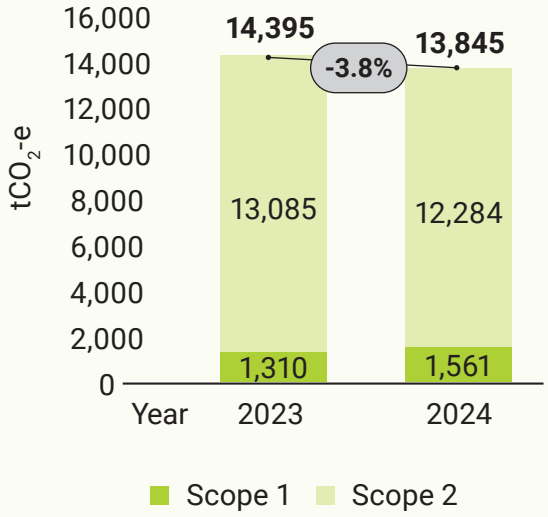
Scope 1 and 2 Emissions

In 2024, our combined Scope 1 and 2 emissions totaled **13,845 tCO_2-e**, a **3.8% decrease** from 2023. Emission intensity also declined by **16.5%**, reaching **11.6 tCO_2-e per 1,000ft²**. Since 2022, our emission intensity has dropped by **29.4%.**

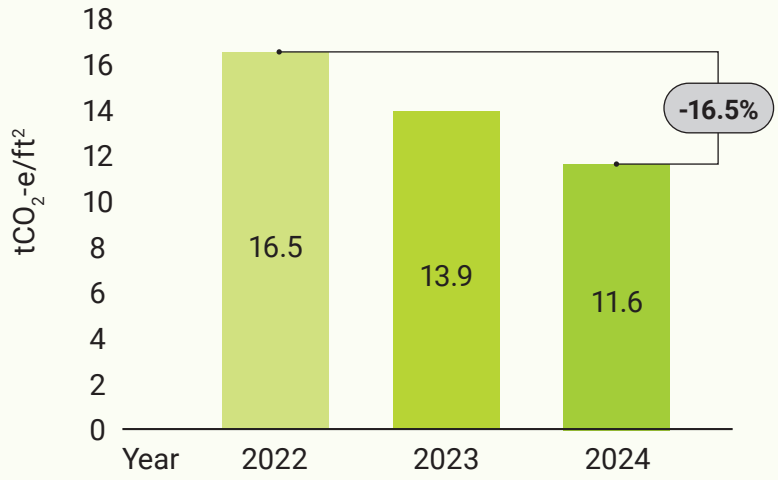
The 6.1% decrease in Scope 2 emissions was driven by a combination of greater energy-saving measures, increased renewable electricity, and improved emission factors of electricity grids. The 19.1% rise in Scope 1 emissions resulted primarily from better data coverage.



Global Scope 1 and 2 GHG Emissions, 2023-2024



Global GHG Emissions Intensity, TCO_2-e/ft², 2022-2024

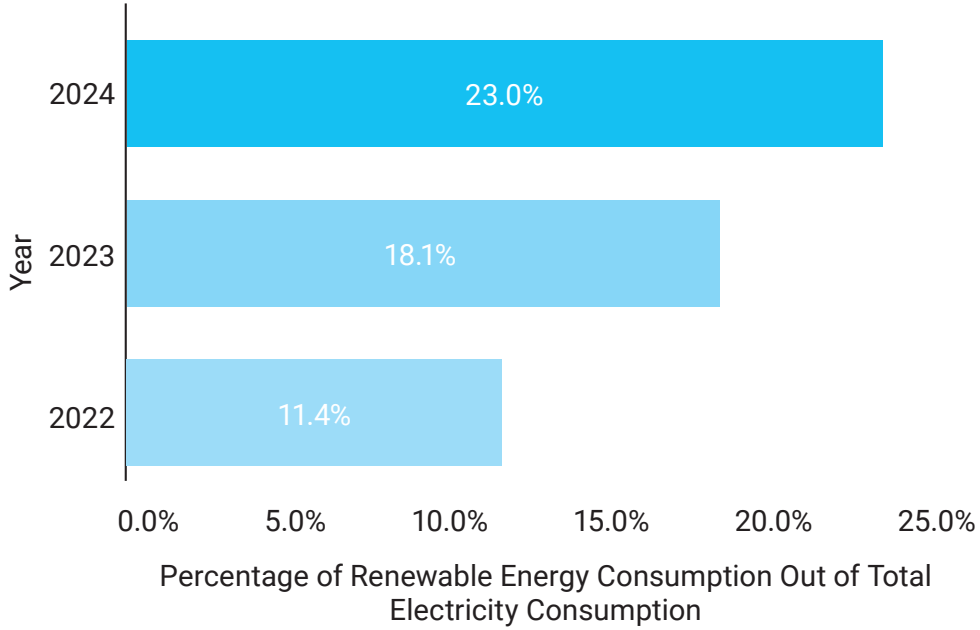


Expanding Renewable Energy

We continued to scale up renewable electricity across our operations in 2024. At our Kiryat Gat manufacturing sites, we installed additional panels to expand capacity, which generated **972,035 kWh**, **a 25% increase** over 2023. Renewable energy now represents 23% of total electricity consumption at these sites, up from 18.1% in 2023 and 11.4% in 2022.

Our renewable energy consumption in 2024 resulted in the avoidance of **653 tCO_2-e**, the **equivalent of a passenger vehicle driving 26.8 million kilometers.**

Renewable Energy Consumption at Our Kiryat Gat Manufacturing Sites, 2022-2024









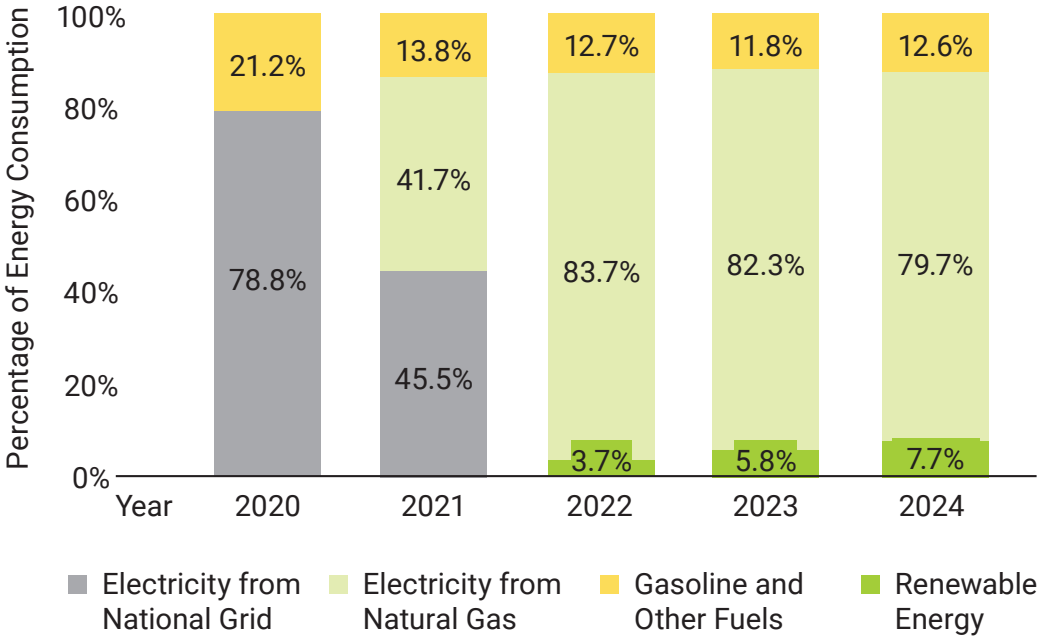
Electric Vehicles

We added 7 electric vehicles to our Israel HQ-based fleet in 2024, bringing our share of EVs to **10%**. We also expanded EV charging stations at our IL manufacturing sites, available for use by employees and tenants. Charging activity at these stations consumed **79,202 kWh**, helping avoid the consumption of approximately **22,000 liters of petrol** and **47 tCO_2-e** in emissions.

Low-Carbon Energy Mix

For the third consecutive year, we avoided grid electricity at our IL sites by sourcing power from a private supplier using natural gas. This supplier's emissions factor is approximately **20% lower** than the national average, helping us avoid an estimated **1,300 tCO_2-e.** **The overall energy mix at our IL sites continued to shift toward cleaner sources, with 7.7% of total energy consumption coming from renewables.**

Energy Mix Across IL Sites, 2020-2024



Optimizing Energy Use

Our total electricity consumption decreased by **3.5%, from 134,701 GJ in 2023 to 130,021 GJ in 2024.** This reflects our efforts to improve energy performance across global operations through a mix of equipment upgrades, data-informed controls, and low-energy design principles.

To further promote these improvements, we conduct regular energy audits across our operational sites worldwide. They help us identify opportunities to reduce energy consumption, enhance system performance, and guide investment in energy-saving technologies.

EMEA HQ Spotlight

Our EMEA headquarters in Baden-Baden, Germany, underscores this approach. The site integrates several advanced energy efficiency technologies into its building systems, including:

- **Thermally Activated Building Systems (TAB):** Heating and cooling is provided through concrete-embedded pipework without the use of radiators, allowing for low water temperatures (16-28°C/61-82°F) and greater efficiency.
- **Adiabatic Cooling and Solar Desiccant Systems:** These systems precondition incoming air using natural evaporative processes and solar energy to reduce reliance on mechanical cooling.
- **Heat Recovery Ventilation:** High-efficiency recovery systems capture heat from exhaust air to preheat incoming fresh air.
- **Ground Source Heat Pumps and Earth Collectors:** Two heat pumps (each 60 kW) are supplied by ground heat exchangers and a hybrid adiabatic cooler to reduce the need for traditional heating and cooling methods.
- **Solar Thermal Panels:** A solar collector array (60m²; 646ft²) supports both heating and domestic hot water production.
- **Smart Room-Level Controls:** Each space has integrated temperature, humidity, and air volume sensors to help maintain comfort while minimizing energy use.

We used simulation models as part of our design and building automation strategies to ensure optimal performance and ongoing reduction of heating and cooling demand. Collectively, these systems helped reduce annual heating and cooling loads by **approximately 50%** compared to conventional designs.

Emissions Data Governance

We improved the coverage and reliability of our emissions reporting in 2024. We collected direct data from sites representing over **93% of our global operational square footage**. For the remaining locations, we extrapolated the data based on region- and activity-specific assumptions.

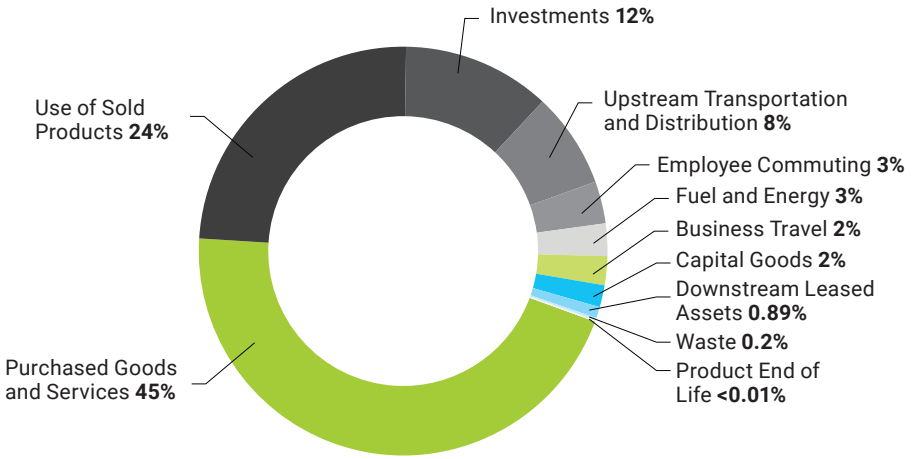
As a result, **100% of our global operations** are reflected in our Scope 1 and 2 emissions data.

Scope 3 Emissions

We completed our first comprehensive calculation of Scope 3 greenhouse gas emissions for 2023 and 2024. This marks a significant step in helping us to better understand the broader climate impact of our operations and to lay the foundation for future reduction strategies. Scope 3 includes emissions that occur upstream and downstream in our value chain, and represents 92.7% of our total carbon footprint.

Our first full Scope 3 inventory covers 11 of the 15 categories defined by the GHG Protocol, and includes emissions from purchased goods, product use, transportation, and other sources. In 2024, Scope 3 emissions totaled **174,998 tCO_2-e, a 24.3% decrease compared to 231,318 tCO_2-e in 2023.**

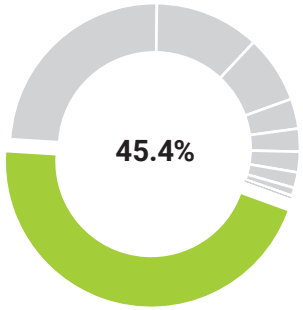
2024 Scope 3 Emissions, tCO_2-e



- Use of Sold Products
- Investments
- Purchased Goods and Services
- Employee Commuting
- Fuel and Energy
- Upstream Transportation and Distribution
- Capital Goods
- Downstream Leased Assets
- Business Travel
- Product End of Life
- Waste

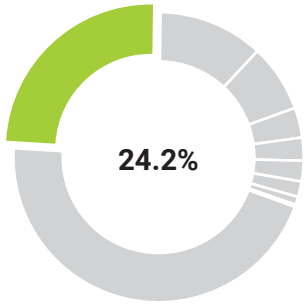
Key Sources of Scope 3 Emissions

Most of our Scope 3 emissions in 2024 came from three categories: **Purchased Goods and Services, Use of Sold Products**, and **Upstream Transportation and Distribution**. Together, these categories account for more than three-quarters of our total Scope 3 emissions. They highlight areas where data transparency, material selection, and logistics choices play a direct role in shaping our footprint.



Purchased Goods and Services (45.4% of Scope 3 emissions)

This category reflects emissions embedded in the materials and components we procure for production. FDM technology was the largest contributor, driven by its widespread use and production volumes. Emissions in this category declined **18.2%** year-over-year.

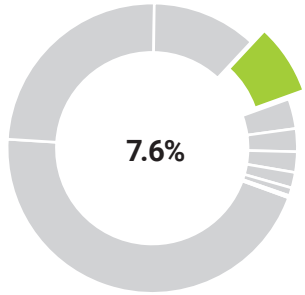


Use of Sold Products (24.2%)

These emissions represent the energy consumed by our printers over each product's lifetime. FDM printers made up **72.4%** of such emissions, primarily due to their substantial market share. Overall emissions declined **32.2%** from 2023, partially due to increased sales in regions with cleaner electricity grids.

While this category represents nearly a quarter of our Scope 3 emissions, research consistently shows that compared to traditional production methods, additive manufacturing can lower our customers' environmental impact. A life cycle inventory (LCI) of our PolyJet™ technology found **64.3% lower electricity use** and **25% fewer emissions** than conventional injection molding methods. The ReLife™ solution for SAF printers enables full reuse of PA12 powder and can reduce carbon footprint by up to 89% when powered by renewable energy.

We also launched the **GrabCAD Carbon Estimator** in 2024. This tool provides real-time carbon footprint estimates before printing, helping users reduce energy use and emissions in production.



Upstream Transportation and Distribution (7.6%)

Emissions in this category reflect the movement of goods and materials to our sites. In 2024, we significantly improved our modeling by incorporating full outbound shipment records and updating transport mode assumptions. The proportion of goods shipped by air freight dropped from approximately **80% in 2023 to 45% in 2024,** contributing to a **51.2% reduction** in emissions for this category. We measure shipping methods as a key supply chain KPI and continue to favor lower-cost, lower-carbon modes such as sea freight and land transport.



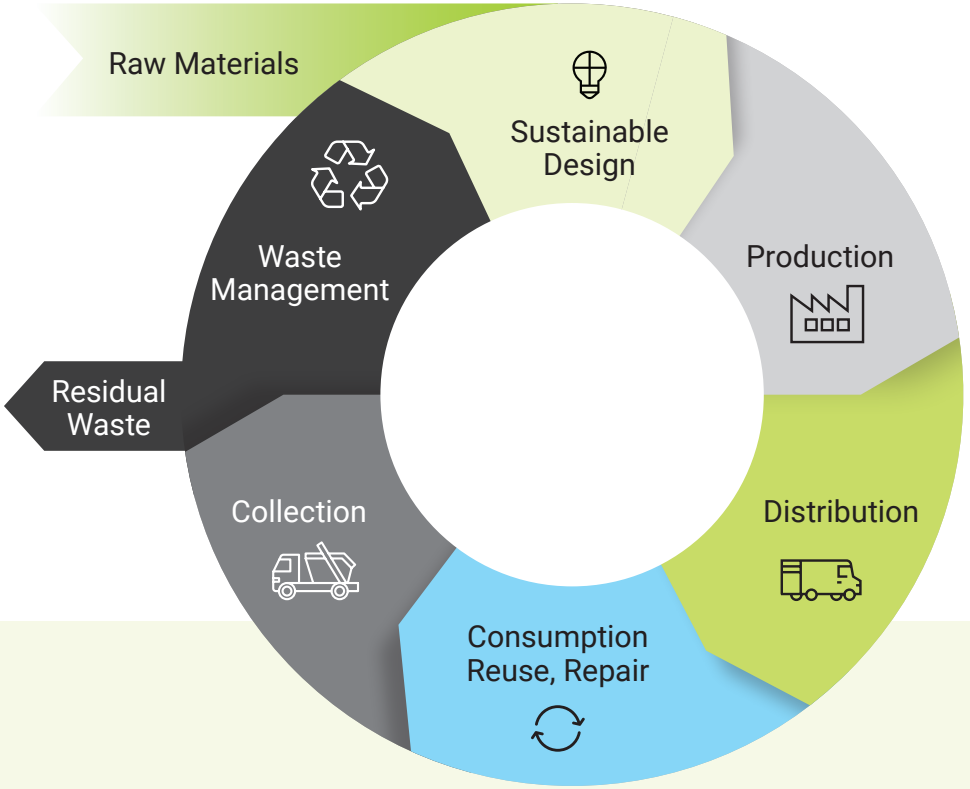
Clean Cloud Highlight: Transitioning to Greener Digital Infrastructure

As part of our efforts to reduce emissions from business operations, we migrated our on-premises Oracle BI system to **Oracle Analytics Cloud (OAC)** in late 2024. The platform now serves more than 300 employees and hundreds of reports. It is hosted in Oracle's Chicago data center, which runs on **100% renewable energy,** aligning our digital infrastructure with our sustainability goals.

We made progress in 2024 across all scopes of emissions, expanding our renewable energy use, improving data coverage, enhancing energy efficiency, and completing our first Scope 3 emissions calculation. These efforts are helping us create a stronger foundation for climate action. Looking ahead, we plan to define and disclose emissions reduction targets to guide our long-term efforts and reinforce our commitment to low-carbon growth.

INTEGRATING CIRCULAR ECONOMY PRINCIPLES

We continue to integrate circular economy principles into our operations, seeking to maximize the value of materials and to minimize waste at every stage of the product life cycle. This means designing for longevity and reusability, reducing reliance on virgin resources, and expanding recovery, recycling, and responsible disposal programs. Through a combination of data-driven improvements, localized programs, and global coordination, we are embedding circularity into the way we manufacture, operate, and innovate.



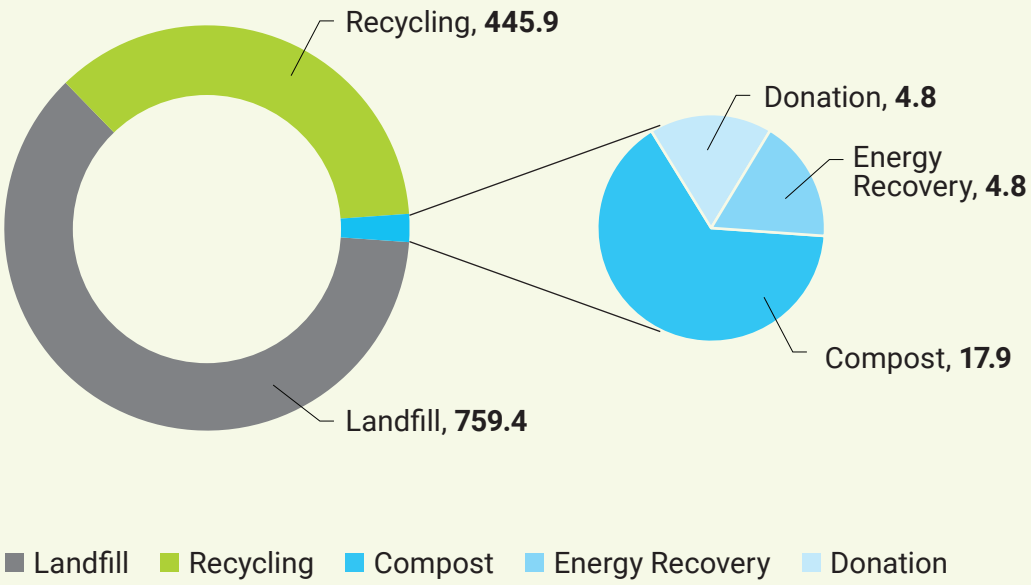
WASTE MANAGEMENT

Our waste strategy follows the hierarchy of **Prevent, Reuse, Recycle, Recover, and Dispose**, helping us reduce our environmental impact while increasing the value we recover from materials. In 2024, we expanded data coverage to **20 global sites**, representing **75.3%** of our operations. As a result, we now cover all headquarters and manufacturing sites, allowing for more comprehensive waste tracking and performance analysis.

Non-Hazardous Waste

Across covered sites, we treated **1,232.8 metric tons** of non-hazardous waste. Of this amount, **445.9 metric tons** (36.2%) were recycled and **759.4 metric tons** (61.6%) were landfilled. The remainder was managed through **composting** (17.9 metric tons), food **donation** (4.8 metric tons), and **energy recovery** (4.8 metric tons). In total, **38.4%** of our non-hazardous waste was **diverted from landfill**, reflecting the growing reach and impact of our waste initiatives.

Non-Hazardous Waste Treament at Global Sites, metric tons



In 2024, 38.4% of our non-hazardous waste at measured sites was diverted from landfill through recycling, composting, food donation, and energy recovery.





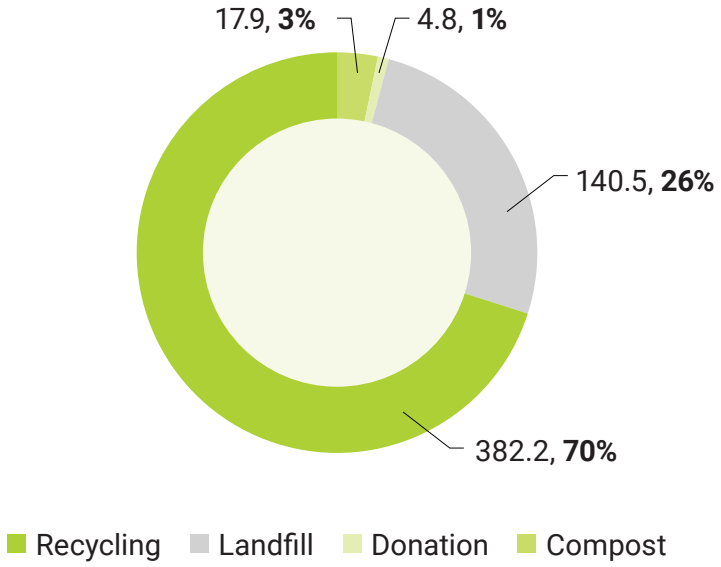


Waste Management Programs

Our **EMEA headquarters** continues to lead with a mature, multistream waste separation program, guaranteeing that recyclable materials are properly sorted and reused. This program aligns with local regulatory standards while serving as a best-practice model for other global sites. Our **US facilities** follow regional and federal regulations, and we offer cardboard and paper recycling where available. We continue to explore opportunities to improve waste separation and recovery.

Our IL sites also stand out for their advanced waste management practices, including multistream separation, composting, and donation programs, contributing to strong waste diversion performance.

Non-Hazardous Waste Treatment at Israeli Sites, metric tons



IL Waste Initiatives

Our IL facilities have implemented a comprehensive waste management program that significantly reduced landfill use. In 2024, they generated **545.4 metric tons** of non-hazardous waste, of which **70%** was recycled, **3%** composted, **1%** donated, and only **26%** landfilled.

Key components of the program include:

- **Kitchenware** was introduced across all cafeterias and kitchenettes, replacing disposable plastic items. This diverted an estimated **2.2 metric tons of plastic waste** and avoided **14.1 tCO_2-e**, the equivalent of planting 240 trees.
- **Five waste streams** – paper, packaging, landfill, refundable containers, and organic waste – were established and promoted by clear signage and **employee training** to ensure proper waste sorting.
- An **industrial-scale composter** was launched, processing **17,894 kg** of food waste and landscaping trimmings into compost in 2024. This compost is used both internally and shared with local communities.
- **4,788 kg of surplus food** was donated to local charities, reinforcing our commitment to both waste reduction and social impact.

Hazardous Waste

Managing hazardous waste safely and responsibly is critical to protecting people and the environment. In 2024, our measured sites generated **205.4 metric tons** of hazardous waste, primarily from production, cleaning, and maintenance processes. These materials were handled by certified third-party contractors in accordance with site-specific permits and applicable laws.

We maintain all required certifications, follow strict protocols for handling, storage, and disposal, and continuously evaluate safer material alternatives to reduce hazardous waste at the source. Our US sites remained below Emergency Preparedness and Community Right to Know Act (EPCRA) reporting thresholds, and complied with all relevant local and state regulations. **No significant spills occurred in 2024** thanks to our robust EHS management procedures and ongoing oversight.

PRODUCT CIRCULARITY – CLOSING THE LOOP

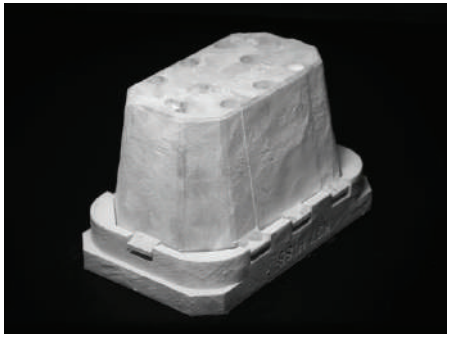
As we continue to strengthen waste management across our operations, we also recognize the importance of reducing waste at its source. Advancing product circularity is central to how we reduce environmental impacts across the life cycle of our solutions. Through our targeted reuse, refurbishment, and responsible recycling programs, we extend the life of materials and components, help customers lower their carbon footprint, and reduce waste in additive manufacturing processes.

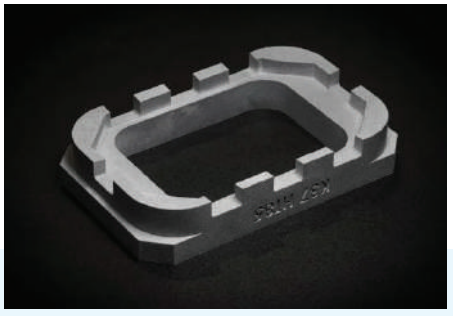
SAF ReLife™ – Turning Waste into High-Quality Prints

In 2024, we introduced the **SAF ReLife™ PA12 solution** for the **H350™**, enabling customers to manufacture high quality parts **using 100% used powder** from powder bed fusion printers (SLS and MJF). Promoting circular production by turning waste into a valuable resource, this innovation delivers both **environmental and economic benefits.**

A **cradle-to-gate life cycle assessment (LCA)** conducted by **Fraunhofer IPA** found that compared to standard production methods, SAF ReLife™ PA12 can reduce the carbon footprint by up to **89%** when powered by renewable energy. During beta testing, **Wehl Green**, a leading service bureau, reported **20% savings in total cost per part** along with fast production turnaround times. SAF ReLife helps customers reduce waste, lower costs, and shrink their carbon footprint, while maintaining the high performance and durability of SAF industrial-grade parts.



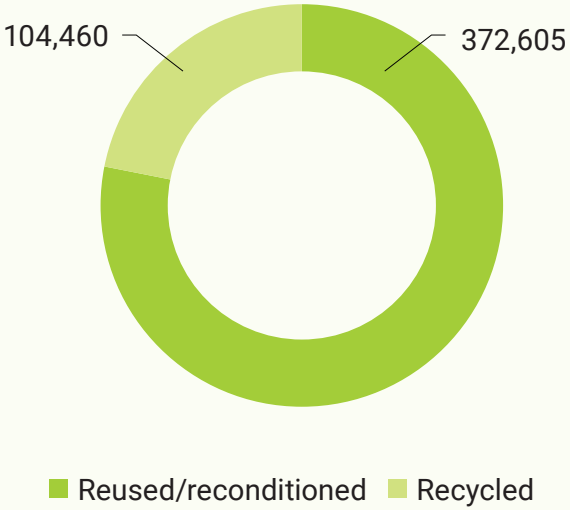






In 2024, over 477,000 kg of product materials were either reused or recycled – a tangible outcome of our circularity initiatives.

Reused and Recycled Product Materials, kg, 2024



Certified Pre-Owned (CPO) Program

Our CPO program plays an important role in advancing circularity by reconditioning and reselling used Stratasys printers. Rather than allowing functional equipment to go to waste, the program extends the usable life of machines that still hold significant value. Each printer undergoes a rigorous inspection and reconditioning process to ensure it meets original factory performance and quality standards, providing customers with reliable technology at a lower environmental and financial cost.

In 2024, **40 printers** totaling **26,338 kg** were reconditioned and resold. This diverted material from potential landfill, while helping reduce the demand for new manufacturing. By keeping high-value equipment in circulation longer, the CPO program contributes to resource efficiency, waste prevention, and more sustainable hardware life cycle management.

Trade-In Program

Through our trade-in program, customers returned used equipment for responsible recycling and material recovery. In 2024, this program processed **87,250 kg** of materials, including **39 metric tons of metals** like copper, steel, and aluminium, and **19 metric tons of precious metals** such as gold and silver. This effort avoided an estimated **329 metric tons of CO_2e**, contributing to emissions reduction through proper reuse and recycling practices.

FDM® Returns and Recycling Program

Our FDM® recycling program enables customers to return used material canisters for reuse or recycling. In 2024, we received 106,844 canisters. Of these, 76,138 canisters (equal to 259 metric tons) were recoverable and returned to production, while another 30,760 canisters (equal to 104 metric tons) were recycled. This program supports material recovery while diverting plastic waste from landfills.

The program also advances employment opportunities for individuals with disabilities through our long-standing partnership with LifeWorks, a nonprofit organization that handles the sorting and disassembly. Besides diverting waste from landfill, this program generates social value by creating meaningful employment in the local community.

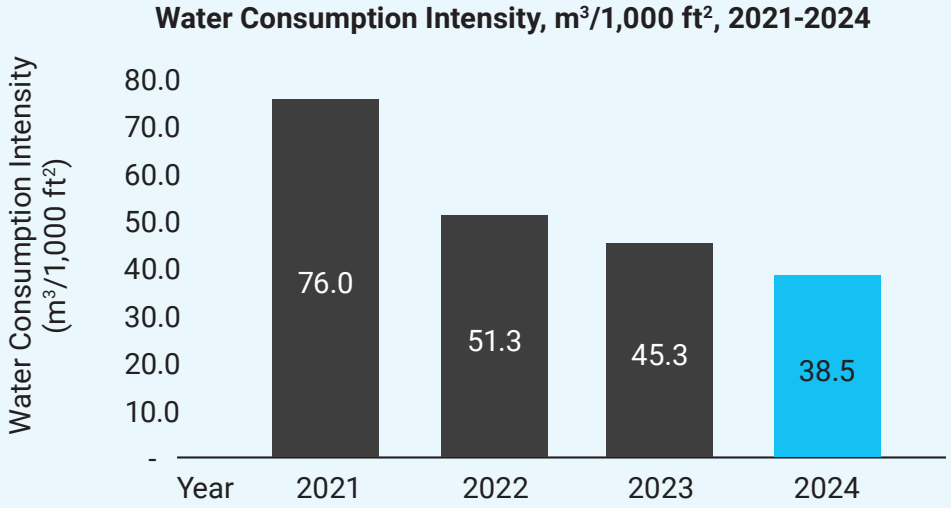
WATER STEWARDSHIP

Water plays a role in several Additive Manufacturing processes, including post-processing, cleaning, and material preparation. While our overall operational water use remains relatively low, we continue to advance water stewardship through smarter data, expanded coverage, and innovative technologies.

Water Efficiency

In 2024, our global **water intensity declined to 38.5m³ per 1,000 ft²**, continuing a multi-year downward trend from 76.0m³ in 2021. This improvement reflects the impact of targeted efficiency measures and real-time monitoring systems, even as production volumes and site occupancy grew. We also expanded our water data coverage to 18 sites, enhancing visibility and accountability across our operations.

We reduced water consumption intensity by 15.0% between 2023 and 2024 – down to 38.5m³ per 1,000ft² at measured global sites – continuing our progress toward smarter, more efficient water use.





AI-Driven Smart Water Management

Our intelligent water management efforts continued to center around the **WINT AI-powered system**. We fully operationalized WINT in 2024, with 50 systems functioning across our IL sites, an increase of 12 systems from 2023. Installed at four operational sites, the system actively identifies leaks, abnormal consumption, and inefficiencies.

In 2024 alone, WINT helped us reduce wasted water by approximately **5,400m³,** the equivalent of **81 metric tons of CO_2-e emissions,** and saved over **$21,000** in estimated water costs. The system's real-time alerts enabled rapid responses, including automatic shutoff during after-hour incidents, significantly reducing potential damage and downtime.

Noteworthy events demonstrating the system's effectiveness included:

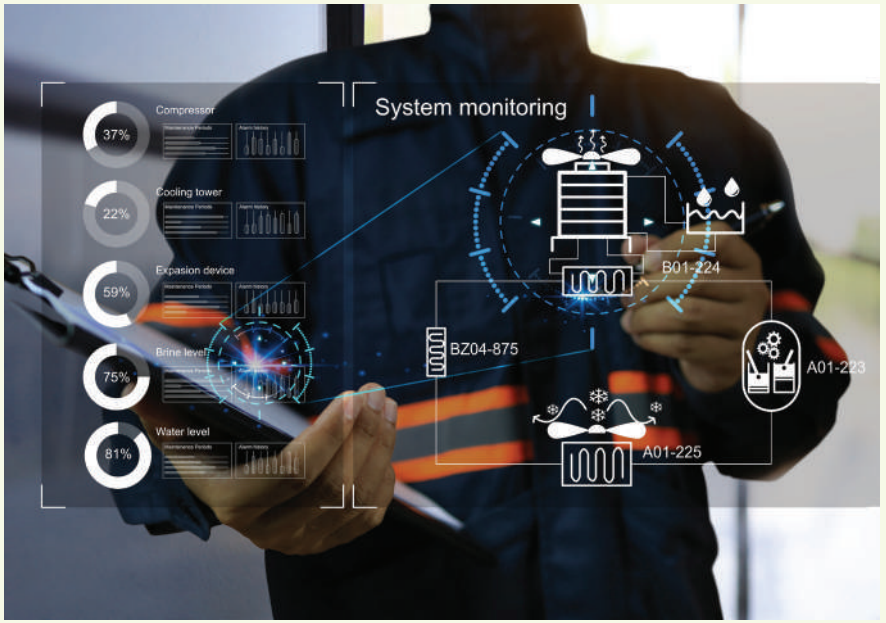
- Detection within minutes of a Saturday night pipe burst in a manufacturing machine, **saving over 5,000 liters of water** and preventing equipment damage.
- Detection and resolving of a faulty toilet mechanism within an hour that could have wasted annually over **1.1 million liters.**

Effluent Management

We carefully manage effluent discharge across all relevant sites, with strict monitoring, control, and limitation practices in place to comply with regulatory requirements. Each operational site has a designated manager responsible for wastewater management and employee training who is overseen by an EHS manager who maintains discharge permits.

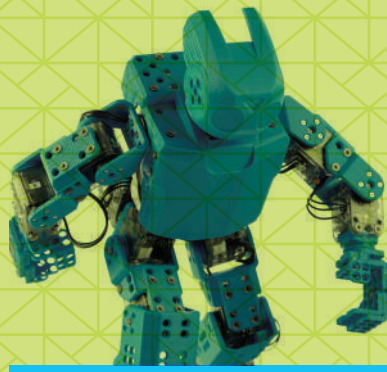
Regular sewage sampling at applicable sites is conducted to verify compliance and to ensure no harmful substances are released into municipal systems or the environment.

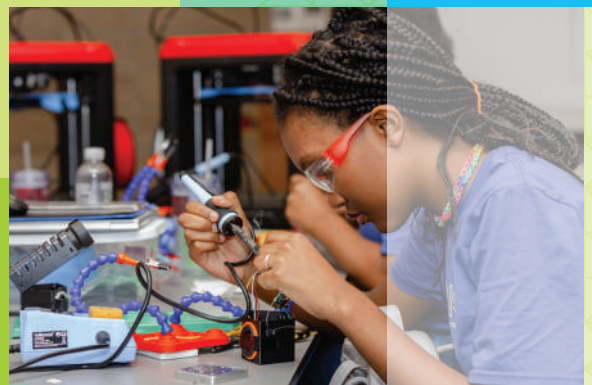
Our US sites adhere to rigorous water quality standards set by the Environmental Protection Agency (EPA), the Clean Water Act, and local regulatory requirements. Our EHS consultant for US Compliance performs annual audits of wastewater equipment and procedures at these sites to confirm that our practices meet high safety and environmental standards.



CHAPTER 5
SOCIAL

- **Employee Compensation and Wellbeing**
  - Glocal Approach
  - Compensation Philosophy
  - Employee Wellbeing
- **Employee Development and Growth**
  - Expanding Leadership Development
  - Flexible Learning Opportunities
  - Investing in Employee Development
  - Evolving With 3DP (Development Performance)
- **Employee Engagement**
  - Communication and Engagement Channels
  - Employee Engagement Survey
- **Fostering a Diverse and Inclusive Workplace**
  - Talent Acquisition
  - Talent Acquisition Diversity KPIs
  - Employee Engagement
  - Awareness and Training
  - Diversity Metrics
- **Health and Safety**
  - EHS Management
  - Proactive Risk Management
  - Safety Training and Awareness
  - Culture of Safety and Reporting
  - Health and Safety Audits
  - Safety Performance
- **Our Customer First Promise**
  - Customer Support and Communication
  - Proactive Maintenance
  - Customer Training
  - Customer Advisory Board
- **Stratasys in the Community**
  - Community Impact Initiatives





8 DECENT WORK AND ECONOMIC GROWTH

EMPLOYEE COMPENSATION AND WELLBEING



We recognize that the health, engagement, and satisfaction of our teams and individuals are essential to success. That's why our People First approach puts employee wellbeing at the center of our purpose. We set out to create a workplace that provides tools to support our people physically, mentally, socially, and financially, so they can thrive at work and in life.

Glocal Approach

We deliver our People First approach through a Glocal (global and local) model. While our One Stratasys standard guarantees consistency across regions, we give each region the flexibility to meet local expectations and needs, according to country-based benchmarks. This helps us provide all our employees with the support they need, responding quickly to opportunities and challenges.

Compensation Philosophy

We have a clear approach and belief when it comes to attracting, motivating, and retaining our people and talent. We offer fair, competitive, and performance-based compensation. This includes a pay-for-performance model, whereby individual contributions are tied to rewards, along with long-term incentive plans that encourage shared accountability for company success and growth over time.

We also practice employee recognition in a structured, robust way. We recognize and reward excellence all year long, highlighting our employees' strengths and promoting the demonstration of our values – in action.

SPARK Awards

Our SPARK Awards recognition program raises the bar and highlights outstanding achievements across five categories. It includes an annual CEO award, quarterly peer-nominated awards, and recognition for exceptional teamwork and project delivery.

CEO Excellence Award

Good Job

Excellence Award

Above & Beyond Award

Better Together Award

PROGRAM (Ongoing)
» CEO Excellence, peer-to-peer, Manager-to-employee, Team

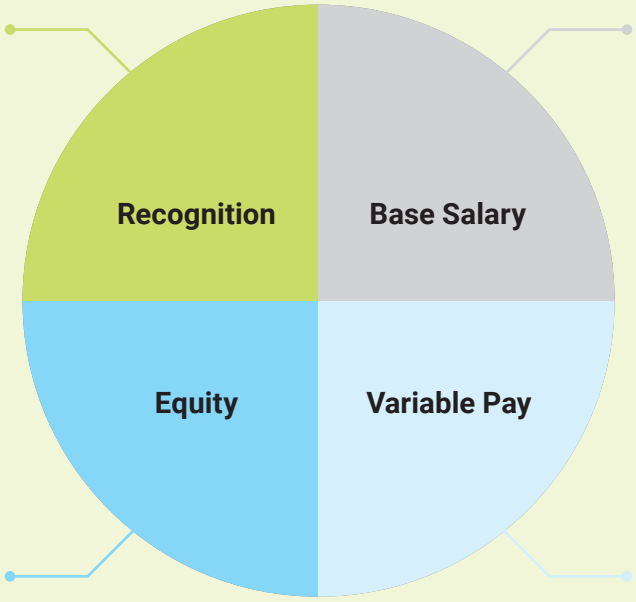
PURPOSE
» Reward specific projects and achievements

ELIGIBILITY
» All employees

PROGRAM (Selective)
» Restricted Stock Units (RSUs)
» Employee Stock Purchase Plan (ESPP)

PURPOSE
» Tied to shareholder value
» Long-term retention and engagement

ELIGIBILITY
» All employees



PROGRAM (Market-driven)
» Merit increases and Promotions

PURPOSE
» Ensure alignment with market competitiveness

ELIGIBILITY
» All employees

PROGRAM (Role-based)
» Annual bonus
» Sales Incentive Plans

PURPOSE
» Pay for performance
» Share in Company's business success
» Drive business-first mindset through performance-based rewards

ELIGIBILITY
» All employees by role, aligned to Company and Business Units financial performance

Employee Wellbeing

We maintain a broad and holistic view of wellbeing, recognizing the connection between physical, mental, social, and financial vitality. In 2024, we continued to invest in programs to help our people across all areas.



Physical Wellbeing

We promote physical health through comprehensive medical coverage, including preventive care, for employees in across the U.S., Israel, France, Hong Kong, South Korea, India, and the UK. UK-based employees are also offered critical illness insurance covered by the company. In Israel, employees benefit from wellness offerings such as onsite fitness rooms, yoga and Pilates classes, and annual health screenings. Wellness campaigns such as live health sessions also help keep our teams active and engaged throughout the year.



Mental Wellbeing

In 2024, we strengthened our mental health resources globally. In EMEA, we hosted webinars to mark Social Awareness Month, and at our UK RPS site, the Wellbeing Committee held monthly mental health discussions and trained three employees as Mental Health First Responders. In Israel, initiatives included a local psychological support hotline and expert-led workshops on trauma, resiliency, and coping. In APAC, we introduced a new Employee Assistance Program (EAP), and in the U.S., we enhanced our EAP by partnering with Modern Health. This platform offers therapy, coaching, group sessions, and 24/7 crisis support – confidential and flexible assistance for employees and their families when they need it most. In the UK, we have had a longstanding EAP in place, providing consistent access to mental health support for employees over the years.

Social Wellbeing

We foster a supportive culture that helps employees stay connected to their families, their communities, and each other. While details vary by region, our PTO programs offer meaningful time off for life's important moments. Beyond leave, we build community through shared experiences: from team events and site-level celebrations to hands-on volunteering. These activities strengthen relationships and create a more connected and inclusive workplace.

Financial Wellbeing

We provide employees with financial education and planning tools to help them make informed decisions and feel more secure about the future. We offer resources like retirement planning and pension advice to employees across many of our locations. Employee benefits in the U.S. include life and disability insurance. Many employees also have access to flexible benefits programs and subsidized meals through onsite cafeterias, helping to reduce daily costs and expenses. We also promote financial robustness through our Employee Stock Purchase Plan (ESPP), which allows all employees to purchase company stock at a discounted rate.



Stratasys Summer Camp

To further support working parents, we continued our summer camp initiative in Israel. In 2024, the program served 270 children from among 157 employees, an increase compared to 2023. The camp provides children with structured, engaging programming during school holidays, allowing parents to better manage work while their children are in a safe and engaging environment. We also focused on enabling the integration of campers with special needs by catering to their physical, dietary, and other unique requirements. This helped create a welcoming and inclusive experience for all participants and their parents.

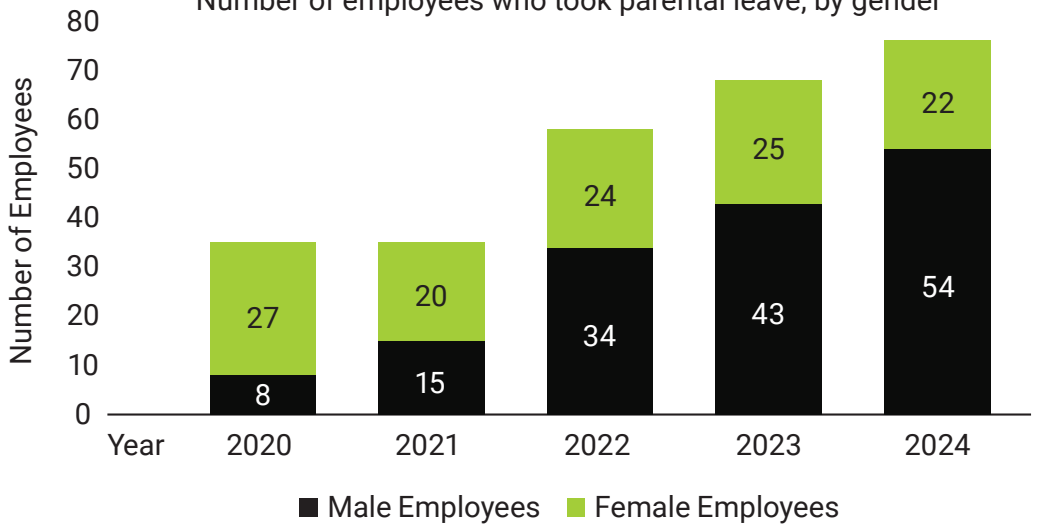


Supporting Stratasys Families

We are especially proud of how we support employees as they grow their families. In 2022, we introduced our Equal Parent Policy, which offers three additional weeks of paid leave beyond local requirements for employees in Israel and the U.S. In addition, in the U.S., our health insurance program includes resources tailored for expectant and new parents, such as guidance and support after birth. This policy encourages shared caregiving responsibilities and reflects our commitment to gender equality. Since its introduction, there has been a significant rise in the number of male employees taking leave. In 2024, 76 employees took parental leave – 54 men and 22 women – up from 68 in 2023. This continued growth reflects the positive impact of our inclusive policies and the normalization of shared caregiving. **We also maintained a strong 87% retention rate among employees returning to work,** consistent with prior years and indicative of the assistance we provide during major life transitions.

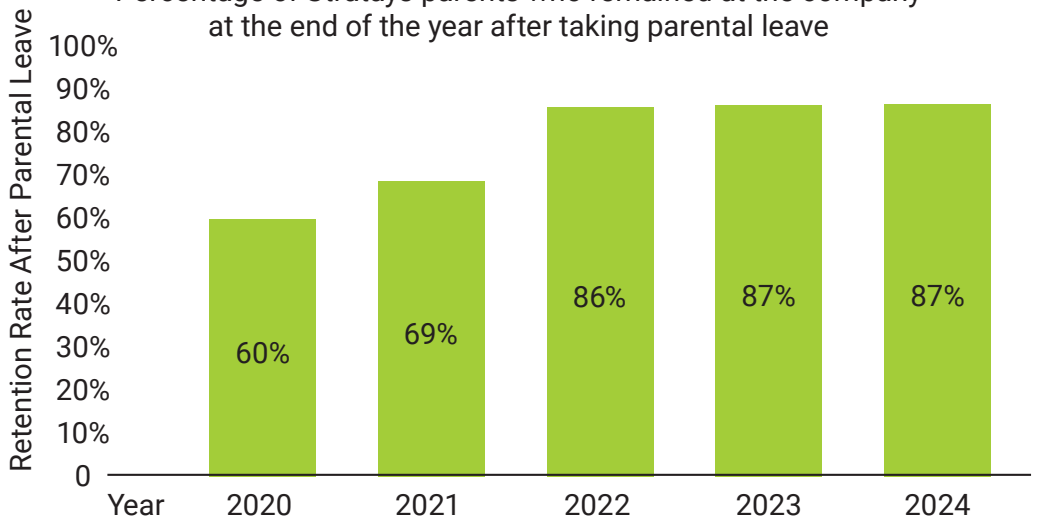
Parental Leave

Number of employees who took parental leave, by gender



Parental Leave Retention

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







EMPLOYEE DEVELOPMENT AND GROWTH

We promote a culture of continuous learning, providing employees with the tools they need to excel in a changing market. Our learning and development initiatives cover professional skills and leadership development so that employees at all levels can grow and succeed.

Expanding Leadership Development

Offering new programs designed for team members across all management levels, from new managers to senior executives, we significantly enhanced our leadership development efforts in 2024.

Our Manager Onboarding program facilitates a smooth transition into leadership roles. Through this program, new managers can connect with valuable resources and support systems, understand expectations, and swiftly adjust to their responsibilities. The program lays a strong basis for future success by offering early-stage guidance and orientation to our leadership culture.

Management Fundamentals builds on this foundation by delivering an intensive learning program for managers with three months to 1.5 years of experience in their role. In 2024, 45 managers participated in the program, which takes place within regional forums to promote a shared culture and provide space to discuss typical challenges and solutions. The program combines experiential learning with practical applications, including a series of interactive sessions and personalized coaching to help participants develop essential leadership skills and confidence in leading teams.

The DIRECTION Director's Program offers a structured learning journey for directors, focused on strategic thinking, influence, execution, and leading through change. Some 92 directors participated in the program in 2024. Attendees engage in in-depth workshops, receive one-on-one coaching, and participate in alignment meetings with senior leadership to build strong cross-functional leadership capabilities.

The New Horizon Sessions for VPs serve as a forum for learning and exchange with peers. These quarterly sessions combine structured workshops with facilitated discussions on strategic decision-making, operational alignment, and leadership effectiveness. In 2024, 42 VPs participated in the program. The sessions also provide a space for reflection and collaboration, reinforcing our commitment to strong, forward-looking leadership, refining our execution, and aligning with our strategy at all times.

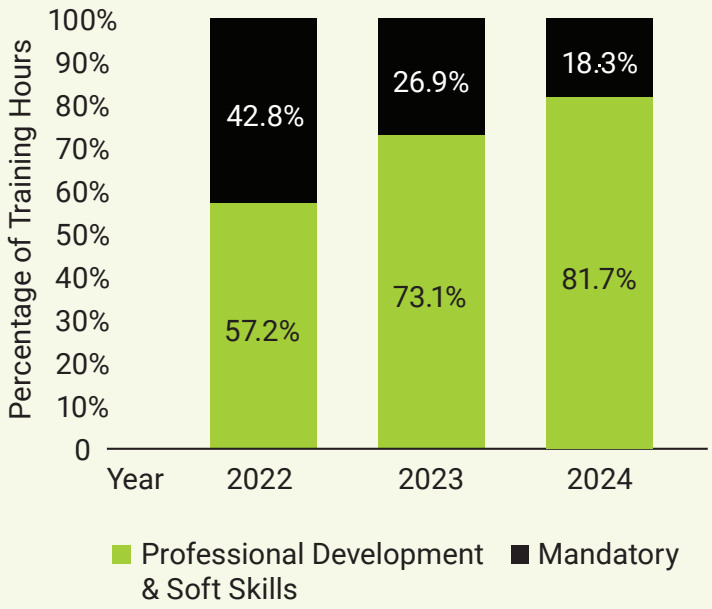
Flexible Learning Opportunities

Learning at Stratasys extends beyond formal training programs. Stratasys Academy 4U offers employees access to local and global learning experiences that are aligned with our Leadership Compass, making learning both relevant and impactful. Our 1:1 Coaching program enables employees to work closely with certified external coaches to address individual challenges, build confidence, and drive personal development. Additionally, our Business English Training program provides customized language lessons to help employees strengthen their communication skills in a global context. In the U.S., employees also benefit from tuition reimbursement programs that support continued education and long-term career development.

Investing in Employee Development

In 2024, Stratasys employees received 39,366 hours of training, averaging 21.9 hours per employee. Some 81.7% of these hours focused on developing professional and soft skills that advance career advancement, strengthen team dynamics, and prepare employees for future challenges. This investment reflects our belief that developing people is key to building a strong, agile, and innovative organization.

Employee Training Hours



3DP Conversations
Performance & Development

Evolving With 3DP (Development Performance)

Our 3DP performance evaluation process advances ongoing growth, dialog, and recognition. In 2024, **96.6% of eligible employees** participated in the evaluation process, reflecting strong organizational engagement. Built around quarterly check-ins and an annual review, the process promotes regular feedback between managers and employees, encourages reflection on achievements, and sets clear development goals. It also supports our pay-for-performance framework, helping to align performance evaluation with development and recognition.

EMPLOYEE ENGAGEMENT

Employee engagement is essential to creating a strong, innovative, and inclusive workplace at Stratasys. Three main pillars form the framework of our strategy, which directs our efforts to maintain an environment where our teams can contribute, grow, and thrive.



Organization

We promote a culture of trust, transparency, and belonging.

Teams

We encourage collaboration, open dialog, and strong relationships at every level.

Work, Wellbeing, and Experience

We create a positive work environment where employees feel supported and valued through meaningful involvement.

Communication and Engagement Channels

Through a variety of channels, we maintain open and transparent communication, enabling employees to engage directly with leadership, provide feedback, and stay informed.

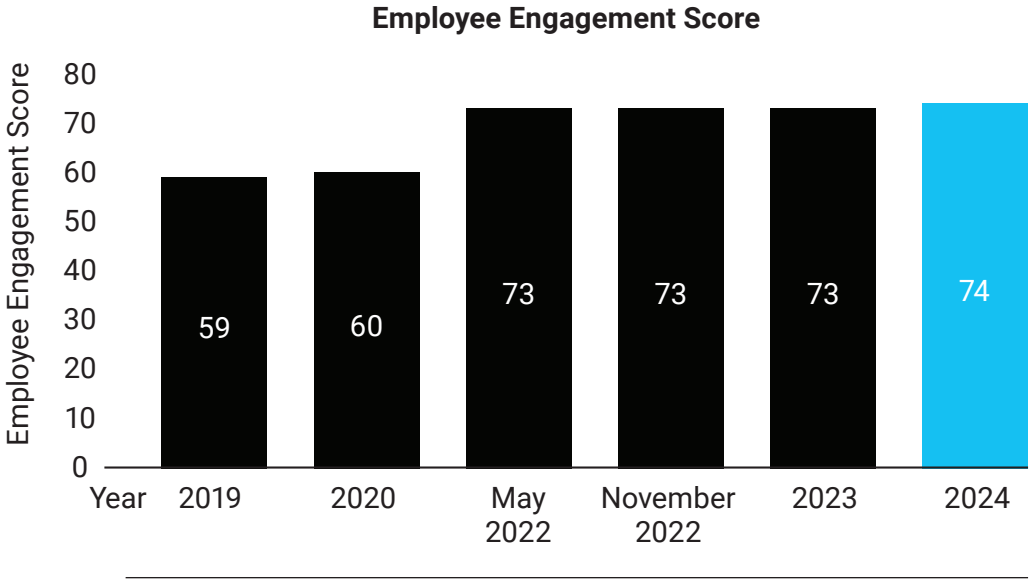
- **Quarterly town halls** – Quarterly CEO town halls and on-going business unit all hands.
- **Manager-employee discussions** – Team-level conversations addressing personal and professional concerns and opportunities.
- **Employee feedback mechanisms** – Surveys, roundtables and direct input channels allowing employees to share insights and suggestions.
- **Intranet, posters, and TV screens** – Diverse channels for keeping employees informed about company news, initiatives, and opportunities.
- **Newsletters and email updates** – Regular communication connecting employees with company-wide developments.

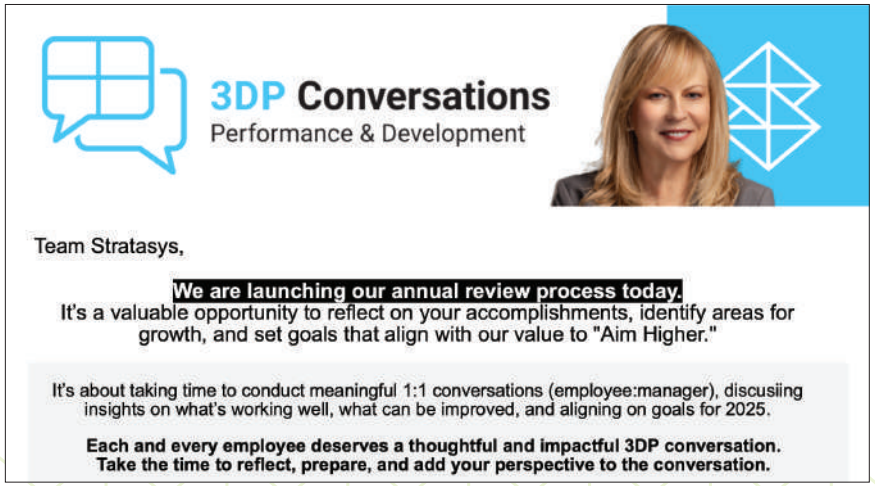
Employee Engagement Survey

Input2 ImpACT
Add Your Voice.

The Input2Impact Employee Engagement Survey is our primary tool for assessing employee sentiment and identifying opportunities for continuous improvement. In 2024, the survey achieved a **91% response rate**, a 10% increase compared to the previous survey, with employees providing 2,363 open-text comments – demonstrating a high level of participation and engagement.

Our **employee engagement score increased to 74 in 2024**, marking our highest recorded engagement level.





The survey highlighted several key strengths, including trust within teams, empowerment, and innovation, while identifying areas for improvement. We continue to address these areas and aim to enhance employee experience through targeted initiatives.

Our engagement strategy is based on transparency, and we comprehensively communicate survey results to our teams in an open manner. This promotes a cooperative approach to workplace improvement and ensures that key takeaways are widely shared.

FOSTERING A DIVERSE AND INCLUSIVE WORKPLACE

We are committed to creating a workplace where every individual feels valued, respected, and empowered to contribute to our collective success. Our approach emphasizes creating an environment of belonging, where diverse perspectives are welcomed and all employees have equitable opportunities to thrive. We focus on embedding inclusive practices into our daily operations so that our policies and programs advance a culture of fairness and respect.

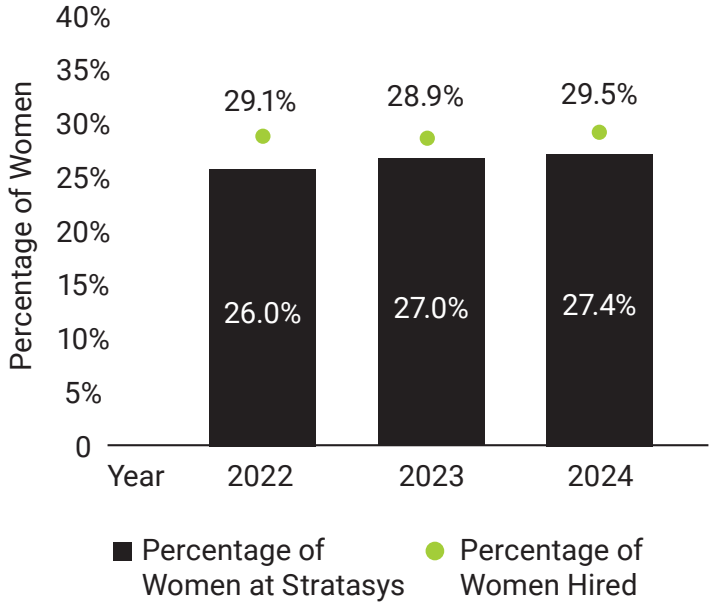
Our strategy is guided by three key pillars: **Talent Acquisition, Employee Engagement, and Awareness & Training**. These pillars help us hire inclusively, support employees throughout their careers, and build the knowledge and skills necessary for inclusive leadership and decision-making.

Our global Diversity, Equity, and Inclusion Committee plays a central role in shaping this approach, backing local action plans and championing initiatives across regions. In addition, employee network groups, such as Stratasys Women in Additive, continue to create spaces for peer support, networking, and advocacy.

Talent Acquisition

Hiring is a key driver of representation. For the past three years, the rate of women hired has exceeded their relative presence at Stratasys, as shown in the graph below. This consistent trend demonstrates our sustained efforts to diversify our talent pool and improve gender balance, particularly in technical and leadership roles.

Percentage and Hiring Rate of Women, 2022-2024



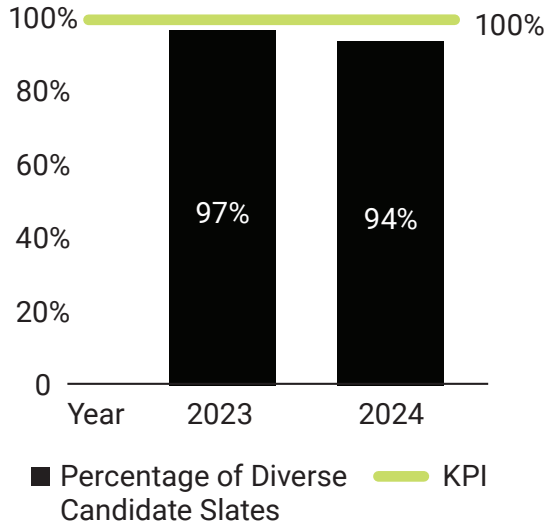
These efforts are backed by inclusive job design, structured interviews, and bias-reduction training for hiring managers. We also expanded outreach to underrepresented communities and integrated inclusive language into our job postings. Our global talent acquisition teams collaborate with local HR partners to tailor practices that align with our DEI commitments while responding to regional contexts.

Talent Acquisition Diversity KPIs

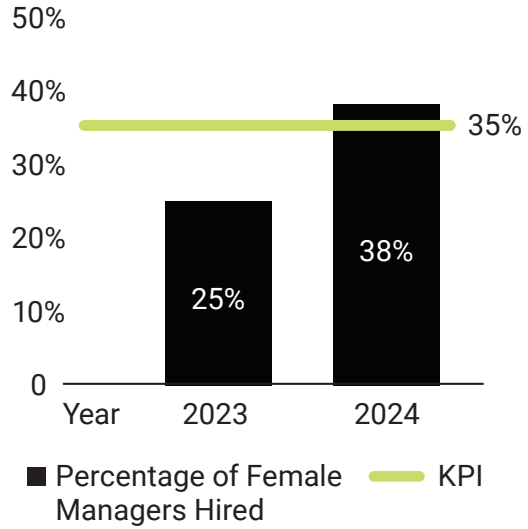
We continue to benchmark our progress against four key hiring KPIs. As illustrated here, these KPIs reflect our focus on inclusive recruitment at critical career stages and across underrepresented functions.

In 2024, we maintained a high degree of diverse candidate slates, with 94% of manager-and-above roles including a diverse slate, just shy of our 100% target. **We exceeded our 35% KPI for female management hires, reaching 38%, a significant increase from 25% in 2023.** While we made progress in hiring diverse interns and students (49% versus a 40% target), our female tech hiring rate declined slightly to 20%, below our 25% target. This indicates a need to focus on attracting and retaining women in technical roles. Overall, these metrics highlight the importance of consistent, data-informed efforts to shape a more representative workforce over time.

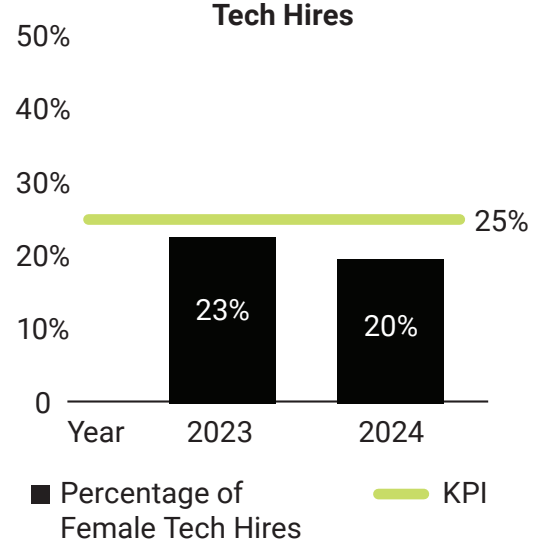
Percentage of Diverse Candidate Slates (Manager and Above)



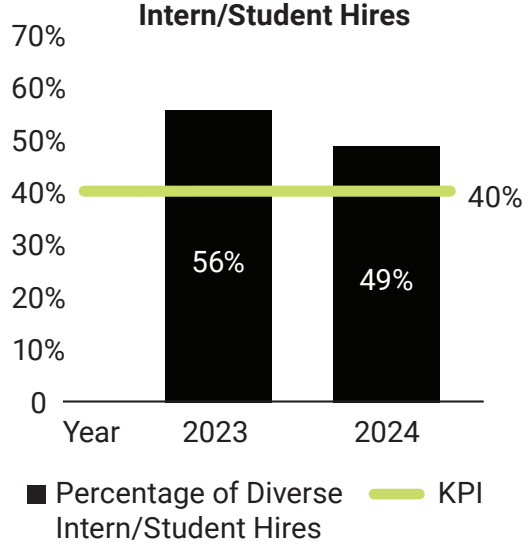
Percentage of Female Managers Hired



Percentage of Female Tech Hires



Percentage of Diverse Intern/Student Hires



Employee Engagement

An inclusive workplace is one where everyone feels seen, heard, and respected. In our 2024 employee engagement survey, **81% of respondents agreed that "Stratasys makes it easy for people from diverse backgrounds to be accepted"**. This represents a 1% increase from the previous survey and reflects an environment of growing acceptance, while pointing to opportunities for continued progress.

Throughout the year, teams worldwide celebrated cultural heritage months, global observances, and diverse holidays. These included International Women's Day, Black History Month, Pride Month, Hispanic Heritage Month, and Diwali, helping to foster mutual understanding and a sense of belonging. Employee-led initiatives, such as local events and discussion forums, continue to shape our workplace culture.

Awareness and Training

Education and awareness are critical to building a more inclusive and equitable organization. In 2024, we delivered 778 hours of anti-bias training globally, focusing on topics such as unconscious bias, allyship, inclusive communication, and equitable decision-making.

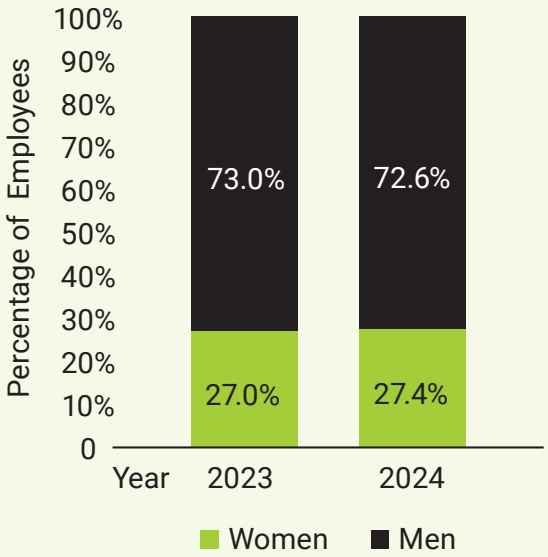
HerTech Journey

HerTech Journey is a global structured development program launched in 2024 to promote the advancement of women in technical roles at Stratasys. It includes in-person and virtual workshops, peer learning groups, mentorship, and leadership engagement. The program equips participants with tools to grow their careers, while building networks of support and visibility within the Company. HerTech also engages managers and senior leaders to become more inclusive sponsors and advocates for gender equity in engineering and product teams. In the first cycle, 27 managers from across Stratasys regions participated in the program.

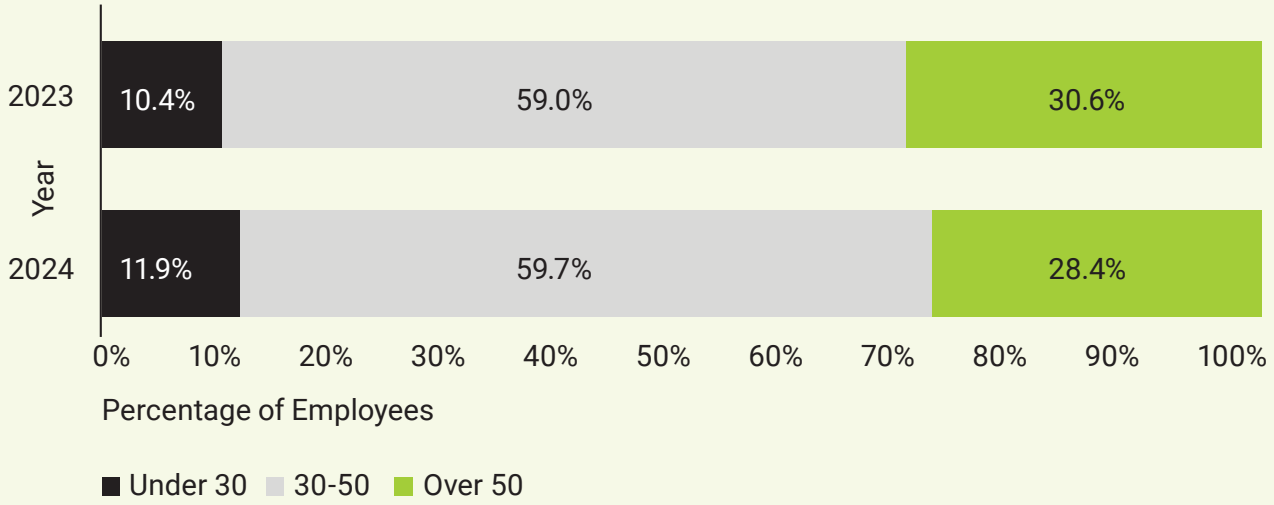


Diversity Metrics

Employee Gender Diversity



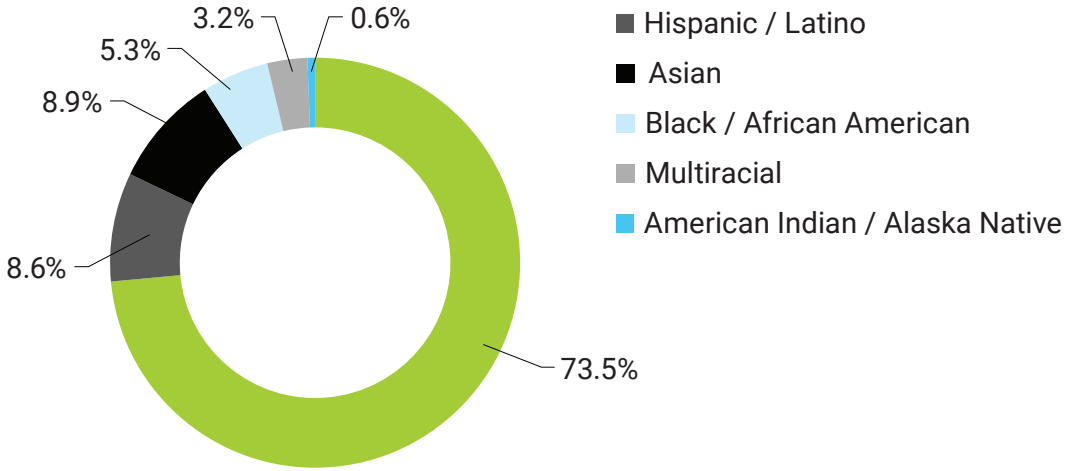
Employee Age Diversity



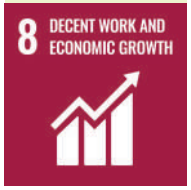
US Team Diversity

We recognize that each region operates within its own cultural and regulatory context. In the U.S., clear standards and frameworks allow us to track and report on racial and ethnic diversity. This enables us to better understand the makeup of our workforce and identify areas for progress. Accordingly, we included the following U.S.-specific diversity metric in this report[2].

Racial Diversity - US



[2] This data includes 81% of US-based employees who shared their information.





HEALTH AND SAFETY

EHS Management

Our Environment, Health, and Safety (EHS) governance model includes monthly meetings of regional Safety Boards, engagement with site-level Safety Ally Champions, and direct involvement of facility managers. This structure enables cross-functional collaboration and guarantees that EHS considerations are integrated into day-to-day decision-making across our global operations.

In 2024, we continued to strengthen our EHS systems through digitalization, expanded reporting channels, and rigorous internal and external oversight.



EHS Digital Transformation

We implemented a digital EHS platform in 2024 to enhance visibility, consistency, and responsiveness in our global safety program. This centralized system supports incident reporting, audits, risk assessments, and corrective action tracking – all on one platform.

Key capabilities include:

- Real-time incident and near-miss reporting
- Mobile access for on-site hazard submission and tracking
- Custom dashboards for safety performance and trend analysis
- Integrated workflows that guide investigations and follow-ups

The system rollout included regional training, data migration, and configuration to reflect our unique operational structure.

Proactive Risk Management

Our approach to risk management is grounded in prevention. In 2024, we conducted more than 50 risk assessments and job safety analyses, identifying potential hazards and updating procedures accordingly. We held seven emergency drills with employees, facility teams, and Crisis Management Teams (CMTs) in testing emergency procedures across global sites. These exercises strengthened cross-functional coordination at each site and improved alignment between local and global response efforts.

Safety Training and Awareness

Training remains a cornerstone of our safety strategy. Employees throughout our global sites participate in structured programs tailored to their roles and local regulatory requirements. Core training topics include hazard recognition, PPE use, emergency response, and safe equipment handling. Job-specific training, such as lockout/tagout procedures and chemical safety, is also provided based on worksite risks.

New hires receive onboarding safety training, and refresher sessions are delivered regularly. We offer a mix of in-person, hands-on, and digital training formats to meet the needs of our workforce.

In 2024, we provided **2,671** hours of safety training to employees, averaging approximately **1.5 hours per employee**. An additional **540 hours of safety training** were delivered to contractors working across our sites.

Culture of Safety and Reporting

Safety is a shared responsibility, and we encourage employees to raise concerns. Regular Safety Board meetings and the contribution of Safety Ally Champions at each site support ongoing communication and reinforcement.

In 2024, we saw a marked increase in near-miss reporting, driven by enhanced awareness and the ease of reporting through new digital tools.

Multiple channels are available for employees to report incidents and observations, which strengthened early detection and corrective action as well as fostered a more open, transparent reporting culture.

Health and Safety Audits

In 2024, relevant Stratasys sites underwent external health and safety audits, including assessments aligned with ISO 45001 and OSHA standards. We achieved a 100% correction rate for all identified findings. These audits serve as a key mechanism for identifying areas of improvement and reinforcing our global EHS standards across sites.





Institute of Quality & Control

CERTIFICATE

NO. 129004K

IQC Institute of Quality & Control

This is to certify that
The Environmental Management System of

Stratasys Ltd
Attached appendix

Was audited by IQC and found to be in compliance with the requirements of the standard:

ISO 14001:2015

This certificate is valid for the following scope of activities:
Development and manufacture of 3D printing systems and materials.

This certificate is valid until: 22.03.2026
Certification cycle will end on: 22.03.2026
Date of first approval: 24.03.2024

This certificate is subject to the continuing satisfactory operation of the Management System and periodic auditing by IQC

12.11.2024
Issue Date

Nir Halpern, CEO

IQC - Institute of Quality & Control
9 Shamira Imber Gadish st. Kiryat Ono, Israel
Tel: 03-9313555, Fax: 03-9044406
E-Mail: info@iqc.co.il, https://www.iqc.co.il

IAF MLA MS RvA C 550

Expansion and Recertification of ISO 45001 Certifications

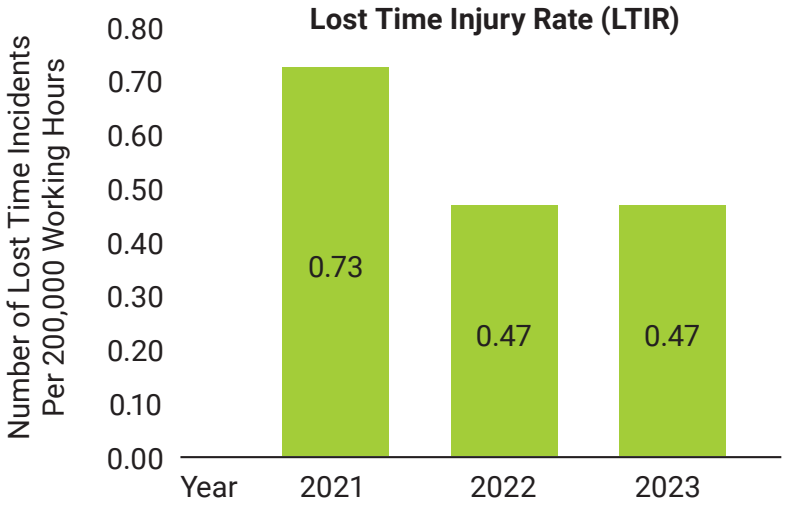
In 2024, we expanded our ISO 45001 EHS management certification to cover both our EMEA headquarters in Germany and the SMACS manufacturing site in the U.S.

In addition, our Israeli headquarters and manufacturing sites were recertified to ISO 45001, maintaining alignment with internationally recognized health and safety standards across key locations.

Safety Performance

We continued to demonstrate solid safety performance in 2024, reporting low incident rates across our operations. In 2024, our Lost Time Incident Rate (LTIR) was 0.47. There were **no work-related fatalities** in 2024 or in previous years.

While these figures reflect a modest year-over-year increase, they remain within a robust performance range and highlight the effectiveness of our ongoing efforts in training, risk management, and reporting. We continue to use data insights from our digital EHS platform to monitor trends and guide targeted interventions that help keep our employees safe.



OUR CUSTOMER FIRST PROMISE

At Stratasys, putting customers first is a core value. Being Customer First means prioritizing customer needs, ensuring they receive high-quality products, proactive service, and ongoing assistance to help them maximize the value of our Additive Manufacturing solutions.

Customer Support and Communication

We maintain a customer-centric approach to support, offering technical assistance, troubleshooting, and training to ensure seamless operations. Our regional Care Centers provide direct access to expert service, and our online Customer Hub streamlines material purchases, service requests, and machine reports. Customer interactions regularly conclude with a satisfaction survey, allowing us to continuously refine our approach. The Customer Experience (CX) function plays a central role in facilitating the customer onboarding process.,

Our annual Customer Survey, delivered to all customers, provides valuable insights, helping us enhance support services and address specific customer needs. The feedback we receive is integral to refining our offerings and ensuring we continue to meet the evolving needs of our users.

Training for our customer-facing employees and partners is a key component of our customer engagement, equipping them with the skills and tools they need to effectively communicate and provide assistance. In 2024, 1,844 users completed Stratasys training programs, covering key areas:

- **Customer Support Engineer (CSE) Training** – Focusing on servicing Stratasys printers
- **Application Engineer Training** – Emphasizing the applications and benefits of additive manufacturing
- **Sales Training** – Equipping sales teams with product knowledge and industry insights



Proactive Maintenance

Proactive maintenance plays a crucial role in enhancing our customer experience. Leveraging advanced remote monitoring technologies, we track the performance and usage of online printers to detect potential issues before they escalate into more substantial problems. This enables our customers to maintain production continuity, minimizing downtime and ensuring smooth, uninterrupted production. Additionally, we provide remote software updates, guaranteeing that customers always have access to the latest features and system improvements without disrupting their workflow.

Proactive Alerts are integrated into this process, helping customers avoid disruptions. In 2024, we issued over 550 proactive alerts, delivering four key benefits:

- **Minimizing Downtime** – Early detection of wear and performance degradation enables preemptive maintenance, reducing unexpected machine failures and ensuring continuous operations.
- **Reducing GHG Emissions** – By addressing issues remotely and reducing the need for technician travel, we lower the environmental impact of transportation.
- **Enhancing Operational Efficiency** – Proactive interventions help maintain optimal print quality, extend printer lifespan, and prevent material waste.
- **Improving Customer Satisfaction** – A seamless user experience with fewer disruptions leads to increased reliability and trust in Stratasys solutions.

Our Proactive Alerts process is based on four steps.



Montior

Remotely monitor the printer and its functionality



Detect

Proactively detect abnormalities that can cause issues



Contact

Communicate the alert to the customer and discuss resolution options



Resolve

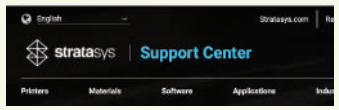
Work with the customer to resolve the issue before it impacts operations

Customer Training

We provide customers with the knowledge and resources they need to get the most out of our solutions. Our **onboarding training** helps new users familiarize themselves with best practices, while our **advanced training and certification programs** equip experienced users with in-depth technical expertise. These programs cover a range of essential topics, from optimizing print settings to troubleshooting complex issues, so that customers can operate their equipment efficiently and confidently. Around 100 customers successfully completed these in-depth training programs in 2024, giving them the expertise to leverage our technologies effectively.

Our customer knowledge-sharing efforts are carried out through three main channels: the **Stratasys Support Center**, which provides a comprehensive knowledge base and troubleshooting assistance; Stratasys' YouTube channel, which offers instructional videos with step-by-step guidance; and the **Stratasys Academy**, which delivers structured learning programs for various applications.

Our knowledge and support platforms experienced significant engagement in 2024.



833,000

page views on the Support Center site

+29% compared to 2023

Stratasys Academy YouTube channel

60,500

views of instructional videos

+20% compared to 2023

stratasys academy™

23,000

training events completed through Stratasys Academy

+59% compared to 2023

Customer Advisory Board

The **Customer Advisory Board (CAB)** serves as a strategic platform for engaging with key industry leaders and customers to shape the future of Additive Manufacturing. In 2024, CAB discussions centered on defining core use cases and applications that guide the transition to part production, while addressing technological advancements and industry challenges.

The **Sustainability track** provided CAB members with multiple opportunities to engage in sustainability-driven initiatives. Members were invited to participate in a GrabCAD Print Pro carbon estimator trial, explore SAF ReLife™ solutions, and take part in a third-party Life Cycle Analysis. These initiatives aimed to advance sustainable practices within AM while offering customers hands-on experience with new innovations.

Two additional tracks – **Material Characterization** and **Quality and Uptime** – explored industry partnerships, standardization efforts, and training enhancements, including measuring and improving Overall Equipment Effectiveness (OEE).

Key takeaways from the CAB emphasized the importance of focusing on core strengths, adapting to industry changes, and working collaboratively to enable new technologies. Feedback gathered during these sessions will help refine our strategy and drive future innovations in Additive Manufacturing.



STRATASYS IN THE COMMUNITY

We believe in using our resources – technology, time, and talent – to make a positive difference in the communities in which we live and work. Through employee engagement, education initiatives, and social impact partnerships, we advance programs that align with our values and help 3D Print a Better Tomorrow™. Guided by our five CSR principles, we continue to build strong community connections and inspire future generations through the power of 3D Printing.



Community Impact Initiatives

FIRST Tech Challenge

We sponsored the Minnesota FIRST Tech Challenge, provided 3D printed parts to student robotics teams, and awarded scholarships and a 3D Printing Award, inspiring the next generation of engineers and makers.

FIRST Inspires

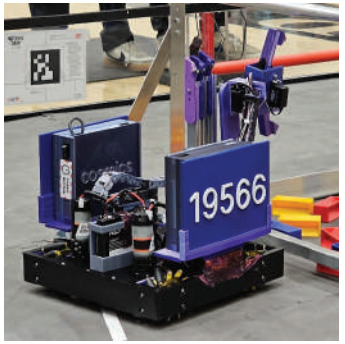
We printed and shipped over 4,000 VH-109 Radio Mounts for the FIRST Robotics Competition, using our tough Nylon 11 material and Selective Absorption Fusion (SAF) technology. Teams from all over the world, including the U.S. and Israel, put these parts to use on their robots. We also pitched in by donating engineering time to help teams with their 3D printing needs around the globe.

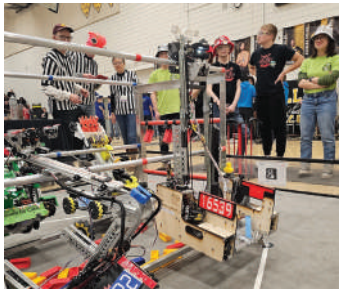
SkillsUSA Additive Manufacturing Competition

Together with SME, we hosted the national SkillsUSA Additive Manufacturing competition. Giving high school and college students hands-on experience with Stratasys printers and tools, the initiative will helps build future-ready skills in digital manufacturing.

SPARKZ 3D Printing Camp

In Minnesota, we supported a weeklong SPARKZ camp where middle-school students explored 3D printing and digital design. Campers received their own printers and computers, visited Stratasys for hands-on learning, and were mentored by our employees. We also granted scholarships to some participants.









SAE Student Racing Teams

We promoted student engineering teams in the SAE Collegiate Design Series, including USC's Formula Racing Team, enabling faster prototyping and improved performance through 3D printed end-use parts and lightweight design.





Movember

Stratasys teams across regions raised awareness and funds for men's mental health, with our UK-based RPS team raising over £1,100 and logging more than 1.8 million steps in team challenges to promote wellbeing.

Tikvah Heroes

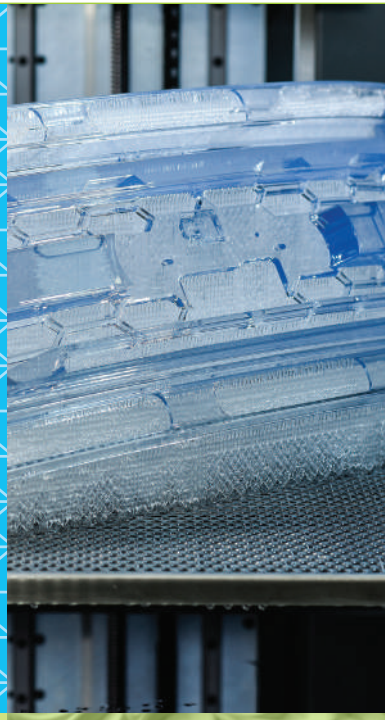
We partners with the displaced communities of Kibbutz Zikim and Kibbutz Nir Oz, to run creative workshops for children, helping them design and 3D print personalized superhero figurines to build confidence, imagination, and hands-on skills. The program also included a visit to Stratasys for an interactive day of exploration and learning.





CHAPTER 6
GOVERNANCE

- **Governance Structure**
  - Board of Directors
  - Core Leadership Team
- **Ethical Conduct**
  - Compliance Committee
- **Responsible Supply Chain Management and Sourcing**
  - Supply Chain Resilience and Efficiency
  - Supplier Sustainability Standards
  - Supplier Sustainability Program
  - Conflict Minerals
  - Local Sourcing
  - Chemical Safety and Compliance
- **Cybersecurity**
  - Risk Management and Governance
  - Creating a Culture of Cyber-Awareness
- **Delivering Safe and Reliable AM Solutions**
  - Supplier Quality and Risk Management





GOVERNANCE STRUCTURE

Board of Directors

Our Board of Directors provides strategic oversight and governance, ensuring that Stratasys operates responsibly and in the best interests of our stakeholders. The Board oversees business performance, risk management, and long-term strategy, including environmental, social, and governance (ESG) initiatives. Each director brings expertise across various industries to support Stratasys' leadership in Additive Manufacturing. At our 2024 Annual Meeting of Shareholders, Stratasys shareholders reaffirmed their confidence in the Board by reelecting all eight directors, recognizing their professionalism, effective leadership, and good governance.

The Board also maintains two key committees:

- **Audit Committee** – oversees financial reporting, internal controls, and legal compliance in accordance with SEC regulations, Nasdaq listing rules, and Israel's Companies Law.
- **Compensation Committee** – develops and oversees executive and employee compensation policies that align with business goals and shareholder interests.

2024 Stratasys Board of Directors



Dov Ofer
Chair



S. Scott Crump
Independent Director



Adina Shorr
Independent Director



John J. McEleney
Independent Director



David Reis
Independent Director



Michael Schoellhorn[3]
Independent Director



Yair Seroussi
Independent Director



Aris Kekedjian
Independent Director

[3] **Mr. Michael Schoellhorn** served on the Board of Directors from his election at the November 2020 Annual General Meeting of Shareholders until voluntarily opting not to stand for re-election at the 2024 Annual General Meeting of Shareholders, due to other commitments. At that 2024 Annual General Meeting, held in November 2024, **Dr. Yoav Zeif**, the Company's CEO, was initially elected to the Board of Directors replacing Mr. Schoellhorn, for a term that was to run until the next annual general meeting of shareholders "and until the due election and qualification of his successor or until his earlier resignation, replacement or removal"*. In early 2025, following the closing of a $120 million strategic investment by Fortissimo Capital, **Yuval Cohen**, Founding and Managing Partner of Fortissimo, was appointed to the Stratasys Board replacing Dr. Zeif, who stepped down voluntarily at that time**.

* https://www.sec.gov/Archives/edgar/data/1517396/000162828024041757/ssys-2024agmxproxystatement.htm

** https://investors.stratasys.com/news-events/press-releases/detail/943/stratasys-closes-120-million-strategic-investment-by

Core Leadership Team

Stratasys' executive management – the Core Leadership Team (CLT) – is responsible for executing the Company's strategic vision, driving operational excellence, and delivering long-term business success. In 2024, the CLT was streamlined to align with the Company's new operating model to enhance efficiency and agility while preserving strong leadership across key business functions.

Amir Kleiner, Chief Operating Officer (COO), joined the CLT in 2024, bringing extensive experience in customer success and operations. His leadership strengthens our ability to align manufacturing and supply chain processes with evolving customer needs.

Guy Menchik, former Chief Technology Officer, stepped down in late 2024 after 30 years of service. We extend our deepest gratitude for his invaluable contributions and wish him well in his future endeavors.

Andreas Langfeld was appointed Chief Revenue Officer in early 2025.

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



Nava Kazaz
Chief People Officer



Amir Kleiner
Chief Operating Officer



Andreas Langfeld
Chief Revenue Officer

ETHICAL CONDUCT

Our legal, ethical, and professional standards are fundamental to our leadership position and backed by strong relationships with our customers, suppliers, employees, and all other stakeholders. By upholding our standards, Stratasys continues to serve as a trusted partner and valued employer and supplier.

Our Board of Directors provides oversight for fiscal and business conduct, with the Audit Committee responsible for overseeing financial reporting, internal audits, and compliance with legal and regulatory requirements. Across the Company, managers are required to implement our policies by undergoing regular training, conducting risk assessments, and taking swift action when needed.

Our **Code of Business Conduct and Ethics** lays out clear expectations for everyone at Stratasys – from employees and directors to suppliers and partners. The code is embedded in our company culture and supported by dedicated ethics training from the onboarding process and through annual training for all employees. In 2024, we delivered **4,137 hours of ethics training**, securing a workforce that is aware and understands our ethical standards and knows how to apply them in real-world situations.

Our **Annual Compliance Campaign** reinforces key policies covering anti-bribery, conflicts of interest, data security, workplace conduct, physical security, and safety protocols. It also includes ISO 14001 environmental management training to align employees to our commitments and our environmental responsibilities. In 2024, **97% of employees completed compliance training**, reflecting broad participation across our workforce.

We encourage employees to speak up if they have concerns. Our whistleblower mechanism enables employees to submit reports confidentially, and we strictly enforce a zero-retaliation policy. Every report is taken seriously, and we act quickly to investigate and address issues.

We are committed to conducting business with honesty and integrity with zero tolerance for bribery, fraud, or unethical practices.

In 2024, we maintained zero confirmed incidents of corruption, reflecting our commitment to maintaining a fair and transparent business environment.

Compliance Committee

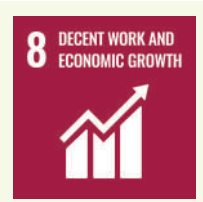
In 2024, we formed the **Stratasys Corporate Compliance Committee**, strengthening governance around ethical and regulatory compliance. The committee aligns compliance efforts with Stratasys' global strategy and commitment to upholding the highest standards of ethics and integrity.

The Compliance Committee is a multidisciplinary body, bringing together leaders from across the Company to provide a broad perspective on compliance challenges and opportunities. Drawing on expertise from multiple business functions, the committee takes a holistic approach to managing regulatory risks, industry standards, and ethical business practices.

The committee's key responsibilities include:

- **Shifting to a centralized approach with coordinated efforts** to better align with Stratasys' vision of Making additive work for you™.
- **Upholding the highest ethics and integrity standards** to reinforce trust with stakeholders.
- **Leveraging industry standards and developing Stratasys' own compliance frameworks** to strengthen our leadership position in the Additive Manufacturing market.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT AND SOURCING









We actively foster a responsible and sustainable supply chain to align with our sustainability principles and values. We work closely with our suppliers to comply with ethical and regulatory standards, to improve resilience, and to drive continuous improvements in sustainability performance. Our approach integrates risk assessment, sustainability standards, responsible sourcing practices, and efficiency-driven supply chain management. By embedding sustainability into procurement activity, we aim to enhance transparency, reduce risks, and foster long-term partnerships that support our broader sustainability goals.

Supply Chain Resilience and Efficiency

Preserving a resilient and efficient supply chain is crucial for guaranteeing business continuity and managing potential disruptions. We conduct comprehensive supplier risk assessments annually, evaluating factors such as financial stability, logistics, and material importance. These assessments assign risk ratings to suppliers and inform targeted risk mitigation strategies. For high-risk suppliers, such as single-source providers, we implement proactive measures like strategic stockpiling, supplier diversification, and long-term contractual agreements to ensure continuity and reliability. Lower-risk suppliers undergo regular performance assessments to align with our standards.

To further solidify our risk management approach, our Sourcing team leads a quarterly **Internal Supplier Risk Assessment Forum**, where supplier risks are assessed, in response to evolving market conditions across dynamic operational environments. The forum is designed to refine and implement mitigation tactics to preserve operational resilience.

Our sourcing strategy also focuses on optimizing supply chains for efficiency and cost savings, while adhering to our sustainability commitments. Our approach is centered on increasing supply chain visibility, strengthening supplier collaboration, and improving logistical efficiency. By reducing lead times, consolidating shipments, and leveraging digital tools for real-time monitoring, we aim to decrease overall resource consumption, minimize waste, and lower transportation emissions, which lead to financial and environmental benefits.

Supplier Sustainability Standards

At the foundation of our supply chain responsibility efforts is the Supplier Code of Conduct, which sets clear expectations for responsible business practices. The code covers key areas such as fair labor practices, anti-corruption measures, environmental responsibility, occupational health and safety, and human rights. These expectations are embedded in our Purchasing Terms and Conditions, ensuring that sustainability considerations are integrated into all supplier engagements. The code is structured around 23 key criteria, providing a comprehensive framework that guides supplier performance and compliance.



Key ESG topics in our Supplier Code of Conduct

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

- Work to improve environmental impact and adhere to environmental laws and regulations
- 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

Supplier Sustainability Program

To support the implementation of our Supplier Code of Conduct, we introduced the **Supplier Sustainability Program** in 2024. This initiative is designed to assess and improve the sustainability management and performance of our suppliers, reinforcing responsible sourcing practices across our network. The program features a structured assessment process, including a thorough **Supplier Sustainability Questionnaire** that evaluates suppliers on environmental management, labor and human rights, and ethical business conduct. This tool enables us to engage with suppliers more effectively, identify areas for improvement, and drive progress in sustainability performance.

In its first year, the program prioritized top-tier suppliers, covering **31% of the Company's direct procurement spend in 2024.** These assessments provided valuable insights into the performance of key suppliers, and, in turn, enabled clear and direct communications on our activity and expectations of such performance. As part of our long-term strategy, we aim to expand this initiative in 2025 and beyond, integrating sustainability criteria more comprehensively into sourcing and procurement practices. Strengthening supplier engagement on sustainability issues enables us to reduce risks, enhance transparency, and build more resilient supply chains that align with our broader sustainability objectives.



Conflict Minerals

We are committed to responsible mineral sourcing, and we adhere to SEC regulations governing the use of conflict minerals – tin, tantalum, tungsten, and gold (3TG) – in manufacturing. We do not procure minerals directly but work with suppliers to ensure responsible sourcing. Our due diligence process follows the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and utilizes the Conflict Minerals Reporting Template (CMRT) to assess supplier compliance.

We conduct supply chain due diligence in alignment with smelter or refiner verification programs established by third-party audit bodies, such as the **Responsible Minerals Initiative (RMI)** and the **London Bullion Market Association (LBMA).** We are also committed to upholding human rights, including the elimination of child or forced labor conditions in our supply chain, particularly in Conflict-Affected and High-Risk Areas (CAHRAs).

Our due diligence process includes supplier engagement, risk assessments, and verification vis-a-vis internationally recognized smelter audit programs. We assess supplier declarations, conduct risk screenings, and escalate cases where potential risks are identified. By working with third-party organizations, we encourage suppliers to source minerals from validated smelters or refiners to ensure ethical and transparent supply chains. As part of our conflict minerals management efforts, we conducted a due diligence assessment in 2024 covering **95% of our conflict minerals-related procurement spend.** We report our findings through our **Conflict Minerals Report,** reflecting our ongoing commitment to ethical sourcing and transparency.

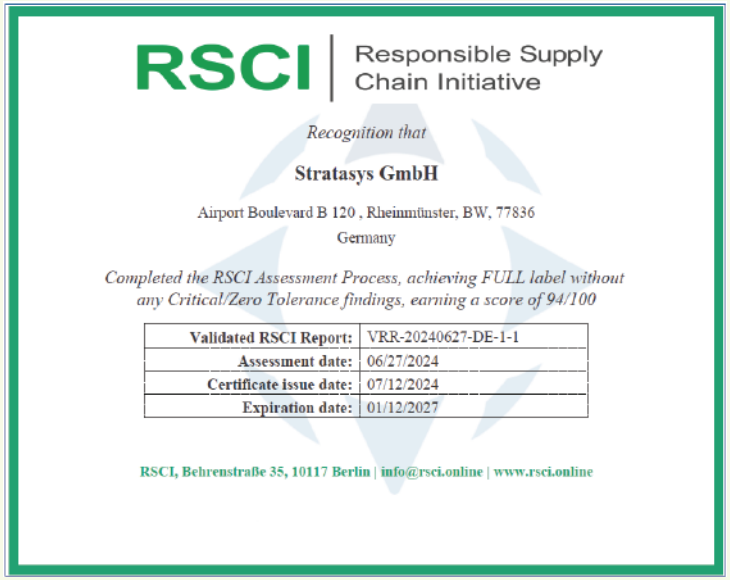
Local Sourcing

Supporting local sourcing is an essential part of our commitment to support regional economies, reduce supply chain risks, and minimize environmental impacts associated with transportation. By reducing long-haul logistics, local sourcing helps lower fuel consumption, cut greenhouse gas emissions, and minimize logistical bottlenecks. Additionally, fostering relationships with local suppliers enhances supply chain visibility and responsiveness, enabling us to improve oversight of sustainability practices and align with our expectations.



Chemical Safety and Compliance

We enforce strict requirements regarding hazardous substances to ensure chemical safety, requiring suppliers to comply with industry regulations such as REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances), and TSCA (Toxic Substances Control Act). Our teams conduct detailed risk assessments for materials and components, evaluating potential chemical hazards and complying with regulatory safety standards. Suppliers are required to provide documentation verifying compliance with applicable regulations, including Material Safety Data Sheets (MSDS) and Certificates of Analysis (COA) where relevant. By implementing strict chemical safety measures, we mitigate risks to human health and the environment, while maintaining product safety and regulatory compliance.



RSCI | Responsible Supply Chain Initiative

Recognition that

Stratasys GmbH

Airport Boulevard B 120 , Rheinmünster, BW, 77836
Germany

Completed the RSCI Assessment Process, achieving FULL label without any Critical/Zero Tolerance findings, earning a score of 94/100

Validated RSCI Report:	VRR-20240627-DE-1-1
Assessment date:	06/27/2024
Certificate issue date:	07/12/2024
Expiration date:	01/12/2027

RSCI, Behrenstraße 35, 10117 Berlin | info@rsci.online | www.rsci.online

In 2024, our Germany-based operations received the Responsible Supply Chains Initiative (RSCI) certification with a "FULL" label and no critical findings, scoring 94 out of 100 and reflecting our commitment to responsible sourcing and ethical supply chain practices.



CYBERSECURITY

We take a proactive approach to cybersecurity, going above and beyond compliance to strengthen resilience against evolving threats. Protecting company and customer data is a key priority, and we continuously develop our security protocols to ensure business continuity.

Risk Management and Governance

Cybersecurity oversight is integrated into Stratasys' broader risk management framework. To keep security as a top strategic priority, the Board of Directors regularly assesses cybersecurity threats. The Incident Response Team, composed of senior executives from key departments, is responsible for managing threats and reporting directly to leadership. This team periodically conducts tabletop exercises (TTXs) to evaluate and improve response capabilities in accordance with a structured incident response policy.

Our cybersecurity strategy is implemented by the Management Information Systems (MIS) department, which is headed by a seasoned CIO and CISO. The department establishes and evaluates cybersecurity objectives annually with an emphasis on the most pressing threats. We conduct in-depth cyber risk assessments, integrating key insights into our security strategy to strengthen protections against emerging threats. We have maintained ISO 27001 certification for eight consecutive years, and we voluntarily align with guidance from the U.S. Cybersecurity and Infrastructure Security Agency (CISA) to uphold best practices and achieve a top-notch standard of information security management. By making sure that partners and suppliers adhere to our security standards, our third-party risk management (TPRM) procedure lowers possible vulnerabilities throughout the supply chain.

Creating a Culture of Cyber-Awareness

People are a key line of defense in our cybersecurity strategy. We invest in continuous training, including instruction on best practices for security, data protection, and phishing awareness, so that employees can recognize and respond to cyber threats. By conducting frequent campaigns and phishing simulations, we reinforce best practices to boost our organization's security culture.

We did not experience any material data breaches in 2024, a testament to our robust cybersecurity protocols and practices.

We remain dedicated to staying ahead of evolving threats, strengthening our defenses, and maintaining trust with customers, partners, and stakeholders. Delivering Safe and Reliable AM Solutions



DELIVERING SAFE AND RELIABLE AM SOLUTIONS

Stratasys integrates quality and safety into every stage of the product life cycle. Our guiding principle of Quality Matters means that products are designed, manufactured, and tested according to the highest industry standards.

Our Enterprise Quality Assurance Team oversees product quality across all business units, conducting regular audits and reviews. The CEO-led Quality Forum meets monthly to address product quality issues, reinforcing a company-wide culture of accountability.

Products undergo a thorough internal validation process that includes mechanical, thermal, and chemical testing in order to comply with regulatory frameworks such as REACH and RoHS, as well as ISO 9001 and ISO 13485 where relevant. We also develop medical-grade materials, such as TrueDent™, our first FDA Class II-cleared resin, which meets stringent requirements for dental applications.

We track product performance via remote monitoring systems that enable early identification of potential issues. We experienced zero product health and safety noncompliance incidents in 2024.



SDM Site Achieved ISO 13485 Certification

The Stratasys Direct Manufacturing (SDM) service bureau in Tuscon, Arizona, **achieved ISO 13485 certification, demonstrating compliance with the strict quality and safety standards for medical devices.** This milestone strengthens our role in medical Additive Manufacturing, easing barriers to adoption and enabling medical device manufacturers to scale production while accelerating innovation, reducing costs, and potentially improving patient outcomes.

Supplier Quality and Risk Management

Beyond our internal processes, we uphold high quality standards across our supply chain. We conduct supplier audits to verify conformance with ISO requirements and the product technical specifications, and require Certificates of Compliance (CoC) for all critical components. These expectations are incorporated into our Purchasing Terms and Conditions to align suppliers with our quality requirements. We collaborate closely with suppliers to maintain compliance and promote continuous improvement through continual engagement, training, and risk assessments.

By embedding quality into both our internal operations and supplier management, we ensure that customers receive safe, high-performing solutions. Our strategy reinforces our leadership in Additive Manufacturing by not only meeting, but also setting standards.

CHAPTER 7
APPENDIX - DATA TABLES AND INDEXES

- Appendix I: Data Tables
- Appendix II: GRI Index
- Appendix III: SASB Index





APPENDIX I: DATA TABLES

1. Environmental Data

1.1 Energy

1.1.1 Energy consumption and intensity

	Unit	2022	2023	2024	Annual change
Energy consumed	Gigajoules	140,340	158,696	158,366	-0.2%
Energy intensity per ft^2 of global sites	Gigajoules per 1,000 ft^2	171.3	153.7	133.2	-13.3%

1.1.2 Global energy consumption, by energy source

	Unit	2023	2024
Electricity from grid/ independent power producers	Gigajoules	131,889 (83.1%)	126,521 (79.9%)
Electricity from solar panels	Gigajoules	2,802 (1.8%)	3,499 (2.2%)
Natural gas	Gigajoules	15,473 (9.8%)	17,863 (11.3%)
LPG	Gigajoules	178 (0.1%)	139 (0.1%)
Gasoline	Gigajoules	8,261 (5.2%)	6,402 (4.0%)
Diesel	Gigajoules	93 (0.05%)	3,940 (2.5%)
Total	**Gigajoules**	**158,696**	**158,366**

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

	Unit	2023	2024
Renewable energy	Gigajoules	2,802 (1.8%)	3,499 (2.2%)
Non-renewable energy	Gigajoules	155,894 (98.2%)	154,866 (97.8%)
Total	**Gigajoules**	**158,696**	**158,366**

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

	Unit	2023	2024
Renewable electricity	Gigajoules	2,802 (2.1%)	3,499 (2.7%)
Non-renewable electricity	Gigajoules	131,889 (97.9%)	126,521 (97.3%)
Total	**Gigajoules**	**134,691**	**130,021**

1.2 Emissions

1.2.1 Scope 1, 2, and 3 GHG emissions

	Unit	2023	2024	Annual change
Scope 1	tCO_2-e	1,310.3	1,560.6	+19.1%
Scope 2	tCO_2-e	13,085.3	12,283.9	-6.1%
Scope 3	tCO_2-e	231,318.3	174,998.2	-24.3%
Total GHG emissions	**tCO_2-e**	**245,713.9**	**188,842.7**	**-23.1%**

1.2.2 Scope 1 and 2 GHG emissions and intensity

	Unit	2022	2023	2024	Annual change
Scope 1	tCO_2-e	1,316	1,310.3	1,560.6	+19.1%
Scope 2	tCO_2-e	12,186	13,085.3	12,283.9	-6.1%
Total Scope 1 and 2	**tCO_2-e**	**13,502**	**14,395**	**13,844.5**	**-3.8%**
Scope 1 and 2 GHG emissions intensity per ft2 of global sites	**tCO_2-e per 1,000 ft^2**	**16.5**	**13.9**	**11.6**	**-16.5%**

1.2.3 Scope 3 GHG emissions by category

	Unit	2023	2024	Annual change
Category 1: Purchased goods and services	tCO_2-e	97,185.3	79,505.1	-18.19%
Category 2: Capital goods	tCO_2-e	4,472.5	3,036.4	-32.11%
Category 3: Fuel and energy related activities	tCO_2-e	5,010.5	4,490.0	-10.39%
Category 4: Upstream transportation and distribution	tCO_2-e	27,086.9	13,210.3	-51.23%
Category 5: Waste generated in operations	tCO_2-e	321.7	420.0	+30.56%
Category 6: Business travel	tCO_2-e	5,199.0	4,014.1	-22.79%
Category 7: Employee commuting	tCO_2-e	5,865.5	5,839.5	-0.44%
Category 11: Use of sold products	tCO_2-e	62,604.8	42,417.9	-32.24%
Category 12: End-of-life treatment of sold products	tCO_2-e	11.2	5.5	-51.34%
Category 13: Downstream leased assets	tCO_2-e	873.5	1,560.6	+78.66%
Category 15: Investments	tCO_2-e	22,687.5	20,498.8	-9.65%
Total	**tCO_2-e**	**231,318.3**	**174,998.2**	**-24.4%**

1.3 Water

1.3.1 Water consumption across measured sites

	Unit	2022	2023	2024	Annual change
Water consumed	m^3	34,093	42,393	40,914	-3.5%
Water intensity per ft^2 of measured global sites	m^3 per 1,000 ft^2	51.3	45.3	38.5	-15.0%

1.4 Waste

1.4.1

Waste category	Unit	Generated	Diverted from disposal		Directed to disposal	
			Recycling	Other	Landfill	Other
General waste	tonnes	759.8	-	4.2 (energy recovery)	755.5	-
Cardboard and paper	tonnes	348.0	348.0	-	-	-
Electronic	tonnes	54.2	54.2	-	-	-
Food	tonnes	23.3	-	17.9 (compost) 4.8 (donation) 0.6 (energy recovery)	-	-
Wood	tonnes	19.4	19.4	-	-	-
Mixed recyclables	tonnes	12.9	12.9	-	-	-
Plastic	tonne	10.1	10.1	-	-	-
Commercial industrial	tonnes	3.8	-	-	3.8	-
Metal	tonnes	1.2	1.2	-	-	-
Glass	tonnes	0.1	0.1	-	-	-
Hazardous waste	tonnes	205.4	1.2	1.0 (energy recovery)	-	203.2 (incineration without energy recovery)
Total	**tonnes**	**1,438.2**	**447.1**	**28.5**	**759.4**	**203.2**

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	tonnes	1,232.8	473.4	759.4	38.4%
Hazardous waste	tonnes	205.4	2.2	203.2	1.1%
Total	**tonnes**	**1,438.2**	**475.6**	**962.6**	**33.1%**

2. Social Data

2.1 Employees[4]

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

	2023			2024		
	Women	Men	**Total**	Women	Men	**Total**
			By Employment Type			
Full-time	518	1,430	**1,948**	463	1,277	**1,740**
Part-time	32	54	**86**	30	27	**57**
Total	**550**	**1,484**	**2,034**	**493**	**1,304**	**1,797**
			By Employment Contract			
Permanent	533	1,447	**1,980**	488	1,291	**1,779**
Temporary	17	37	**54**	5	13	**18**
Total	**550**	**1,484**	**2,034**	**493**	**1,304**	**1,797**
			By Engagement Type			
Employees	550	1,484	**2,034**	493	1,304	**1,797**
Workers who are not employees	84	144	**228**	74	110	**184**
Total	**634**	**1,628**	**2,262**	**567**	**1,414**	**1,981**

[4] These figures include temps and student positions, bringing the total to 1,797 employees, compared to the 1,779 employees reported in our 2024 20-F.

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

	2023					2024				
	Israel	Americas	APJ	EMEA	**Total**	Israel	Americas	APJ	EMEA	**Total**
	By employment type									
Full-time	536	922	148	342	**1,948**	473	829	132	306	**1,740**
Part-time	48	5	0	33	**86**	22	3	2	30	**57**
Total	**584**	**927**	**148**	**375**	**2,034**	**495**	**832**	**134**	**336**	**1,797**
	By employment contract									
Permanent	537	926	146	371	**1,980**	479	832	133	335	**1,779**
Temporary	47	1	2	4	**54**	16	-	1	1	**18**
Total	**584**	**927**	**148**	**375**	**2,034**	**495**	**832**	**134**	**336**	**1,797**
	By engagement type									
Employees	584	927	148	375	**2,034**	495	832	134	336	**1,797**
Workers who are not employees	124	47	24	33	**228**	99	34	24	27	**184**
Total	**708**	**974**	**172**	**408**	**2,262**	**594**	**866**	**158**	**363**	**1,981**

2.1.3 Total employees, by gender and position

	2023				2024			
Gender	Employees (non-managers)	Managers	VP and above	**Total**	Employees (non-managers)	Managers	VP and above	**Total**
Women	431	111	8	**550**	382	102	9	**493**
Men	1,146	291	47	**1,484**	1,019	249	36	**1,304**
Total	**1,577**	**402**	**55**	**2,034**	**1,401**	**351**	**45**	**1,797**

2.1.4 Total employees and new hires, by gender and age

		2023		2024	
Gender	Age group	Total employees	New hires	Total employees	New hires
Women	Under age 30	60	27	50	19
	Ages 30-50	343	72	296	33
	Over age 50	147	17	147	17
	Total	**550**	**116**	**493**	**69**
Men	Under age 30	181	72	137	52
	Ages 30-50	872	161	764	84
	Over age 50	431	52	403	29
	Total	**1,484**	**285**	**1,304**	**165**
Total (all ages)		**2,034**	**401**	**1,797**	**234**

2.1.5 Total employees and new hires, by gender and position

		2023		2024	
Gender	Position	Total employees	New hires	Total employees	New hires
Women	Employees (non-managers)	431	102	382	56
	Managers	111	13	102	12
	VP and above	8	1	9	1
	Total	**550**	**116**	**493**	**69**
Men	Employees (non-managers)	1,146	238	1,019	150
	Managers	291	44	249	15
	VP and above	47	3	36	-
	Total	**1,484**	**285**	**1,304**	**165**
Total (all positions)		**2,034**	**401**	**1,797**	**234**

2.1.6 Annual turnover rates

Turnover rates include resignation and dismissals of permanent employees only.

		Americas	APJ	EMEA	Israel	Total
Involuntary	Female	14.6%	5.7%	14.0%	14.0%	13.4%
	Male	16.1%	17.9%	13.1%	15.1%	15.4%
Voluntary	Female	13.0%	5.7%	4.7%	5.0%	7.8%
	Male	6.9%	11.6%	4.9%	7.1%	6.9%
Total	Female	27.6%	11.4%	18.6%	19.1%	21.2%
	Male	23.1%	29.5%	17.9%	22.1%	22.3%
Total (all genders)		**24.0%**	**23.0%**	**18.1%**	**21.0%**	**22.0%**

2.2 Labor, Compensation, and Benefits

2.2.1 Employees who took parental leave, by gender

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

2.2.2 Parental leave retention

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

2.2.3 Annual compensation ratio

	2022	2023	2024
Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees[5]	15.97 : 1	13.79 : 1	13.87 : 1

2.3 Diversity, Equity, and Inclusion

2.3.1 Diversity in the Board of Directors

	2023	2024
Female directors	1	1
Male directors	7	7
Percentage of female directors	12.5%	12.5%

2.3.2 Diversity in the Core Leadership Team

	2023	2024
Female executives	2	2
Male executives	7	6
Percentage of female executives	22%	33%

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

2.3.3 Racial diversity – United States

		White / Caucasian	Black / African American	Hispanic / Latino	Asian	American Indian / Alaska Native	Multiracial	Unknown (not recorded)
Employees (non-managers)	Female	58	5	13	17	2	2	32
	Male	323	29	40	36	2	15	111
Managers	Female	25	-	1	1	-	2	6
	Male	72	1	3	4	-	2	7
VP and above	Female	1	-	-	-	-	-	1
	Male	10	-	-	1	-	-	-
Total	**Female**	**84**	**5**	**14**	**18**	**2**	**4**	**39**
	Male	**405**	**30**	**43**	**41**	**2**	**17**	**118**
Grand total		**489**	**35**	**57**	**59**	**4**	**21**	**157**
Percentage of disclosed employees		**59.5%**	**4.3%**	**6.9%**	**7.2%**	**0.5%**	**2.6%**	**19.1%**

2.3.4 Diverse hiring KPIs

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

2.4 Health and Safety

2.4.1 Safety incidents

	2022	2023	2024
Number of lost-time, work-related injuries	13	8	8
Number of working hours	3,546,807	3,431,939	3,394,270
Lost time incident rate (LTIR), per 200,000 hours	0.73	0.47	0.47
Number of fatalities	0	0	0

2.4.2 Safety training

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

2.5 Learning and Development

2.5.1 Training hours

	2023	2024
Total hours invested in employee training	33,713	39,366
Average training hours per employee	16.5	21.9
Percentage of mandatory/regulatory employee training hours	27%	18.3%
Percentage of employee training hours for professional development and soft skills	73%	81.7%
Percentage of employees who underwent professional development and soft skills training (as a share of year-end headcount)	71.6%	119%[6]

[6] This figure exceeds 100% due to significant headcount reductions late in 2024. It includes all employees who received training at any point during the year.

2.5.2 Completion rates of key training programs

	2024
Health and safety	98%
Environmental	26%
Diversity and anti-bias	5%[7]
Code of Conduct	97%
Anti-harassment	98%

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, 2024-March 31, 2025).

	2024
Percentage of employees who participated in performance reviews	96.6%

2.6 Employee Engagement

2.6.1 Employee engagement survey results

	2022	2023	2024
Employee engagement score	73	73	74
Percentage of employees who responded to the survey	78%	81%	91%

[7] This training is only available to new managers who did not participate in the previous year's training.

3. Governance and Ethics Data

3.1 Violations and Breaches

3.1.1 Number of violations, breaches, and incidents of non-compliance, by type

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

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.

	2022	2023	2024
Percentage of new suppliers who signed the Supplier Code of Conduct	100%	100%	100%

3.2.1 Supplier Code of Conduct signatories

	2024
Number of direct suppliers who underwent a sustainability assessment	30
Percentage of direct procurement spend covered by sustainability assessments	31%

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

APPENDIX II: GRI INDEX

This report was compiled in accordance with the GRI Standards for the period of January 1, 2024, to December 31, 2024.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us
	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	The report was compiled with support from external ESG & sustainability experts. Limited assurance for our GHG emissions was conducted by Motive Analytics. We engaged the UK-based consulting firm THG Eco x MyCarbon for comprehensive GHG emissions data collection and analysis for disclosure purposes.
	2-6 Activities, value chain and other business relationships	About Us
	2-7 Employees	Appendix I: Data Tables. These figures include temps and student positions, bringing the total to 1,797 employees, compared to 1,779 employees reported in our 2024 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
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	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
	2-28 Membership associations	About Us – Association Memberships
	2-29 Approach to stakeholder engagement	Stakeholder Engagement & Materiality

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	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. However, we provide our employees from an acquired business in the Netherlands with the benefits that were in effect under their previous employer's collective bargaining agreement, as applicable on the day of the closing of the transaction, in alignment with local regulations. We also have an employees' representation forum in the Netherlands (established in 2023) and 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	3-1Process to determine material topics	Stakeholder Engagement & Materiality
	3-2 List of material topics	Stakeholder Engagement & Materiality
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
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

GRI STANDARD	DISCLOSURE	LOCATION
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Integrating Circular Economy Principles
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Comprehensive global data sets were unavailable for this report; we are working toward providing relevant information in future reports.
	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	Sustainability Strategy: Innovation
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; we are working toward providing relevant information in future reports.
	303-5 Water consumption	Water Stewardship

GRI STANDARD	DISCLOSURE	LOCATION
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)	Not applicable: This information has not been included in this report as relevant sites in the US 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	
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

GRI STANDARD	DISCLOSURE	LOCATION
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain Management and Sourcing
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain Management 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. Through this process, we will take relevant actions to remediate identified material impacts.
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Compensation and Wellbeing
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	People First – Employee Compensation, Benefits, and Wellbeing
	401-3 Parental leave	Employee Compensation and Wellbeing
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 U.S., 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.

GRI STANDARD	DISCLOSURE	LOCATION
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-3 Occupational health services	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-6 Promotion of worker health	Health and Safety; Employee Compensation and Wellbeing
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	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 all our sites.
	403-9 Work-related injuries	Health and Safety
	403-10 Work-related ill health	Health and Safety
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Development and Growth
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	Employee Development and Growth
	404-3 Percentage of employees receiving regular performance and career development reviews	Appendix I: Data Tables

GRI STANDARD	DISCLOSURE	LOCATION
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Diverse and Inclusive Workplace
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 subject to 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. However, we provide our employees from an acquired business in the Netherlands with the benefits that were in effect under their previous employer's collective bargaining agreement, as applicable on the day of the closing of the transaction, in alignment with local regulations. We also have an employees' representation forum in the Netherlands (established in 2023) and 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	

GRI STANDARD	DISCLOSURE	LOCATION
Child labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain Management and Sourcing
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Responsible Supply Chain Management and Sourcing
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Supply Chain Management and Sourcing
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Supply Chain Management 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	Responsible Supply Chain Management and Sourcing
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain Management 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. Through this process, we will take relevant actions to remediate identified material impacts.

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 organization 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	Delivering Safe and Reliable AM Solutions
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

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 Lifecycle 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	While none of our products are certified, we have conducted research relevant to the environmental benefits of our products. This includes a peer-reviewed Life Cycle Inventory for one of our leading technologies that showed significant environmental advantages compared to traditional manufacturing, including reduced energy consumption. In addition, studies were 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

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	Responsible Supply Chain Management 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	313,667 ft^2
Percentage of production from owned facilities	TC-HW-000.C	Not disclosed

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