



# Mindful Manufacturing™

## Stratasys 2023 ESG & Sustainability Progress Report



## 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

At Stratasys, we recognize the profound impact Additive Manufacturing can have on both people and the planet. That's why our business strategy is aligned with ESG principles and sustainability. We are leading the charge in 3D Printing, making us the top choice for customers seeking sustainable Additive Manufacturing solutions.

### **Mindful Manufacturing™ embodies our commitment to sustainability and includes:**

- » **Embracing ESG Best Practices:** We integrate ESG principles with strong sustainability governance, comprehensive data collection, global certifications, life cycle analyses, and transparent reporting. This approach enhances our sustainability credentials and helps our customers achieve their ESG goals.
- » **Optimizing Operations:** We design parts and machines with the environment in mind, using Design for Environment methods and waste hierarchy principles to create efficient, eco-friendly solutions.
- » **Quantifying Emissions:** We collaborate with customers to measure emissions on a case-by-case basis, demonstrating the environmental benefits of Additive Manufacturing over traditional methods and supporting the adoption of low-carbon technologies.
- » **Promoting a Sustainable Value Chain:** We drive sustainability across the entire supply chain, from raw materials to final product delivery of our solutions, which allow for production at the point of need, and promote sustainability for our customers..
- » **Collaborating for Progress:** We partner with employees, customers, and stakeholders to enhance social and environmental impact and continuously improve our sustainability efforts.

We are already measuring the impact of our technologies on our customers' footprints across various industries. Our data-driven approach has unveiled significant environmental benefits, particularly in the fashion industry, and we expect similar results across our technology portfolio. By collecting and analyzing data, we drive ongoing improvements and share our findings broadly, within Stratasys and with our customers.



**Our solutions unlock the potential for more sustainable operations across the production value chain.** Our offering optimizes digital iterations and new materials that support advanced geometries, we are replacing traditional manufacturing steps with additive processes, reducing resource dependency, emissions, and energy use. This journey underscores our commitment to profitable and responsible business practices that ensure a thriving future for generations to come.

**Join us on this journey.**

We lead by example, investing in our sustainability and setting an ESG benchmark for the Additive Manufacturing industry. Sustainability is a continuous journey toward optimized performance, and we integrate ESG into our product development and internal processes, including environmental certifications and renewable energy adoption.

Innovation is a core value at Stratasys, and when combined with sustainability, it drives advancements across our solutions. Together, these pillars form the foundation of our strategy and operations. Embracing ESG principles not only reduces risk but also ensures sound management of our global enterprise.

Our sustainability strategy is deeply rooted in stakeholder engagement, guiding our annual road map and sustainability work plan. Our goal is to meet the expectations of all our stakeholders, including customers, partners, investors, employees, and suppliers.

Team Stratasys is dedicated to Mindful Manufacturing™ and is committed to ESG principals, such as diversity, inclusion, top-notch governance practices, and transparency as well as reducing our environmental impacts. We are a leading company building upon 35+ years of excellence, to drive business, social, and environmental impact and 3D Print a Better Tomorrow™.



## DOV OFER

Chairman of the Board of Directors, Stratasys

**Stratasys is deeply committed to advancing environmental, social, and governance (ESG) principles, operating in line with sustainability best practices. Our Mindful Manufacturing™ strategy is not just a cornerstone of our Stratasys purpose but a vital component in promoting ESG stewardship across our entire value chain.**

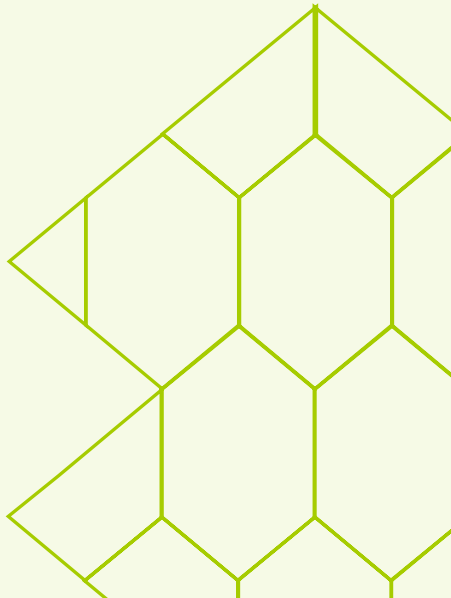
The world is rapidly changing, and the manufacturing landscape is evolving to meet these new demands. Supply chain disruptions, geopolitical tensions, and climate challenges are all exerting pressure on production processes. In an era marked by high interest rates and climate uncertainty, the need for sustainable innovation has never been more critical. Businesses must now navigate these challenges with resilience, agility, and cutting-edge technologies that enable more efficient production with a reduced environmental footprint.

At Stratasys, we are at the forefront of this transformative journey for the AM Industry. Our Additive Manufacturing (AM) solutions empower customers to simultaneously reduce emissions and drive innovation across their value chains, supporting their efforts to decarbonize operations and meet rising ESG standards. This dual focus on sustainability and innovation positions Stratasys as a leader in helping businesses adapt to today's complex realities.

In this dynamic global environment, Stratasys and our Board of Directors remain dedicated to our mission of mitigating ESG risks and fulfilling our commitments to all stakeholders—employees, partners, customers, and investors

alike. We understand that financial metrics alone are no longer sufficient. Carbon is becoming a crucial currency, and our AM-enabled production solutions offer a pathway to significantly reducing carbon footprints across industries.

Our commitment to ESG and Mindful Manufacturing™ is at the heart of our mission to enhance how parts are produced, processes are optimized, and products are delivered, all while making a positive impact on people and the planet. Stratasys offers a unique sustainability value proposition by integrating our advanced technologies into our customers' production processes. We elevate manufacturing practices by offering sustainable alternatives to traditional methods across multiple sectors—from aerospace and defense to fashion, automotive, and consumer goods. The potential for reducing emissions, waste, and resource dependency through Additive Manufacturing is vast, and we are proud to be driving this shift towards a more sustainable future.





# ABOUT THIS REPORT

This 2023 Stratasys ESG & Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) standards. It also references the relevant Sustainability Accounting Standards Board (SASB) standards for the hardware sector (TC-HW).

Reporting by these standards supports our dedication to transparency by providing a consistent and robust framework for reporting sustainability performance.

Indices for these standards can be found in [Appendix II: GRI Index](#) and [Appendix III: SASB Index](#).

In addition to these standards, the report references four United Nations Sustainable Development Goals (SDGs) that we use to guide and focus our environmental, social, and economic impacts.

We continue to improve our sustainability data collection and reporting, expanding our scope year after year. This report includes for the first time comprehensive data from all major sites worldwide, covering regional headquarters and manufacturing facilities.

Unless otherwise noted, the data reflects Stratasys, Ltd. and its subsidiaries' global operations. Quantitative data spans from January 1 to December 31, 2023, while qualitative projects, activities, events, and insights may extend beyond this period. All financial data is based on our 2023 annual report, which takes precedence in the event of discrepancies.

The data disclosed is drawn from internal systems, subject matter experts, and external supplier reports. To calculate our greenhouse gas emissions, we worked with the UK-based consulting firm THG ECO/MyCarbon for data collection and analysis support.



## Contact Points for this Report

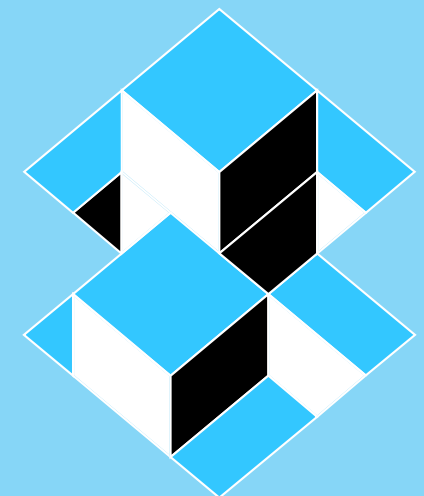
We encourage stakeholders interested in a deeper understanding of the information presented in this report to engage with us:

**Rosa Coblens**, VP Sustainability and Communications  
[rosa.coblens@stratsys.com](mailto:rosa.coblens@stratsys.com)

**Roni Ezuz**, Senior Sustainability & ESG Specialist  
[roni.ezuz@stratsys.com](mailto:roni.ezuz@stratsys.com)

## CHAPTER 2 ABOUT STRATASYS

- ▶ About Us
- ▶ Purpose, Mission, and Values
- ▶ 2023 At a Glance
- ▶ Our Technologies
- ▶ Association Memberships





## ABOUT US

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

We offer a wide array of industrial-grade solutions to tackle complex design and manufacturing challenges across the design and production process. We enable manufacturing practices that are economical, personalized, and sustainable, meeting the demands of a global market. We take pride in our team of leading AM experts whose deep knowledge and innovative approaches drive applications across aerospace, consumer goods, automotive, healthcare, and other sectors.

We empower our customers to push the boundaries of what is possible, achieving unparalleled realism, precision, speed, and performance.

**Add Stratasys. Make additive work for you.**

## PURPOSE, MISSION, AND VALUES

Our journey to success is anchored in a clear purpose, mission, and values. Our North Star defines the core principles that solidify Stratasys as the leading choice for polymer 3D Printing solutions. This framework is deeply integrated into our global operations, guiding us daily and driving our commitment to innovation and excellence. By staying true to our purpose, mission, and values, Stratasys remains at the forefront of the AM industry, pushing progress and delivering value to our customers, employees, and communities.



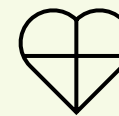
### OUR PURPOSE

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.



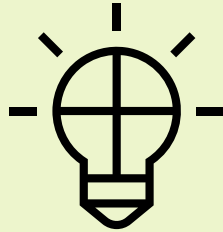
### OUR VALUES

Innovate; Be customer first; Own it; Aim higher; Make it together.

## Values – Defining How We Do Business

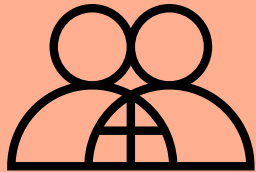
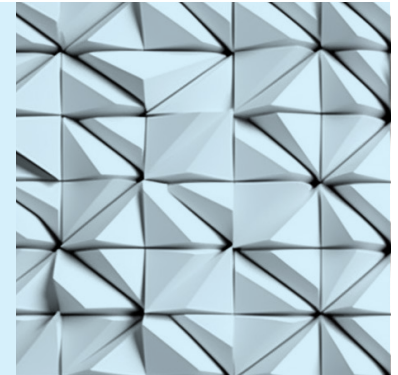
### Innovate

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



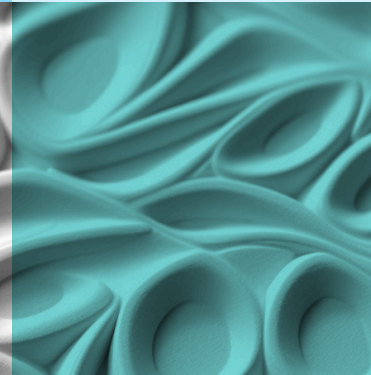
### Be customer first

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



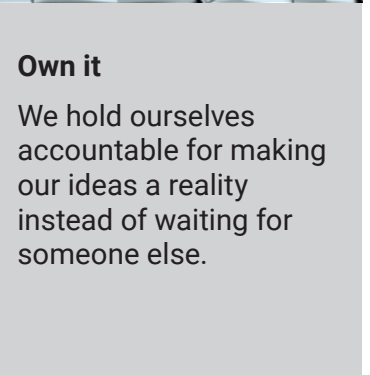
### Make it together

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.



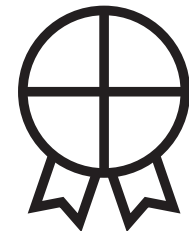
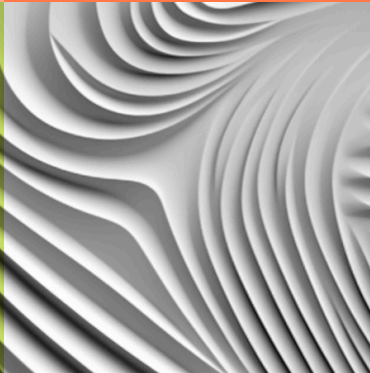
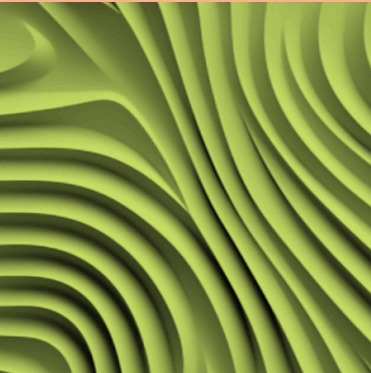
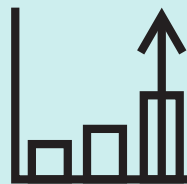
### Own it

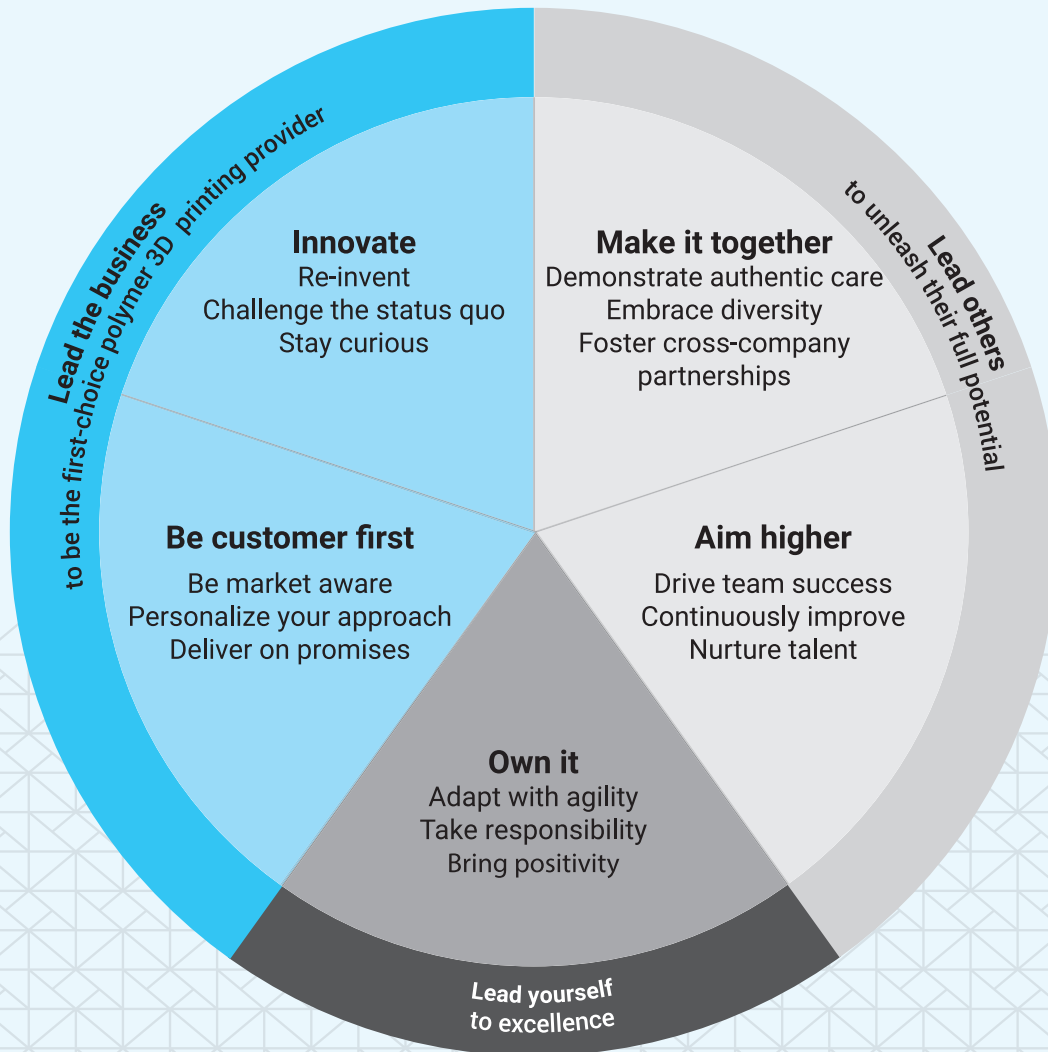
We hold ourselves accountable for making our ideas a reality instead of waiting for someone else.



### 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.



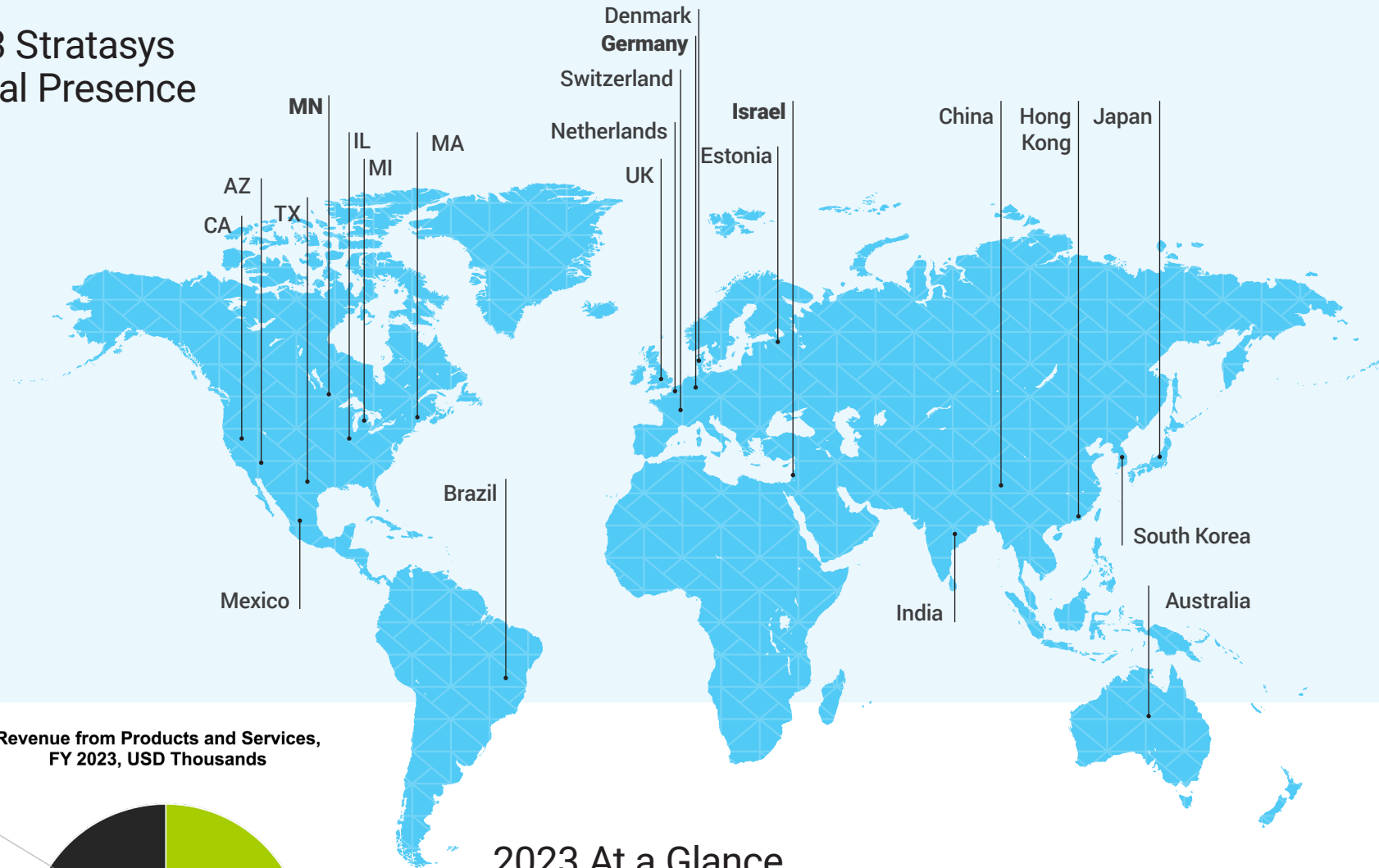


**Leadership Compass**

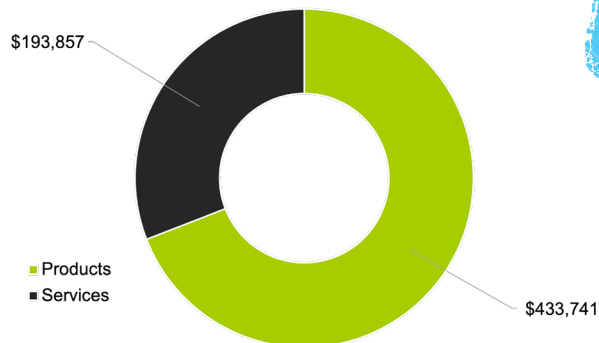
We introduced our Leadership Compass in 2023 to translate our values into key, tangible behaviors that drive us toward our mission to be the first-choice polymer 3D Printing provider. The Leadership Compass establishes a common language for the behaviors we expect from managers and employees, embedding these practices into our company culture. It also provides a robust framework to support internal talent processes for alignment and consistency across the organization.



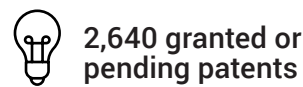
# 2023 Stratasys Global Presence



Revenue from Products and Services, FY 2023, USD Thousands



## 2023 At a Glance



<sup>1</sup> This figure includes 54 students and temporary employees who are not counted in the employee total reported in the 20-F annual report.

# OUR TECHNOLOGIES

A comprehensive overview of our technologies can be found in [Our Technologies](#).



## PolyJet™

**Prototypes/ Medical Modeling**

Detailed, multi-color, and multi-material realism



## Stereolithography (SL)

**Prototypes / Tooling / Investment Casting**

Proven reproducibility and dependability with industrial-grade materials



## Industrial FDM®

**Manufacturing Tools / Production Parts**

Accurate, consistent and prevailing standard for industrial 3D Printing



## Origin P3™ – DLP

**Flexible Production**

Highly complex and accurate parts with broad material options



## SAF®

**High-Volume Production**

Consistently accurate, cost-effective parts at mass production scale

# ASSOCIATION MEMBERSHIPS

We believe collaboration is crucial for advancing innovative Additive Manufacturing solutions. Partnering with a diverse group of manufacturing organizations, we work together to promote sustainable and scalable manufacturing practices.



**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



**Danish AM Hub**

## CHAPTER 3

# SUSTAINABILITY AT STRATASYS

- ▶ **Our Sustainability Strategy**
  - » Business, Market, and Thought Leadership
  - » Circular Economy
  - » Innovation
  
- ▶ **Climate Action**
  - » Supporting Climate Change Mitigation
  - » Adapting to a Changing Climate
  - » Seizing Climate Opportunities
  
- ▶ **Sustainability Governance**
  
- ▶ **Materiality**
  - » Our Key Stakeholders
  - » Material Topics
  
- ▶ **Advancing the Sustainable Development Goals**
  
- ▶ **2023 Sustainability Achievements**



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

## Our Sustainability Strategy

At Stratasys, sustainability is a guiding principle embedded across our operations. Through our **Mindful Manufacturing™** approach, we integrate environmental responsibility, social equity, and economic viability into the core of our global activity. This approach is about rethinking and redesigning manufacturing processes, injecting additive manufacturing where relevant to improve environmental and social impacts while maximizing value for our customers and society at large.

**Mindful Manufacturing™ reflects our commitment to transforming the traditional paradigms of production.** By leveraging the unique capabilities of Additive Manufacturing (AM), we enable more efficient use of resources, reduce waste, and lower emissions while maintaining the highest standards of quality and innovation.

This approach goes beyond our products and technologies. It encompasses a broader vision of collaboration and continuous improvement where we work with our stakeholders to explore new possibilities for advancing sustainability across the manufacturing value chains of diverse industries.

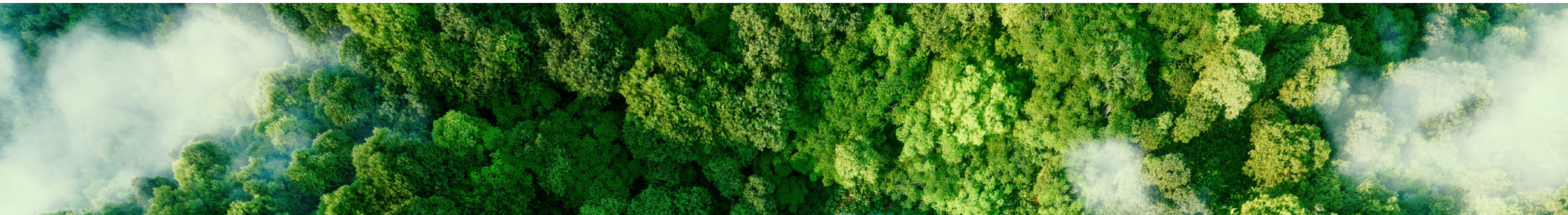
Our ESG strategy is rooted in three core pillars – Business, Market, and Thought Leadership; Circular Economy; and Innovation.



## Business, Market, and Thought Leadership

Our sustainability efforts are rooted in a rigorous, data-driven, and evidence-based approach that informs our decision-making processes. We recognize that meaningful progress in sustainability relies on a foundation of scientific research and robust data that guides our strategies and actions. By leveraging data and analytics, we can accurately assess the environmental impact of our products, technologies, and operations, enabling us to make informed decisions that contribute to business success and positive environmental outcomes.

A key aspect of this approach involves conducting comprehensive Life Cycle Inventories (LCIs) and Life Cycle Assessments (LCAs) for our technologies. These assessments provide insights into the environmental impacts associated with various stages of a product's life cycle, from raw material extraction to end-of-life disposal. Through such processes, we identify opportunities to improve the environmental impact of our products. In addition, we offer solutions that integrate our technologies into our customers' operations to reduce their environmental footprint.









## Fashion Life Cycle Inventory (LCI)

As part of our commitment to evidence-based sustainability, we participated in a comprehensive, peer-reviewed LCI in partnership with Reeves Insight. Commissioned by the Additive Manufacturer Green Trade Association (AMGTA), the study was conducted in partnership with Pattern Group, a leading company in the engineering and production of luxury fashion brands, and its subsidiary, Dyloan Bond Factory.

The study assessed the cradle-to-gate environmental impact of producing a 3D logo applique attached to the heel of a luxury athletic shoe, for 8,000 pairs, with our PolyJet J850™ TechStyle™ 3D Printer as compared to traditional manufacturing methods. The results showed that using PolyJet led to significant reductions in material consumption, energy use, and greenhouse gas (GHG) emissions. The research showcases the environmental benefits of our technology while demonstrating our dedication to advancing sustainable manufacturing practices across industries.

The LCI demonstrated the dramatic results of PolyJet technology compared to injection molding:

-  » 64.3% lower electricity consumption
-  » 25% lower GHG emissions
-  » 49.9% savings on raw materials
-  » 50% less material in final product
-  » 7.5% reduction in non-recyclable waste
-  » Over 300,000 liters of water savings due to redundancy of paper-backed materials

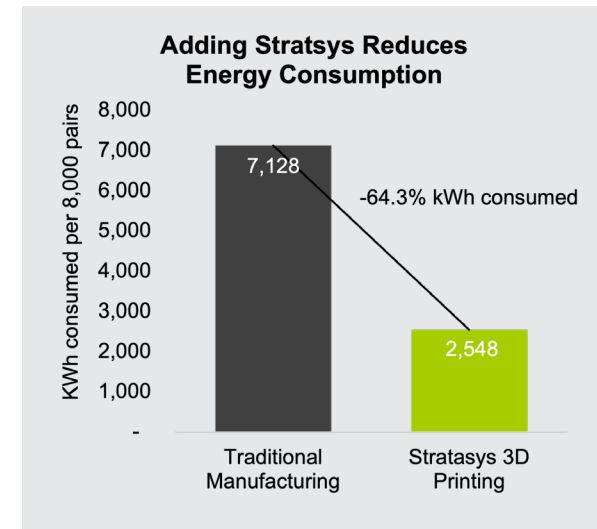
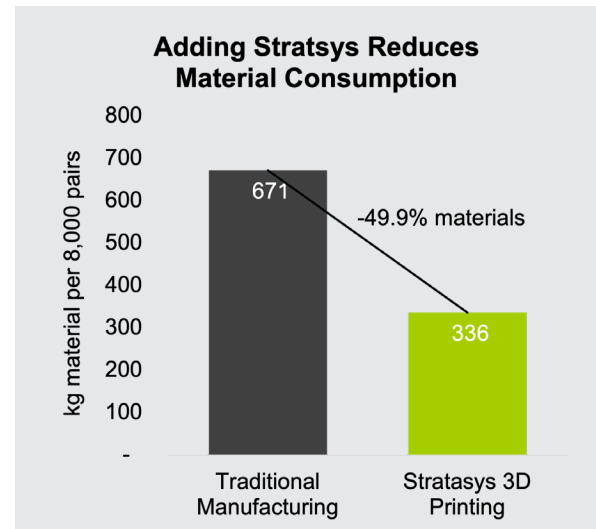
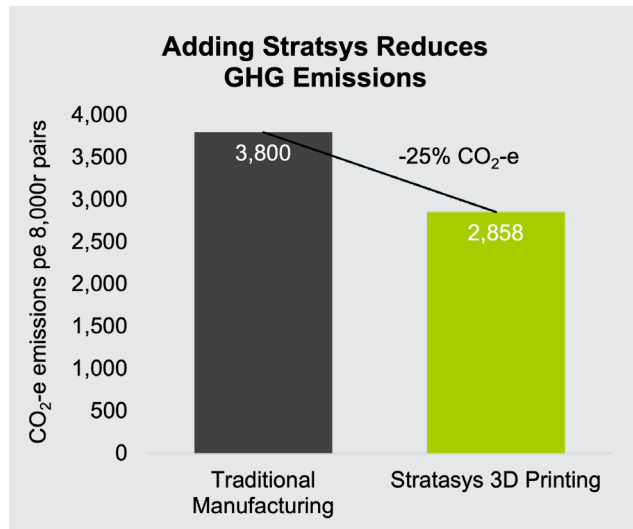


Heel spur graphics 3D Printed directly onto fabric substrate



Heel spur graphic location

Adding Stratasys' AM technology to the manufacturing process led to a major reduction in environmental impact.





Our commitment to data-driven sustainability extends beyond our own operations. We actively collaborate with peers, customers, and industry stakeholders to explore sustainability opportunities and challenges. Through joint projects, industry forums, and partnerships such as the AMGTA, we share knowledge and foster awareness of sustainable practices across the AM industry. This collaborative approach ensures that we are not only leading by example, but also driving the entire industry toward more sustainable practices. We hope to build a more informed, collaborative, and sustainable AM industry where innovation and environmental stewardship go hand in hand.

### Award-winning Sustainability Achievements

Our dedication to sustainability was recognized at the 2024 AMGTA Member Summit, where we received prestigious awards in all four sustainability categories. These acknowledgements highlight our achievements in environmental management, sustainability reporting, leadership in advancing sustainable practices, and significant contributions to research into sustainable AM. By maintaining rigorous environmental standards, publishing regular transparent reports, advancing sustainable manufacturing practices, and engaging in valuable research, we continue to strengthen our role in both business and environmental stewardship.







## Circular Economy

Transitioning to a circular economy is essential for creating a sustainable future. In contrast to the traditional linear model of “take, make, dispose”, the circular economy offers a different approach. It seeks to keep resources in use for as long as possible, extract maximum value from them, and recover and regenerate materials and products at the end of their life cycle. This approach helps reduce waste and minimizes the demand for new raw materials to lower environmental impacts.

AM plays a pivotal role in supporting the transition to a circular economy. It enables more precise and efficient material use, leading to designs that minimize waste, reduce energy consumption, and extend product life cycles. By producing parts on demand, AM can also mitigate overproduction and excess inventory – common challenges in traditional manufacturing models that create significant waste. However, AM technology must be actively managed with sustainability in mind to fully realize its inherent potential for circularity. We are committed to implementing innovative sustainability measures strategically throughout our products’ life cycles. Our approach to circularity is ongoing, and we continuously strive to integrate these principles into our operations and products.

Below are some examples of how we integrate circular economy principles into our operations.





**Raw Materials**

Our [Supplier Code of Conduct](#) sets high standards for environmental and social responsibility among our suppliers, promoting sustainability from the outset of the supply chain.

**Sustainable Design**

We focus on durability, quality, and longevity in our design processes, working toward redesigning products to incorporate more sustainable alternatives. This approach helps reduce the need for replacements and improves the overall environmental performance of our products throughout their life cycle.

**Waste Management**

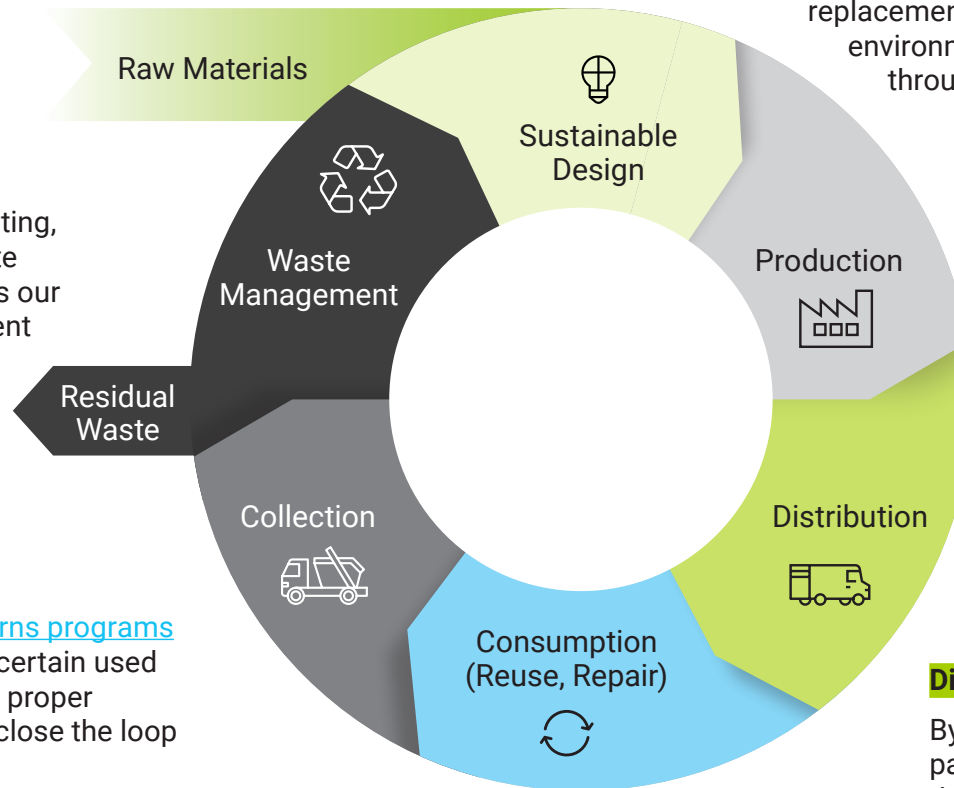
We employ recycling, composting, food donation, and other waste management practices across our operations to reduce waste sent to landfill and to contribute to a more sustainable production model.

**Production**

We optimize our operations by utilizing renewable and low-carbon energy sources, implementing smart water management systems, and maintaining an ISO 14001-certified environmental management system. These practices drive more efficient and sustainable production at our facilities.

**Collection**

We operate [recycling and returns programs](#) enabling customers to return certain used products and components for proper recycling or refurbishment to close the loop on resource use.



**Consumption (Reuse, Repair)**

Our Certified Pre-Owned (CPO) program extends the lifetime of our technologies. Our Proactive Alerts service supports customers in maximizing the longevity and efficiency of their equipment, which reduces the need for new resources and minimizes waste. Our technology can also empower customers to manufacture more efficiently, helping them lower resource consumption and carbon emissions while pursuing their sustainability goals.

**Distribution**

By using recycled and recyclable packaging materials and optimizing our downstream supply chains, we hope to minimize the environmental impact of our distribution network and reduce GHG emissions. We are also compiling a Scope 3 emissions inventory to further address our value chain emissions.





## Innovation

Innovation is the engine of Mindful Manufacturing™. By exploring the possibilities of AM, we hope to improve our products and processes and establish new standards for sustainability across various industries. Our commitment to innovation is motivated by a need to create solutions that address global environmental challenges while delivering value to our customers.

Collaboration plays a crucial role in fostering meaningful innovation in sustainability. We partner with customers, industry leaders, and research institutions to codevelop new technologies and applications that expand AM's potential. Through these partnerships, we enhance our own capabilities and contribute to the industry's shift toward more sustainable practices.



## Transforming Global Manufacturing

The digitization of manufacturing is transforming product design and production processes. Our technology leverages digital workflows to optimize every stage of production, from design to final output. This transition helps reduce material waste, energy consumption, and the need for physical prototypes, facilitating rapid iteration and promoting more sustainable products. By enabling precise, data-driven manufacturing, we can optimize processes for both performance and environmental impact.

Our AM technologies also support localized and on-demand production, which can lower manufacturing's carbon footprint. By enabling production to take place closer to the point of use, our customers can cut down on transportation emissions and reduce dependence on extensive global supply chains. On-demand production further minimizes waste by ensuring that only necessary quantities are produced, aligning with the principles of a circular economy.

## Advancing Sustainable Materials

Although we are in the early stages of advancing sustainable materials, we are exploring opportunities to develop and incorporate materials that align with our sustainability goals. These materials can help decrease reliance on non-renewable resources and enable the production of lighter, stronger components, which contribute to energy efficiency in industries ranging from aerospace to automotive. All materials we offer maintain high standards of quality and performance, ensuring they meet the rigorous demands of our customers' applications. Through ongoing exploration and innovation in material science we aim to offer our customers more sustainable options.



## Climate Action

Climate change is one of the most pressing challenges of our time. We are committed to taking action that incorporates both mitigation and adaptation strategies. By leading through example in our operations, we aim to support our customers in achieving their climate objectives. We provide tools that leverage Stratasys technologies to help customers effectively manage their climate-related risks and opportunities. This includes reducing adverse climate impacts, adapting to the environmental and market fluctuations of a changing climate, and seizing the opportunities presented by the transition to a low-carbon economy.



### Supporting Climate Change Mitigation

We support our customers in mitigating their climate impact by leveraging AM technologies. Our products enable on-demand manufacturing, which means that products are produced only as needed. This approach can reduce overproduction and waste, leading to lower GHG emissions compared to traditional manufacturing. Moreover, our technologies promote more resource-efficient manufacturing by using only necessary materials for each product to reduce waste and GHG emissions. Localized production through AM also lowers the carbon footprint by reducing transportation-related emissions associated with global supply chains. Together, these advantages position our AM technology as a valuable asset that enables our customers to reduce their carbon footprint.

We are also focusing on reducing our own carbon footprint through various strategies. These include optimizing energy efficiency, incorporating renewable energy sources into our operations, and effectively managing and reducing landfilled waste across our operations. We have made progress in adopting renewable energy at our facilities, and we are continuously seeking ways to reduce our carbon footprint. Our goal is to enhance the efficiency and sustainability of our manufacturing processes, contributing to broader efforts to combat climate change.



## Adapting to a Changing Climate

We equip our customers with the capabilities they need to adapt to the evolving challenges posed by climate change. By supporting localized supply chains and enabling production closer to the point of use, our technologies help reduce reliance on global supply chains that may be vulnerable to climate-related disruptions. This approach enhances supply chain resilience, allowing our customers to maintain operational continuity in the face of environmental challenges.

By enabling on-demand production capabilities, we let our customers respond to changing market demands and environmental conditions effectively. This flexibility helps them quickly adjust their production processes, reducing the risk of overproduction and waste. Our technologies also streamline digitized manufacturing processes, enabling them to implement versatile and dynamic manufacturing operations while using the same technologies to produce a variety of end products. Digitized manufacturing can also cut down iteration cycle times. Enabling minor, digitally-driven changes that do not require time-consuming and costly molds, these processes further minimize materials, energy, and waste.

By adopting AM for more sustainable production, our customers can better meet the growing sustainability expectations of their customers. AM can facilitate the manufacturing of products with a smaller environmental footprint, helping our customers align with the rising demand for sustainable practices.

We are also committed to enhancing the climate resilience of our own operations and business. We are transitioning to lower carbon energy sources to reduce our dependence on fossil fuels and align our operations with a low-carbon economy. By investing in improving energy and water efficiency, we bolster our resilience against potential resource volatility. We also invest in maintaining an adaptable supply chain that can ensure continuity and reliability even in the face of climate-related disruptions.

## Seizing Climate Opportunities

The transition to a low-carbon economy presents both challenges and opportunities for innovation and growth. By advancing our innovative AM technologies, we empower our customers to develop new, more sustainable production methods and products. AM offers greater design flexibility, enabling the creation of lighter, more durable components that contribute to energy savings across various industries.

As global markets increasingly prioritize sustainability, we are well-positioned to offer technologies that meet these evolving standards. Our commitment to sustainability opens new avenues for collaboration and growth, enabling us to engage with markets that value decarbonization and sustainable practices. By aligning our business strategy with global sustainability trends, we drive environmental and economic benefits for our Company and our customers.





# SUSTAINABILITY GOVERNANCE

Sustainability is an integral part of our company culture that is woven into every level of operation, from senior leadership to employees.

Our Board of Directors plays an important role in overseeing our sustainability strategy. Since our last report, longtime director S. Scott Crump has taken on the role of Sustainability Champion. The Board receives annual reviews of our sustainability efforts, enabling informed guidance and ensuring alignment with the Company's long-term vision.

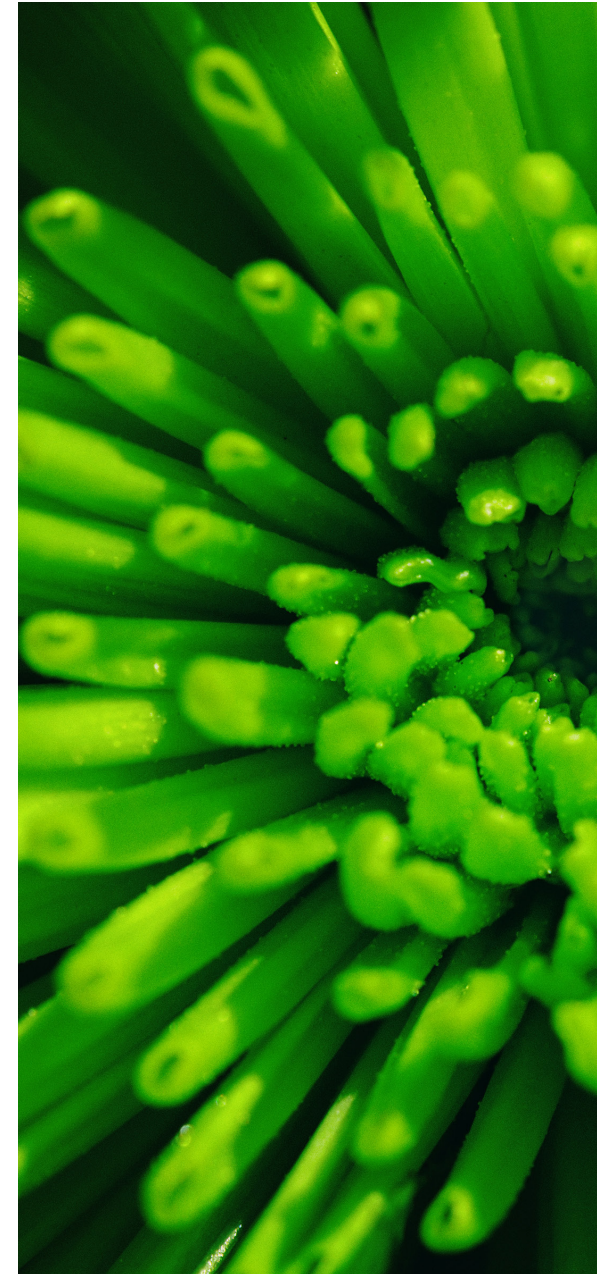


"I am proud to champion Stratasys' commitment to sustainability as part of our Board of Directors.

**Stratasys leads the Additive Manufacturing industry by pairing technological innovation and Additive solutions with meaningful action on climate and social impact.** Our strong ESG risk management framework - grounded in data-driven action and transparent reporting - drives improvements across our operations and empowers customers to achieve their sustainability goals. As the inventor of FDM technology, I am inspired by our Mindful Manufacturing™ vision, which combines innovation, circularity, and industry collaboration to advance more sustainable production practices across our portfolio. Together, we are proving the transformative role of Additive Manufacturing in creating a sustainable future."

S. Scott Crump  
ESG & Climate Champion,  
Board of Directors

Our Executive Core Leadership Team (CLT), led by CEO Yoav Zeif, is actively involved in sustainability and plays a key role in the effective implementation of sustainability initiatives. The CLT receives regular updates on sustainability progress, driving investment and ensuring that sustainability remains a focus across the Company's operations.



Under the leadership of VP Sustainability & Communications, Rosa Coblens, our Sustainability team orchestrates impactful projects and initiatives, working to integrate sustainability throughout our operations. The team sets strategic sustainability priorities to implement our strategy effectively and to maximize our impact.

Our sustainability strategy is rooted in a data-driven, evidence-based approach, and a critical aspect of the team's responsibilities involves the collection, consolidation, and analysis of key sustainability data. This detailed data management allows us to monitor our performance and progress effectively, providing the insights needed to adjust our strategies and achieve our sustainability goals. The team also manages our sustainability disclosure efforts, promoting transparency and accountability in our sustainability reporting.

Collaboration across departments is essential to our sustainability efforts. The Sustainability team facilitates effective implementation of initiatives, onboarding new units and integrating sustainability into daily operations through collaborative efforts and informative sessions. It also cultivates a network of sustainability champions across the organization, empowering employees to engage actively in our sustainability initiatives and drive change from within.

Each department at Stratasys actively engages in sustainability efforts, sharing best practices and challenges to create a cohesive approach to our environmental responsibilities. This collaborative environment leads to effective implementation of sustainability initiatives tailored to the unique needs and skills of each department.

## The Green Forum

The Green Forum is an internal, employee-led group in Israel focused on promoting and advancing sustainability initiatives within the Company. Leveraging a bottom-up approach, the Forum comprises 43 members from various departments to facilitate a rich exchange of sustainability ideas and projects. The Forum embodies our core value of Making it together, harnessing the collective power of diverse employee voices to drive our sustainability efforts.

One noteworthy initiative is our pioneering composter project, the first of its kind in an Israeli corporate setting. Initially piloted on one floor and expanded due to its success, this project gets all employees involved in effective waste separation. Each floor, led by a volunteer "Floor Leader", participated in educational sessions and a week-long competition to foster engagement and enhance sustainability practices. The initiative has received positive feedback, sparking plans to collaborate with other tenants in our building to extend this effort.

The Forum continues to explore new sustainability initiatives and enhance environmental stewardship across the Company. By focusing on employee engagement and empowerment, it aims to sustain and expand its impact, supporting Stratasys' corporate environmental responsibility efforts.





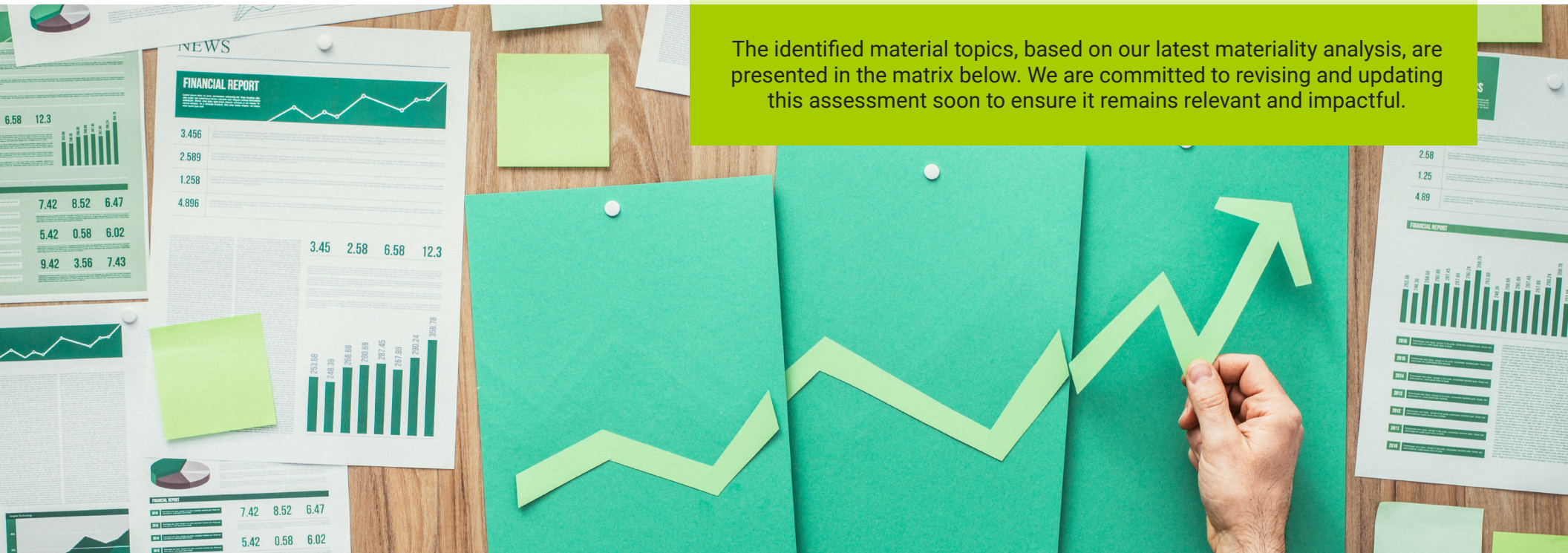
# MATERIALITY

Our sustainability strategy prioritizes the issues most relevant to our core activities and most significant to our stakeholders. To gain a clear understanding of stakeholder expectations, we engaged key stakeholders via a comprehensive consultation process. Through this process we amplified stakeholder voices to identify the ESG issues most important to them and determine our focus areas. This culminated in a materiality matrix that organizes and analyzes the significance of various ESG topics.

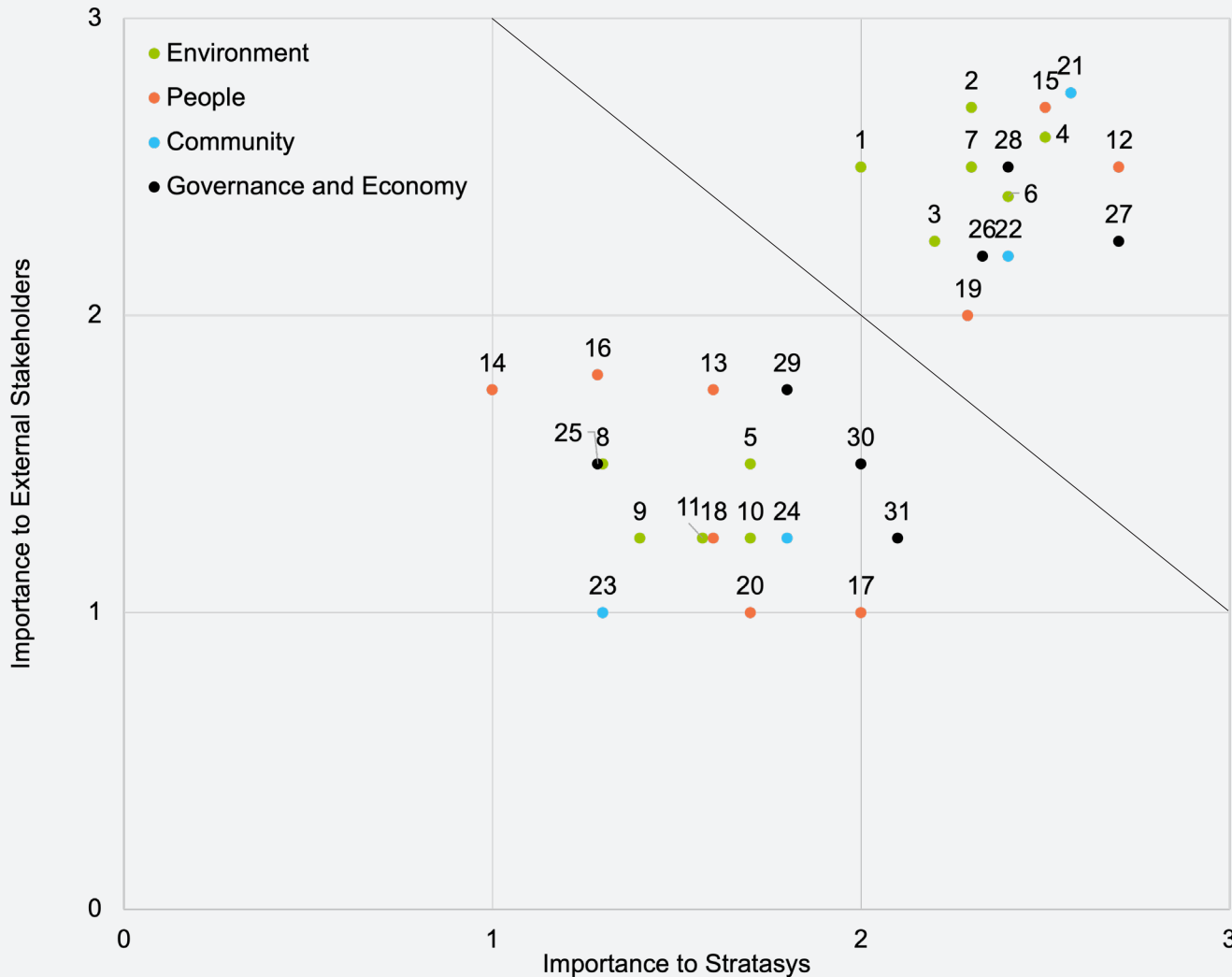
## Our Key Stakeholders

- » Academic institutions and AM experts
- » Employees
- » Partners
- » Regulators, public policymakers, and governmental institutions
- » Suppliers and service providers
- » Investors, shareholders, and capital market players
- » Media
- » General public
- » Non-governmental organizations (NGOs) and local communities
- » AM organizations

The identified material topics, based on our latest materiality analysis, are presented in the matrix below. We are committed to revising and updating this assessment soon to ensure it remains relevant and impactful.



# Stratasys Materiality Matrix



Environment	1	Energy Optimization
	2	Sustainable Products
	3	Water
	4	GHG Emissions and Climate Change
	5	Waste Management
	6	Supply Chain
	7	Circular Economy; Pollution & Biodegradability
	8	Sourcing of Materials/Resources
	9	Product Energy Efficiency
	10	Conflict Minerals
People	11	Hazardous Materials and Chemicals
	12	Diversity, Inclusion and Equal Opportunity
	13	Human Rights
	14	Respectful, Fair and Competitive Work Environment
	15	Employee Health and Safety
	16	Product and Customer Safety
	17	Supplier and Supply Chain Labor Practices
	18	Employee Training and Development
	19	Customer Engagement and Satisfaction
	20	Employee Engagement
Community	21	Community Investment and Involvement
	22	Responsible Use of Technology
	23	Community Development
	24	Responsible Marketing
Governance and Economy	25	Privacy and Data Security
	26	Ethics and Anti-Corruption
	27	Governance
	28	Transparency and Reporting
	29	Stakeholder Engagement
	30	Public Policy
	31	Anti-competitiveness

# ADVANCING THE SUSTAINABLE DEVELOPMENT GOALS

We focus on advancing four key United Nations Sustainable Development Goals (UN SDGs): **Quality Education (SDG 4)**, **Industry, Innovation, and Infrastructure (SDG 9)**, **Responsible Consumption and Production (SDG 12)**, and **Climate Action (SDG 13)**. These goals are deeply interconnected, and progress in one area often supports advancements in others. By addressing these goals in a holistic manner, we increase our impact and contribute to a more sustainable future.



## Quality Education

We support educational initiatives, particularly in STEM and AM, to empower the next generation of innovators and the workforce of tomorrow. We strive to equip them with the skills necessary to contribute to sustainable development.



## Industry, Innovation, and Infrastructure

Innovation drives progress. We leverage our innovative AM technologies to promote sustainable industry practices, enabling more efficient production processes and supporting resilient infrastructure that meets the demands of a rapidly changing world.



## Responsible Consumption and Production

We are committed to integrating circular economy principles into our products and operations, focusing on optimizing resource use and reducing waste to promote more sustainable consumption and production patterns.



## Climate Action

We support our customers in reducing their carbon footprint, minimizing waste, and increasing energy efficiency, thereby helping them decarbonize and meet climate goals. We are also committed to reducing our own carbon footprint through lower carbon and renewable energy sources and energy-efficient practices.



# 2023 SUSTAINABILITY ACHIEVEMENTS

## Environment

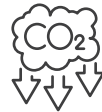
**778,365 kWh** of renewable energy consumed, totalling 554 tons CO<sub>2</sub>-e of avoided GHG emissions and equivalent to planting 8,991 trees<sup>2</sup>



**11.7%** reduction in water intensity (m<sup>3</sup> / f<sup>2</sup>)



**15.5%** reduction in GHG emissions intensity (TCO<sub>2</sub>-e / f<sup>2</sup>)



Launched the **Certified Pre-Owned (CPO) printer program** to refurbish and resell used printers



**ISO 14001 Environmental Management Certification**

Israel recertified and expanded to EMEA

Conducted a comprehensive, peer-review **Life Cycle Analysis** of our PolyJet technology

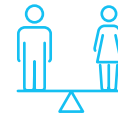
Achieved **90% data coverage** for major environmental metrics



**590 tons** of used products and components were reused or recycled through our Recycling & Returns programs

## Social

Equal Parent Policy established to encourage parents of all genders to take parental leave, which led to an **17% increase** in employees - mostly male - taking leave



**73 point employee engagement** - maintaining an all-time high score



4 KPIs focused on **diverse hiring** practices

0.64 Total recordable incident rate (TRIR), a **37% reduction**

Launched our **Strategic Industrial Customer Advisory Board**, a forum of industry-leading customers



**33,713 training hours** provided to employees, at an average of 16.5 hours per employee; 73% were dedicated to professional and personal development

## Governance



**Zero** confirmed incidents of corruption

**Zero** substantiated data leaks



**Zero incidents** of product health and safety noncompliance

<sup>2</sup> <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

## CHAPTER 4

# TECHNOLOGIES AND INNOVATION

- ▶ **Stratasys Technologies: Additive Manufacturing for Production-at-Scale**
  - » Materials Powering Our Technologies
  - » High-Performance, Durable Machines
  - » Best-in-Class AM Technology Portfolio
  
- ▶ **Optimizing 3D Printing with GrabCad**
  
- ▶ **Expanding Possibilities with OpenAM**
  
- ▶ **Transforming Industries with Innovative AM Solutions**
  - » Empowering Innovation Across Industries
  - » Growing Our Patent Portfolio



# STRATASYS TECHNOLOGIES: ADDITIVE MANUFACTURING FOR PRODUCTION-AT-SCALE

Flexible, reliable, and high-performance solutions are key to meeting evolving manufacturing needs. Stratasys' Additive Manufacturing (AM) solutions support every stage of the product life cycle. They provide the agility and precision required for early-stage design iterations, the reliability needed for rigorous real-time prototyping, and the performance necessary to support the serial manufacturing of parts for production.

We supply advanced AM technologies so that our customers meet their manufacturing needs. Our ongoing research and development enables continuous improvement and supports expanded adoption of our offering to help users achieve their business goals.

Stratasys technologies create value across the product development life cycle.



## Design

Full color capabilities

Digital design process

Improved product design with accelerated time to market

Complex geometries



## Engineering

Realistic functional prototypes

Rapid iterations

Engineering-grade materials



## Jigs and Fixtures

Reduced lead times

Lower cost tools

Lighter weight with improved ergonomics



## Production

Agile production

Supply chain resilience

Customized products with a wide range of materials

## Materials Powering Our Technologies

Our AM technologies utilize polymer configurations to create a wide range of parts with unique geometries and properties for supporting myriad designs and applications. Our polymer portfolio is divided into two – thermoplastics and thermosets.

### Thermoplastics:

These polymers become pliable when heated to a specific temperature and solidify upon cooling, enabling repeated reshaping. They are ideal for products requiring strength, rigidity, or high-temperature tolerance.

Common thermoplastics used in our technologies are ABS, polycarbonate, and nylon, which are well-suited for producing durable and robust parts.

Leveraging the advantages of thermoplastics and thermosets, we provide versatile solutions that meet a broad array of application requirements. Whether there is a need for flexibility and complexity or for strength and precision, our technologies offer material properties for achieving optimal results. This versatility enables our customers to explore innovative designs and applications, enhancing their product performance and functionality.

### Thermosets:

These are polymers that undergo a curing process that forms chemical bonds to strengthen the material and make it set permanently. This makes them ideal for products that need to maintain their shape and mechanical properties, be it under high stress or in complex designs. Thermoset materials used in our AM processes include epoxy resins and photopolymers, which are excellent for producing parts with fine details, high precision, and specific mechanical properties.

## High-Performance, Durable Machines

Our products are built to last, with many of our printers enjoying a 10-20-year lifespan. This product longevity is a testament to our high-quality manufacturing that yields durable machines, and which is augmented by ongoing check-ups and preventative maintenance. We further extend machine lifespan by refurbishing and reusing printers and parts, and by offering such products to our customers at reduced rates. Our machines' longevity lowers their environmental impact by reducing waste, using fewer materials in production, and minimizing packaging and transportation, all while cutting customer costs.



## Best-in-Class AM Technology Portfolio

### FDM® (Fused Deposition Modeling)

FDM technology constructs parts by extruding thin layers of molten thermoplastic filament along a pre-determined path. The extrusion head moves across the X, Y, and Z axes to build parts layer by layer, resulting in durable, precise components and enabling the creation of complex geometries. This method uses widely recognized materials like ABS and polycarbonate, which are also employed in traditional manufacturing processes such as injection molding. Such compatibility enables FDM to produce parts with the required tolerance, strength, and stability for diverse environments.



### NEW!

#### FDM Updates

**F3300™ 3D Printer – Enhanced Capabilities and Cost Efficiency:** Launched in 2023, the F3300 printer represents a significant FDM advancement. It is designed to enhance AM capabilities for demanding sectors such as aerospace, automotive, defense, and service bureaus. Notable features include faster print speeds due to increased gantry speeds and extrusion rates, improved part quality with up to 25% more accuracy and repeatability, and maximized uptime through advanced machine monitoring and extruder redundancy. The F3300 also offers cost savings of 25-45% compared to other Stratasys FDM solutions. This state-of-the-art printer enables greater production scalability, addresses manufacturing challenges, and accelerates product development, making it a valuable tool for overcoming production constraints and expediting time to market.

**VICTREX AM™ 200 PEEK Material:** VICTREX AM 200 is a high-performance, high-strength PEEK-based polymer suitable for the Fortus 450mc and the F900. This material is resistant to temperature, corrosion, and chemicals, and due to its excellent mechanical properties, is ideal for aerospace and medical applications. It can be used with both soluble and breakaway support materials.

**Carbon Fiber Visual Print Option:** The Carbon Fiber Visual Print Option offers a 5-slice (0.005”) layer height across the F-123 Series™ line of printers for FDM ABS-CF10. It provides a smoother surface finish, making it perfect for applications where a part’s visual appearance is crucial. The option combines the durability of carbon-filled polymer with a visually appealing result, while not requiring additional post-processing.





## PolyJet™

PolyJet is a versatile 3D Printing technology that jets layers of liquid photopolymer resin, which are then cured by ultraviolet (UV) light. This method allows for fine layers as low as 16 microns, enabling the creation of complex geometries with smooth surfaces and detailed features. PolyJet resins offer a wide range of characteristics. They can be transparent or solid, vibrant or muted, and flexible or rigid, and are specially designed to meet diverse application requirements. PolyJet can also combine multiple resins in a single print to produce composite materials with varied properties. Additionally, PolyJet printers are PANTONE-validated, offering a wide range of colors, including 1,970 PANTONE Colors, Solid Coated, and SkinTones™, making them suitable for applications requiring precise color matching and detailed aesthetics.



## NEW!

### Transforming Dental Care with PolyJet's TrueDent™

We introduced in 2023 TrueDent, the first monolithic, full-color 3D-printed permanent denture solution. TrueDent resin enables dental labs to produce permanent dentures with natural-looking gums and accurate tooth structures in one continuous print. This FDA-cleared (Class II) dental resin, designed for use with the Stratasys J5 DentaJet® 3D Printer and GrabCAD® Print software, simplifies the workflow, reduces processing time, and enhances the efficiency of denture production. TrueDent creates highly aesthetic and personalized dental appliances to help labs scale manufacturing and meet the increasing demand for dentures, thereby addressing the global shortage of skilled dental technicians.

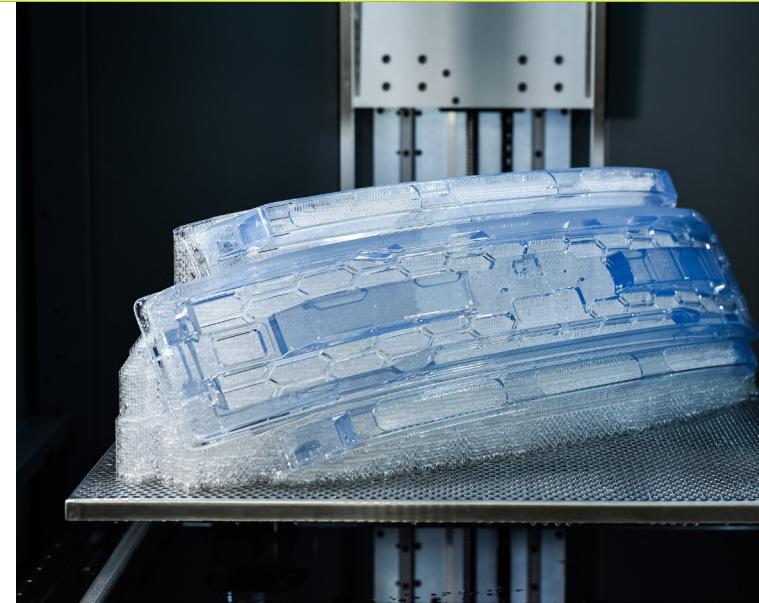
By reducing the number of office visits for measurements, fittings, and adjustments, this technology reduces the burden on both patients and dental professionals. The high-fidelity match between scan, design, and fit ensures consistent production of accurate, well-fitting dentures to improve patient comfort and satisfaction. The streamlined digital workflow enables quicker denture delivery, which can be life-changing for patients who rely on these appliances for basic functions like eating and speaking. This solution enhances access to quality dental care and improves quality of life for millions of people worldwide.



## Stereolithography (SLA)

SLA uses a vat of liquid photopolymer resin that is cured, layer by layer, by a UV laser. The process starts with the laser tracing a specific cross-section of the part on the resin's surface, solidifying it in response to UV light. The build platform is then lowered, and a fresh layer of resin is applied. This iterative method continues until the part is fully formed.

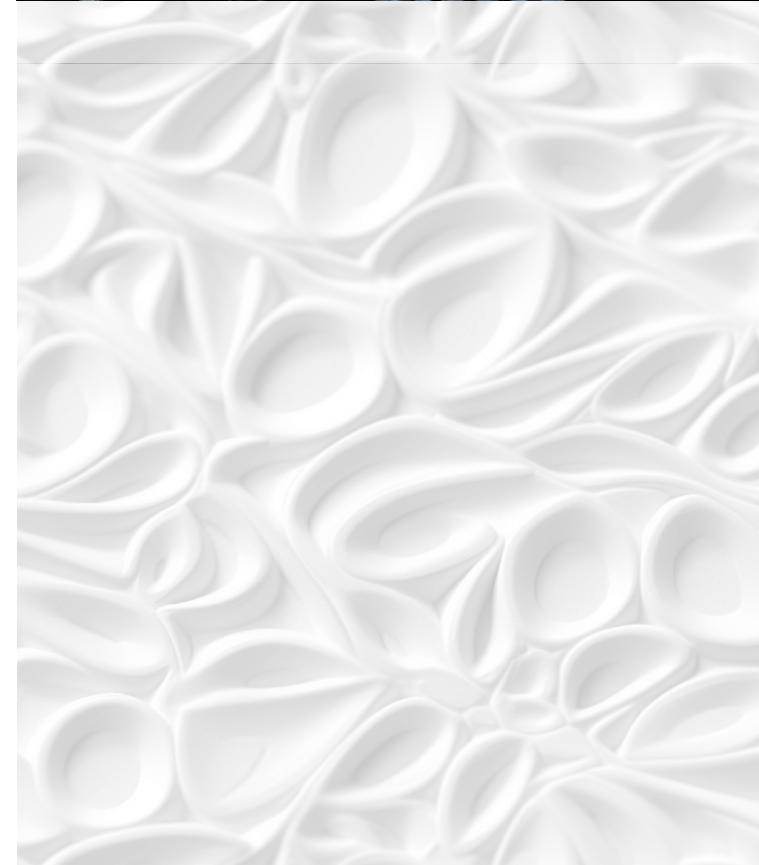
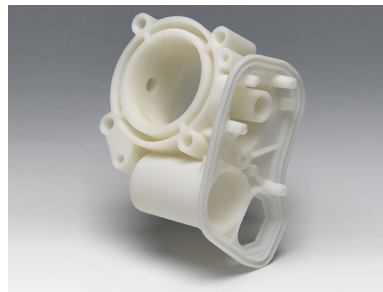
Combining both lightweight and durable properties, SLA is notable for producing parts with high detail and a smooth finish. This makes it well-suited for industries that require precise and resilient components, such as aerospace, automotive, and consumer goods. The technology supports the creation of both functional prototypes and end-use parts, offering versatility in product development and design validation.



### NEW!

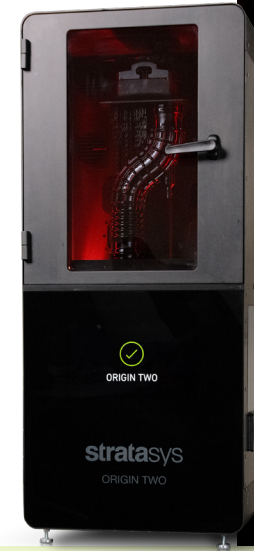
## Somos® NeXt™ Material

We expanded the range of materials available for our SLA printers in 2023 with the introduction of Somos NeXt, which is validated for use with Stratasys NEO® printers. Somos NeXt is renowned for its superior strength and durability, making it suitable for a variety of applications including automotive parts, consumer products, and detailed prototyping. This material enhances SLA's versatility by enabling more robust and accurate parts to improve prototype and functional component quality and reliability. This advancement streamlines the prototyping process by providing stronger, more accurate parts, thereby reducing the need for multiple iterations and reworks. The enhanced material properties contribute to faster development cycles and more reliable prototypes, which benefits industries that rely on precision and speed in their product development processes. This means quicker turnaround times for product testing and validation, and ultimately accelerates time to market for new innovations.



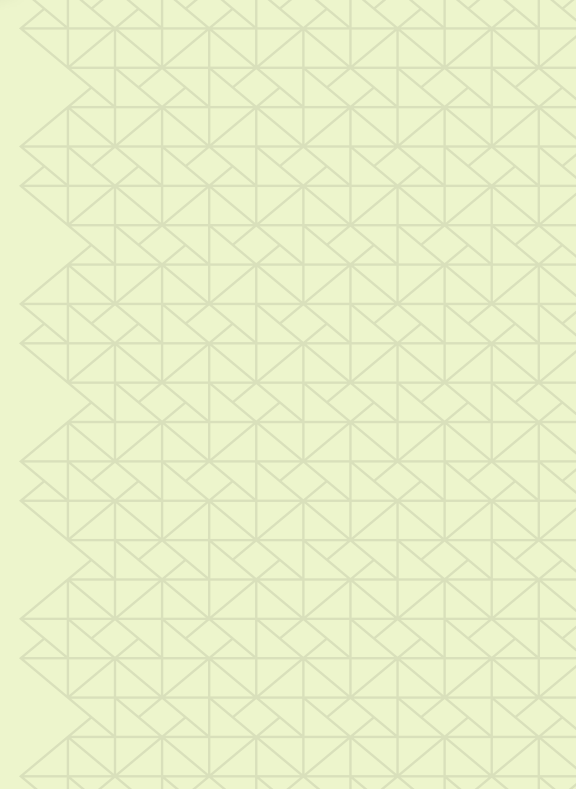
### Programmable PhotoPolymerization Digital Light Processing (P3™ DLP)

P3 DLP is an advanced 3D Printing technology that, unlike traditional methods, uses a digital projector to cure entire resin layers simultaneously. This significantly accelerates the printing process and produces high-resolution parts with intricate details. In P3 DLP, photopolymer-based resins are cured, layer by layer, as the projector flashes each layer's image onto the resin vat. Examples of materials used in DLP include flexible elastomers, tough engineering plastics, and specialized resins for flame retardancy and high mechanical strength. We develop many of these materials in-house as well as codevelop them with leading companies to meet specific industry needs. P3 DLP enhances the efficiency and precision of both prototyping and end-use component production, enabling quicker development cycles and resulting in robust, reliable parts.



### Selective Absorption Fusion (SAF®)

SAF is a cutting-edge 3D Printing technology that uses infrared energy to fuse polymer powder into solid parts. The process involves jetting high absorption fluid (HAF™) onto the powder bed in precise patterns. When exposed to infrared light, the liquid heats up and fuses together underlying polymer particles, layer by layer. This method ensures uniform temperature distribution across the print bed, resulting in consistent, high-quality parts. Due to its efficiency and cost-effectiveness, SAF is suitable for manufacturing large batches of parts. Its ability to produce robust, durable components with high dimensional accuracy makes it a preferred choice for industries requiring high production rates and stringent quality standards.





# OPTIMIZING 3D PRINTING WITH [GrabCAD](#)



## NEW!

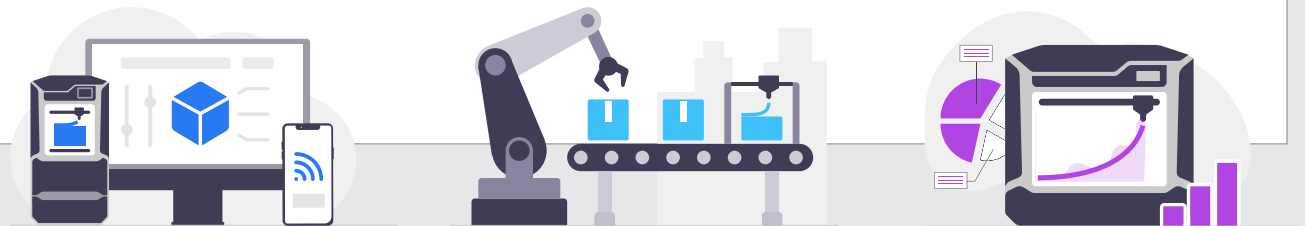
Our GrabCAD software suite, including GrabCAD Print™ and GrabCAD Print Pro™, enhances 3D Printing efficiency for both prototyping and production while supporting sustainable manufacturing practices. The new GrabCAD Print Pro, launched in 2023, integrates quality assurance functionality to improve printed-part accuracy, reduce waste, and shorten production times. It allows users to print directly from computer-aided design (CAD) files, saving time and reducing errors. Its smart settings and notifications smoothly guide users through the printing process.

GrabCAD Print Pro's advanced capabilities – like Warp Additive Model (WAM™), automatic warp correction, and standardized manufacturing template development – optimize and standardize part production to guarantee accuracy and minimize material waste. Enhanced features, such as improved per-part cost estimation and a 3D array for stacking parts, further increase efficiency and throughput.

GrabCAD supports accurate prototyping with validated color matching and broad color ranges. For high-volume production, the H350™ 3D printer and GrabCAD Print Pro create densely packed builds efficiently. Integration with Origin One and third-party partner plug-ins improves print preparation and material management, leading to optimal material and energy use.

GrabCAD Shop integration simplifies job planning and scheduling, reducing file management hassles and promoting efficient workflows. The software's printer management capabilities optimize resources and provide detailed usage reports, enabling customers to scale their operations. Cloud connectivity offers flexibility and reduces the need for physical infrastructure.

The GrabCAD software suite is a vital part of our technologies' production process, making 3D Printing more efficient, precise, and sustainable. The software suite is available for our FDM, SAF, and PolyJet technologies, enabling diverse industries to optimize production, reduce waste and material use, and expand operations.



## EXPANDING POSSIBILITIES WITH [OpenAM](#)



OpenAM is an advanced software tool designed to expand material options and increase control over printer parameters. This innovative solution creates an open materials ecosystem, enabling users to print with either third-party materials or those formulated in-house. By adjusting printer settings, customers can optimize results for their specific applications, tailoring the printing process to achieve their desired part quality.

OpenAM enables flexibility and innovation, allowing customers to experiment with various materials and settings to enhance their designs. This openness broadens our customers' supply base to reduce single-source reliance, increase supply chain risk management effectiveness, and better adapt to changing market demands.

By combining system openness with the consistent, accurate performance of Stratasys printers, customers achieve greater manufacturing process customization and efficiency. Such expanded material capability and the ability to fine-tune print parameters make it easier to meet specific application requirements, driving creativity and innovation in product development and production. OpenAM helps businesses maximize their return on investment by enhancing production capabilities and enabling the exploration of new 3D Printing applications.

## TRANSFORMING INDUSTRIES WITH INNOVATIVE AM SOLUTIONS

Innovation is a cornerstone of our well-established enterprise and a core value for the Company. It is fundamental to our goal to optimize and improve production-at-scale with advanced 3D Printing technologies.

Stratasys has led the Additive Manufacturing industry for over 35 years, serving as a trusted partner to our global customer base. By consistently advancing new technologies, capabilities, and applications, we empower businesses to tackle emerging global challenges, such as climate change and supply chain disruptions, with AM as a key enabler.

### Empowering Innovation Across Industries

Our advanced AM solutions help businesses achieve breakthroughs once thought impossible. By enabling rapid prototyping, precise testing, and real-time design iteration, Stratasys allows organizations to transition seamlessly from concept to large-scale production. This drives the development of custom, high-performance parts that redefine the limits of today's manufacturing.

Our technologies revolutionize production by enabling the creation of complex geometries that traditional methods cannot achieve in order to make on-demand manufacturing more efficient, cost-effective, and scalable. Stratasys equips industries with transformative tools that turn bold ideas into reality, driving innovation and progress across multiple sectors. Beyond delivering business benefits, these advancements contribute to social progress, facilitating breakthroughs that enhance quality of life and address critical global challenges.

### [Lunar Mission Testing: Advancing Aerospace Technology](#)

We continue to push the boundaries of Additive Manufacturing, testing the performance of our materials in extreme environments. In collaboration with Aegis Aerospace, Inc. and Northrop Grumman Corporation, we are participating in a lunar mission to evaluate the performance of 3D-printed materials on the moon's surface.

Part of the Space Science & Technology Evaluation Facility (SSTEF-1) project, the mission is testing the durability and functionality of Stratasys' Antero® 800NA and Antero 840CN03 FDM filaments, along with a new ESD photopolymer designed for high-heat environments. These materials will be subjected to the moon's harsh conditions, including extreme temperatures, vacuum, and lunar dust.

The insights gained from these experiments will enhance our understanding of how 3D Printing can be leveraged for space missions, where lightweight and high-performance materials are critical for safety and efficiency. This research also has broader implications, potentially contributing to the development of resilient materials that can withstand extreme environments. By advancing technologies that perform under extreme conditions, we help create solutions that may also address challenges on Earth such as the need to adapt to climate change.

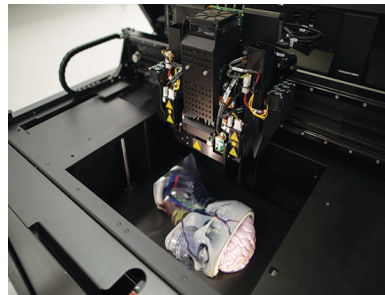
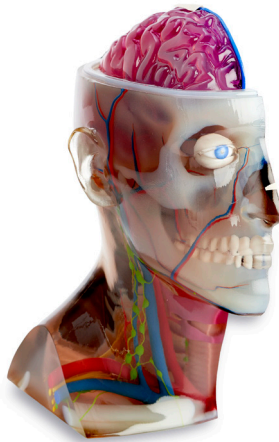




## Transforming Healthcare with Additive Manufacturing

Our technologies transform healthcare by driving innovation in personalized patient care and medical research. With our advanced 3D Printing solutions, we enable the creation of accurate medical models and innovative devices, helping the medical field develop better treatments and improve patient outcomes.

[The J750™ Digital Anatomy™](#) Printer creates realistic medical models using materials like BoneMatrix™, GelMatrix™, and TissueMatrix™. These models are crucial for medical training, device testing, and surgical planning, enabling surgeons to practice complex procedures and allowing companies to test new devices under realistic conditions.



Our SAF™ technology was used in developing the [Somnosync sleep mask](#), a device that improves sleep analysis and therapy by detecting REM sleep phases in real time. The mask's 3D-printed components ensure precise, comfortable, and efficient performance, providing a contactless, user-friendly alternative to traditional sleep analysis methods. The mask achieves a level of precision and customization that traditional manufacturing methods cannot match, helping people with sleep disorders get better diagnoses and treatments at home.



Our AM technologies enable customized medical solutions, driving healthcare innovation and improving patient care. Through our technologies, we are playing a crucial role in advancing the health-tech sector and making a positive social impact.



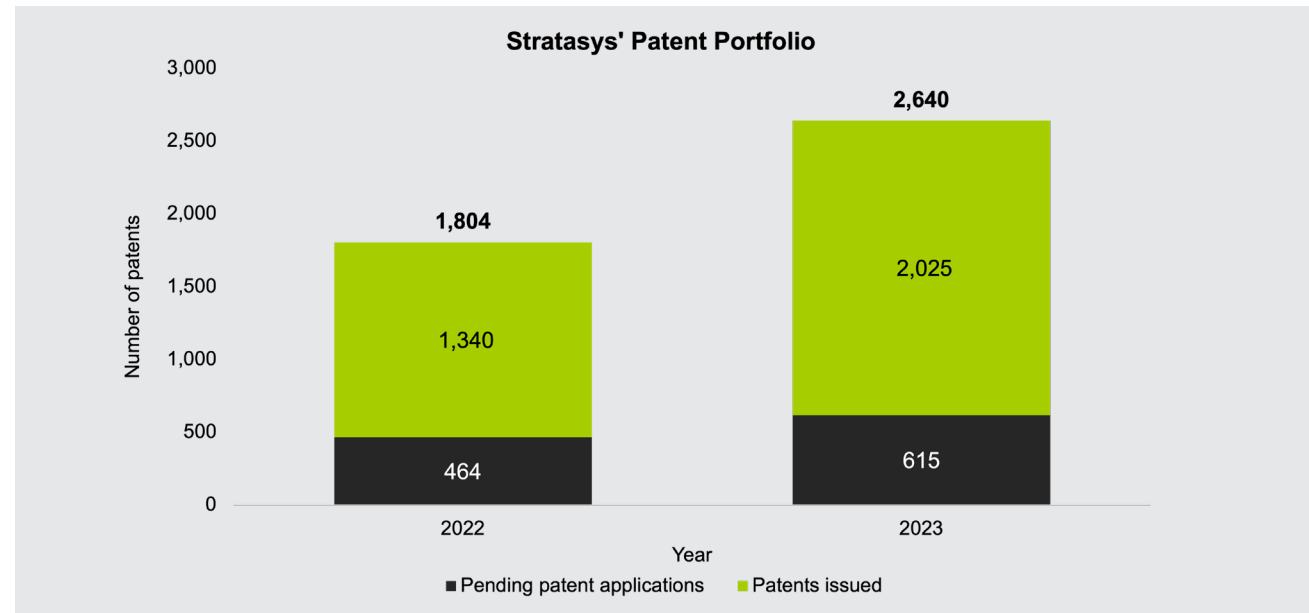
### 3D Printing Industry Awards

**Stratasys won the Medical, Dental, or Healthcare Application category at the 2023 Annual 3D Printing Industry Awards.** Our PolyJet™-based J5 DentaJet™, J5 MediJet™, and J850 Digital Anatomy™ 3D Printers earned this award for their market growth and innovation.

Stratasys also received honorable mentions in the Company of the Year (Enterprise) and Enterprise 3D Printer of the Year (Polymers) categories. These awards recognize our significant contribution to healthcare, showcasing our precision 3D Printing solutions that enhance patient care and clinical outcomes through realistic anatomical models and efficient dental applications.

## Growing Our Patent Portfolio

We have focused on expanding our technology portfolio as part of our growth strategy over the past four years. This has led to significant advancements in 3D Printing, enabling us to support a range of applications. Our commitment to innovation is evident in the continued expansion of our patent portfolio, which grew by 46% since 2022 and stood at 2,640 issued and pending patents at the end of 2023.



Part of this growth is due to strategic acquisitions that have strengthened our position. We acquired key Additive Manufacturing materials businesses, including the Additive Manufacturing materials business of Covestro AG, to complement and diversify our existing IP portfolio with more than 400 new material-related patents and hundreds of additional active patents and patent applications. This has strengthened our ability to develop high-performance materials and accelerate time to market and the delivery of innovative solutions.

We also acquired Arevo, Inc.'s technology portfolio, which comprised 60 foundational patents related to continuous carbon fiber printing and advanced build monitoring techniques. These technologies enable us to improve the strength and reliability of FDM printed parts, making them more suitable for demanding applications. By integrating Arevo's innovations into our FDM systems, we offer higher performance and more cost-effective solutions for industries that require robust and uniform parts.

## Celebrating Stratasys Inventors

We annually honor our talented Stratasys Inventors from around the world, recognizing their contributions to our patent portfolio. This special event, hosted by our CEO, shines a spotlight on the ingenuity and hard work of our teams. We acknowledged two leading inventors in 2023 who contributed to expanding our capabilities and products. By celebrating these achievements, we highlight the importance of innovation and the critical role our pioneering inventors play in shaping the future of AM.



# Celebrating Stratasys 2022 Patents & Inventors

**Date:** Monday, June 5th

**Time:** 5:00pm (Israel), 9:00am (CDT)

Join me in recognizing our outstanding Stratasys Inventors worldwide, to celebrate your innovative contributions to our Stratasys portfolio during 2022.

The award ceremony will be entertaining and informative, featuring our in-house guest speaker:

***Dr. Harold van Melick***

Former R&D Director at Covestro AM now Director Materials Development at Stratasys.

Looking forward to seeing all of you!

Yoav Zeif

Chief Executive Officer

Vered Ben Jacob

Chief Legal Officer

**stratasys**

## CHAPTER 5 ENVIRONMENT

- ▶ **Environmental Management**
- ▶ **Transition to Lower-Carbon Operations**
  - » Energy and Emissions Management
  - » Reducing GHG Emissions
  - » GHG Emissions Overview
  - » Data Coverage and Methodology
- ▶ **Circularity Across Operations**
  - » Raw Materials and Sustainable Design
  - » Waste Management
  - » Certified Pre-Owned Program
  - » Recycling and Returns Programs
- ▶ **Water Stewardship**
  - » Water Consumption and Efficiency
  - » AI-Driven Intelligent Water Management
  - » Effluent Management



# ENVIRONMENTAL MANAGEMENT

Environmental stewardship is an integral part of our business operations. Stratasys' success is closely linked to our ability to manage our environmental impact responsibly and sustainably. As we continue to grow and innovate, we are dedicated to implementing comprehensive environmental management practices that align with global standards and advance positive outcomes for our planet.

Our environmental performance is managed at the global and local levels across relevant departments and business units. These teams work together to drive our sustainability initiatives, ensuring that our operations move toward our ESG goals and align with environmental best practices. Collaboration between departments is key to our success, and we actively engage employees at all levels to promote awareness, support, and leadership of our sustainability efforts.

Stratasys' environmental agenda focuses on improving operational efficiencies, reducing waste, and embracing circular economy principles. We are committed to transitioning to lower-carbon operations, with the goal of minimizing our environmental footprint while supporting sustainable growth.

Our environmental management practices are guided by the ISO 14001 standard, an internationally recognized certification for systematic environmental management. We focus our environmental ISO certification efforts on our operational sites, which are all ISO 14001 certified as of the publication of this report.

Stratasys' Israeli headquarters and manufacturing sites were the first facilities to be certified in 2022 and recertified in 2023. We expanded ISO 14001 certification to our EMEA headquarters and US manufacturing site (SMACS) in 2024, and have contracted work to cover our new Minnetonka facility in 2025. This process underscores our dedication to maintaining high environmental performance standards and fostering continuous improvement across our operations.

We have made significant strides in expanding and improving our environmental data monitoring and collection processes. **In 2023, we achieved our KPI with over 90% data coverage across our global sites, including all manufacturing locations and headquarters, for key environmental metrics.** This comprehensive data management informs our environmental strategies and enhances transparency with our stakeholders by enabling us to report accurately on our progress.





# TRANSITION TO LOWER-CARBON OPERATIONS

We continued our efforts to reduce our carbon footprint in 2023, making substantial progress in the transition to lower-carbon operations.

By implementing a range of energy efficiency measures and expanding the use of renewable energy, we aim to align our operations with global efforts to combat climate change. Our strategy focuses on lessening the environmental impact of our operations and reducing greenhouse gas (GHG) emissions through solutions that enhance sustainability while supporting operational excellence.

## Energy and Emissions Management

Energy and emissions management remains a key area as we work to optimize our energy consumption and reduce emissions across our global sites. Through our investments in renewable energy and the transition to cleaner alternatives, we have taken significant steps to reduce our overall carbon footprint and improve energy performance. These moves are critical to achieving our broader sustainability objectives.

## Reducing GHG Emissions

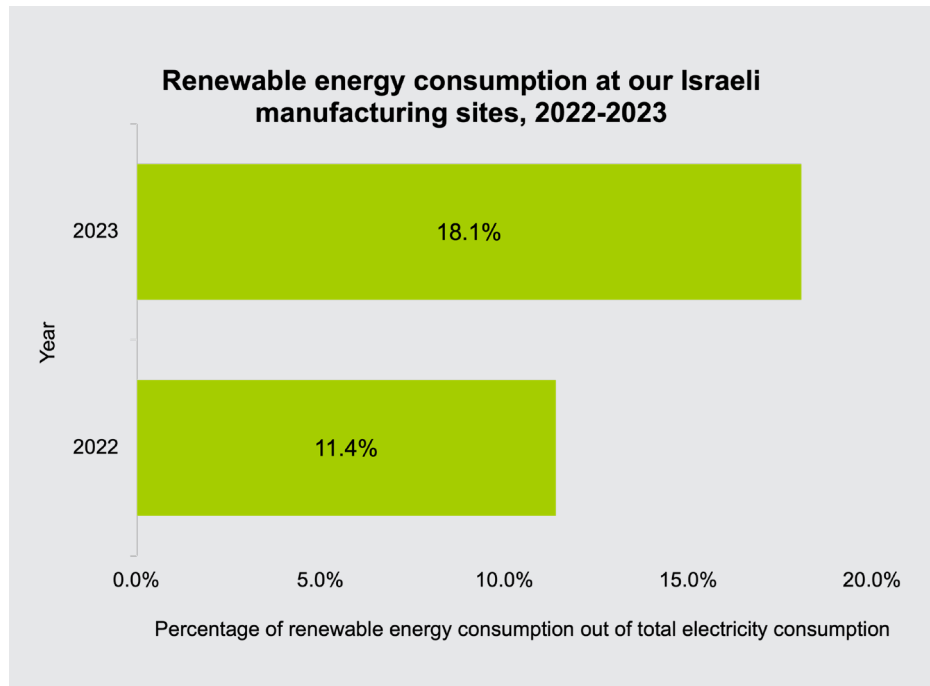
The installation of solar panels continues to be a cornerstone for our implementation of renewable energy. At our main manufacturing sites in Israel, our solar panel energy generation in 2023 increased substantially to 778,365 kWh, up from 255,420 kWh in 2022. Renewable energy now accounts for 18.1% of the electricity that our Israeli sites consume.



*Our renewable energy consumption more than tripled in 2023, reaching 778,365 kWh. This resulted in the avoidance of 554 tons of CO<sub>2</sub>-e emissions, which is equivalent to planting 8,991 trees.*



To maintain the efficiency of our solar panels, we introduced an automatic cleaning system in 2023 that ensures optimal energy production by minimizing dust and debris buildup. This water-efficient system maximizes the panels' operational performance while improving worker safety. By automating the cleaning process, we reduce our need for manual labor in potentially hazardous conditions, such as working at heights or in adverse weather. This contributes to a safer work environment while enhancing the sustainability and efficiency of our renewable energy operations.



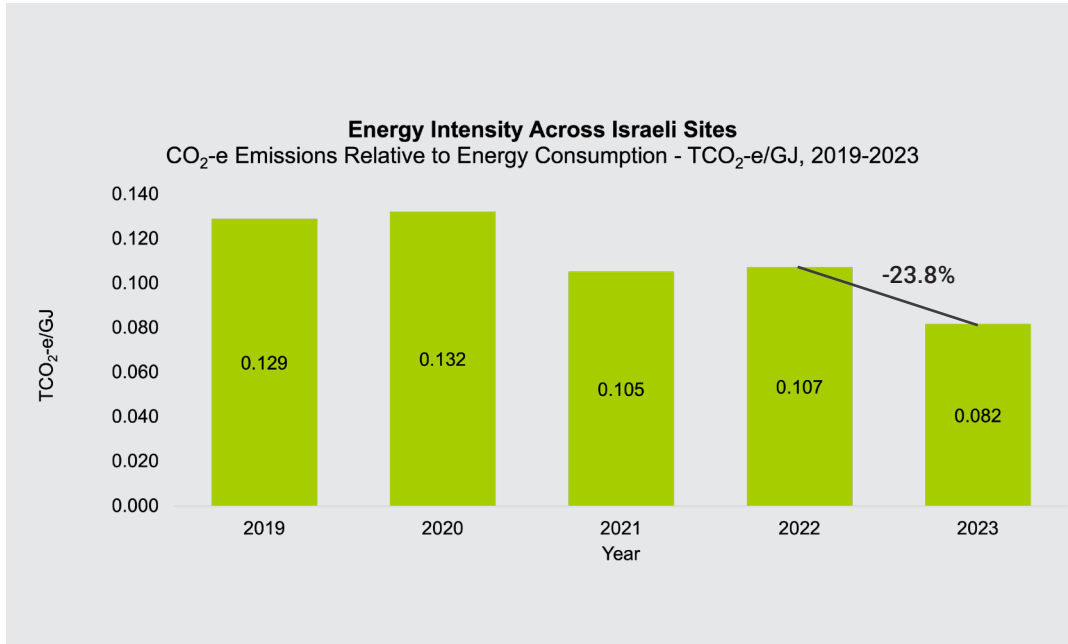
## Electric Vehicle Chargers

We have reduced the size of our fleet and cut Scope 1 emissions over the past few years. **To reduce our carbon footprint even further and to support more sustainable transportation, we installed electric vehicle (EV) chargers at several Stratasys offices that provided 75,938 kWh of energy in 2023.** While this initiative slightly increased our electricity consumption, it supports the use of electric vehicles by employees and other tenants, thereby reducing emissions associated with business travel and commuting.

## Lower-Carbon Energy Mix

2023 was our second year without grid electricity consumption at our Israel sites, including at our global HQ. This shift to a lower-emission energy source is another step forward in our efforts to reduce our reliance on higher-carbon fossil fuels, further contributing to a cleaner energy mix. We have eliminated coal and oil from our energy mix in Israel. Meanwhile, the share of renewable energy consumption at our Israeli sites doubled between 2022 and 2023. **This has led to a 23.7% annual reduction in the energy intensity of CO<sub>2</sub>-e emissions relative to energy consumption (TCO<sub>2</sub>-e/GJ) at our Israeli sites.**



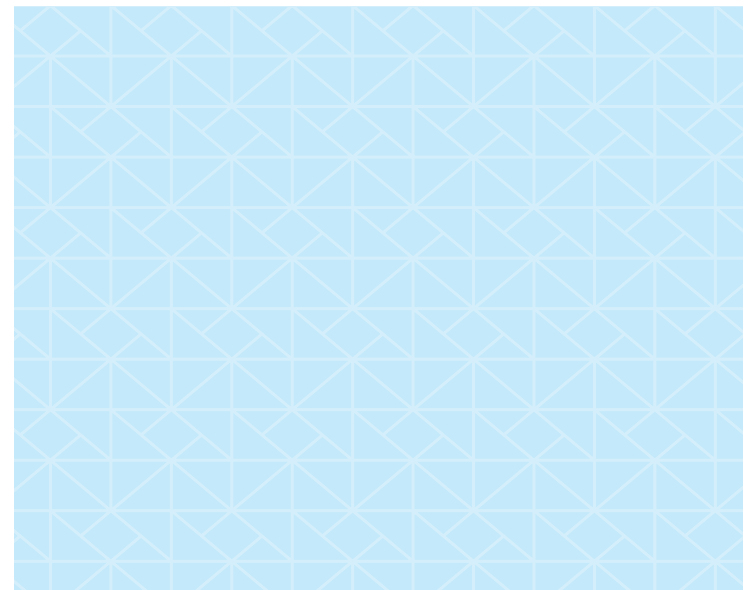
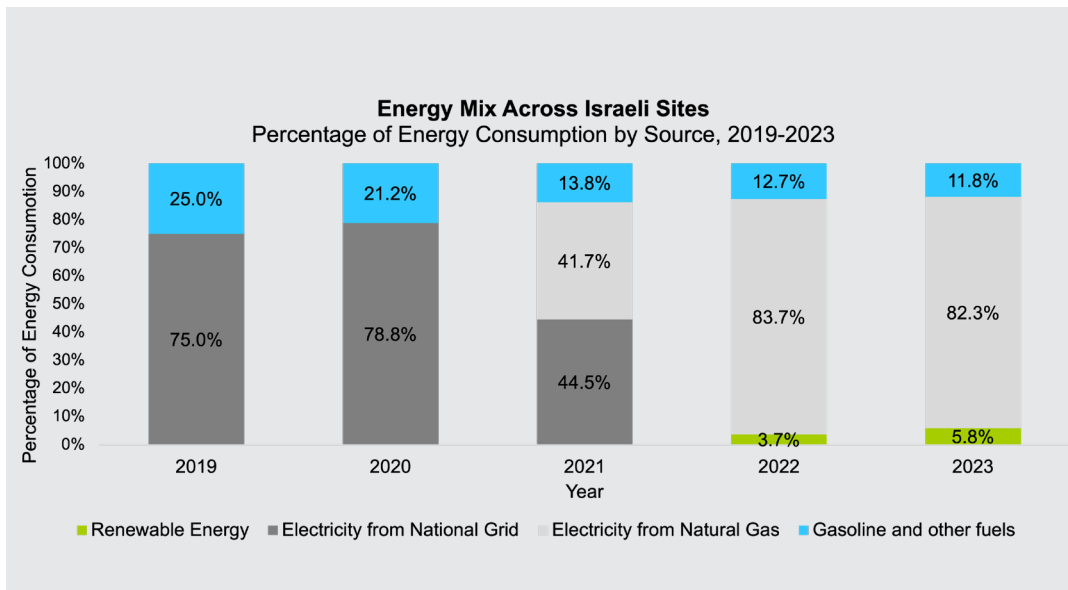


## GHG Emissions Overview

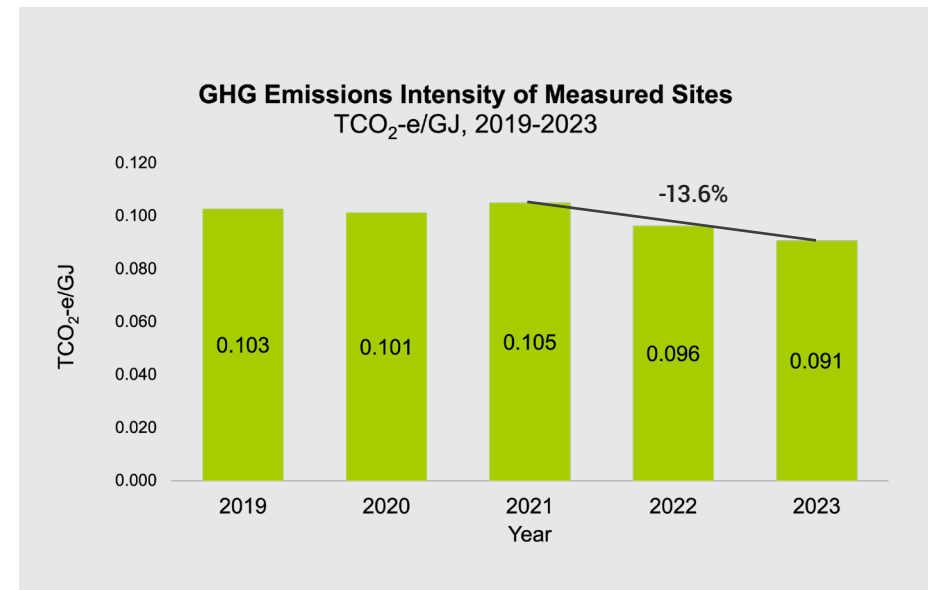
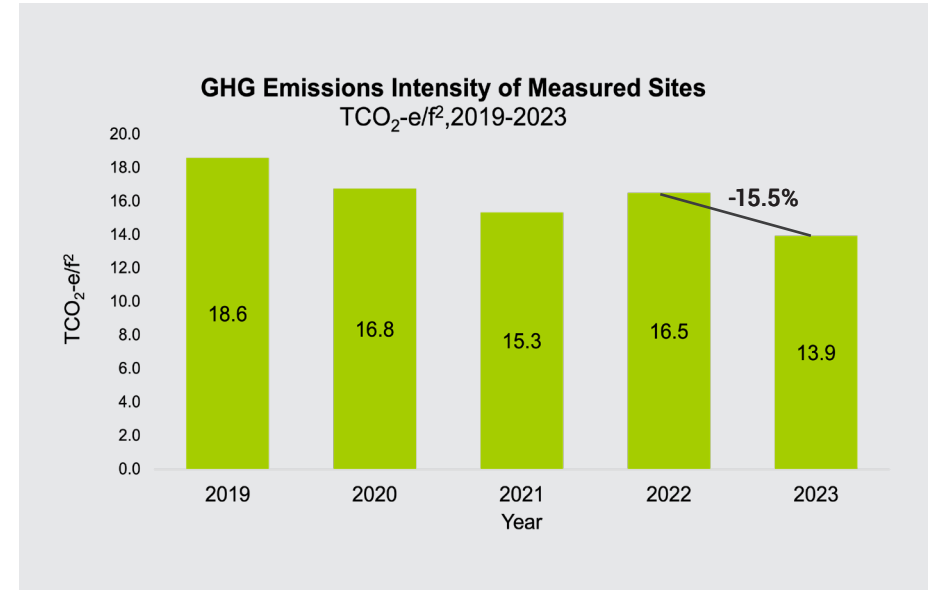
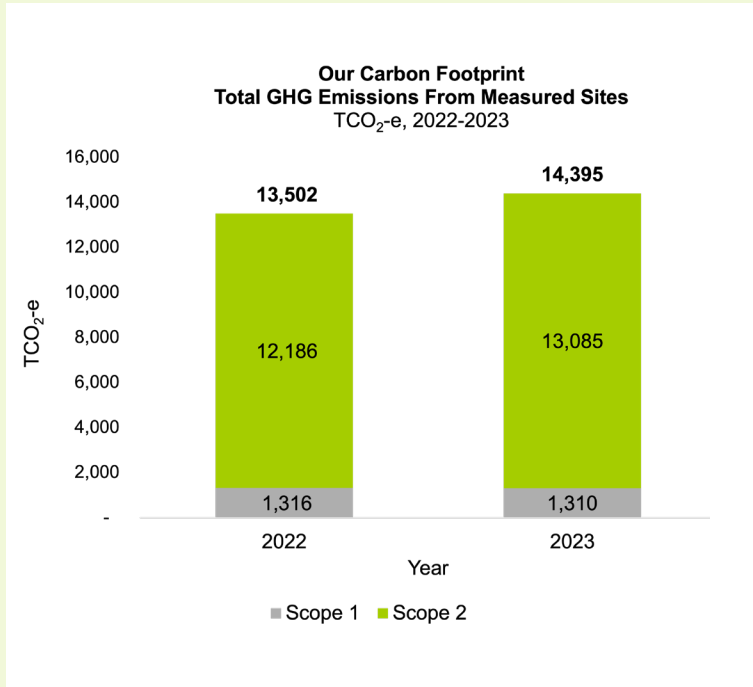
Our efforts to reduce GHG emissions have also yielded significant results. **Our GHG emissions intensity dropped by 15.5% last year, from 16.5 TCO<sub>2</sub>-e/f<sup>2</sup> in 2022 to 13.9 TCO<sub>2</sub>-e/f<sup>2</sup> in 2023.** This reflects the positive impact of our renewable energy initiatives, energy efficiency improvements, and cleaner energy sources.

Due to an increase in data collection and the number of measured sites, total GHG emissions from those sites increased slightly from 13,502 TCO<sub>2</sub>-e in 2022 to 14,395 TCO<sub>2</sub>-e in 2023.

◆ **Our GHG intensity decreased by 15.5% between 2022-2023, from 16.5 TCO<sub>2</sub>-e/f<sup>2</sup> to 13.9 TCO<sub>2</sub>-e/f<sup>2</sup>.**







◆ We have steadily decreased our GHG emissions intensity (TCO<sub>2</sub>-e/GJ) since 2021, achieving a 13.6% reduction from 0.105 to 0.091 TCO<sub>2</sub>-e per gigajoule of energy consumed.

## Data Coverage and Methodology

**We expanded our data coverage in 2023 to include direct consumption data from 90% of our global sites' square footage, including data from all our operational sites.** Data extrapolation methods were applied to the remaining 10% of our global square footage so that the emissions figures reflect 100% of our sites' area. This comprehensive coverage enables us to monitor energy consumption and emissions with greater accuracy, supporting data-driven decision-making for emissions reductions and sustainability initiatives.

We also improved our measurement accuracy in 2023 by isolating tenant energy consumption at our Rehovot headquarters in Israel, removing this data from our Scope 2 emissions for 2023 and retroactively for 2022.

As we continue to refine our data collection methods, we aim to further enhance our ability to monitor and manage our carbon footprint.

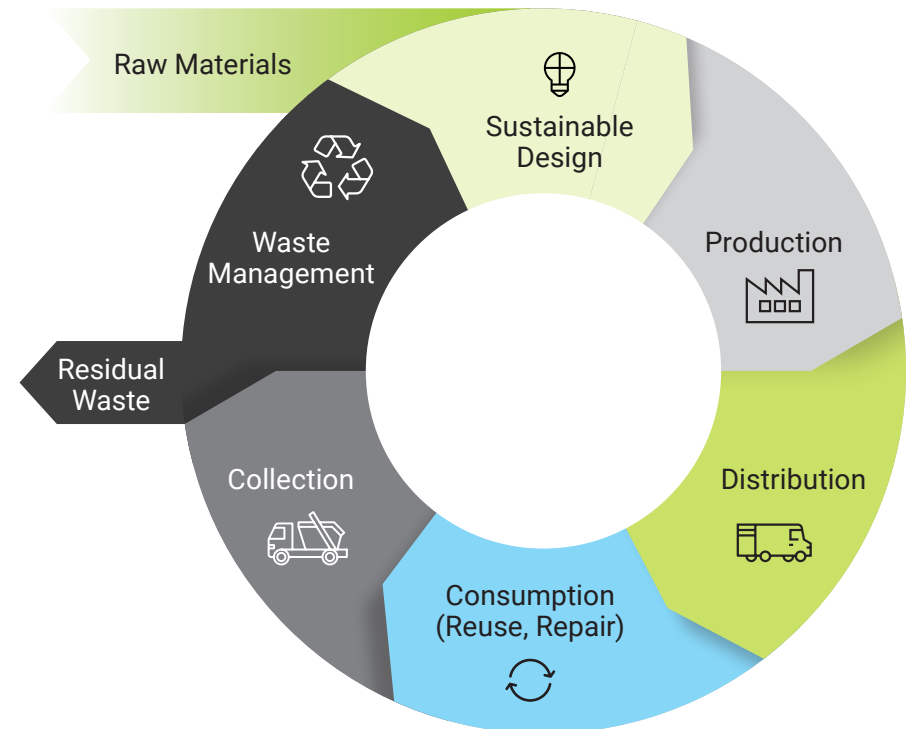
Our emissions reporting adheres to international best practices, maintaining transparency and accuracy in our disclosures. We plan to publish a separate carbon accounting report covering 2023 that will provide additional insights, including a detailed breakdown of Scope 1, Scope 2, and Scope 3 emissions. **This marks the first year we are measuring and reporting Scope 3 emissions, expanding our efforts to capture a more comprehensive view of our climate impact.**

In summary, we are committed to reducing our environmental impact through ongoing investments in renewable energy, energy efficiency, and cleaner technologies. We made significant strides toward a lower-carbon future in 2023 by expanding solar energy production, installing EV chargers, and continuing the shift of our energy mix.

Looking forward, we plan to set clear, measurable targets to drive further emissions reductions and guarantee that our operations continue to align with our global sustainability goals. Our journey toward lower-carbon operations continues, and we are determined to maintain this momentum in the years to come.

## CIRCULARITY ACROSS OPERATIONS

Advancing circular economy principles across our operations is essential. Our approach aims to integrate circularity throughout the value chain – from sourcing raw materials, through optimizing packaging, to streamlining distribution channels, consumption, collection, and waste management. Our commitment to a more circular economy aligns with our broader sustainability goals. One key related component is our waste recycling and reuse programs across our offering and activity.



## Raw Materials and Sustainable Design

Stratasys consumes and supplies a wide array of materials and packaging – resins, filaments, canisters, metals, cartridges, spools, pigments, packaging materials, and various printing process chemicals. A key circularity challenge that the Additive Manufacturing (AM) industry faces is the use of non-renewable plastics, powders, and parts. We are pleased to include PA11, a material derived from castor oil, in our portfolio of consumables. This bio-based material is more sustainable than alternatives while delivering the same high level of performance as traditional materials. Parts produced with PA11 fully comply with our rigorous quality standards, guaranteeing top performance and more environmentally-conscious production choices.

## Waste Management

Our approach to waste management is guided by waste hierarchy principles – Prevent, Reuse, Recycle, Recover, Dispose. They help us minimize our environmental impact and drive sustainability across our operations. By integrating these principles into various aspects of our waste management strategy, we manage waste more effectively, reduce waste sent to landfills, and contribute to an improved circular economy.

We have expanded our waste data collection and monitoring efforts to better assess waste generation, thereby optimizing our strategies for reducing, reusing, recycling, and recovering materials. By adding more EMEA sites to our waste data collection and reporting this past year, we are making better decisions and driving further improvements in our waste management practices.

## Waste Management Programs

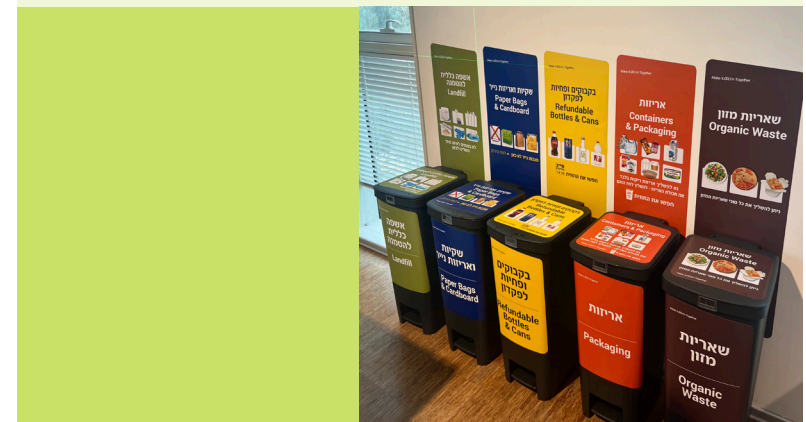
We have made significant progress in expanding our programs to divert waste from landfills. Given the diversity of our global operations, we have developed recycling, recovery, and reuse programs that are tailored to each site's local regulations, unique activities, and waste management opportunities. Each manufacturing location operates a comprehensive recycling program that addresses the specific types of waste generated there.

We completed in 2023 the rollout of a comprehensive, three-phase waste management project for diverting waste from landfills and enhancing multi-stream recycling efforts across our Israeli sites.

**Phase 1:** We transitioned to reusable kitchenware at all Israeli sites. By eliminating single-use plastics, we have annually diverted 2.2 tons of plastic waste from landfills. This avoids the production and disposal of single-use items, thereby preventing 14.1 tons of CO<sub>2</sub>-e emissions annually, the equivalent of planting 240 trees each year.

**Phase 2:** We introduced five waste separation streams – paper bags and containers, packaging, landfill, refundable bottles and cans, and organic waste – to employee cafeterias and kitchenettes.

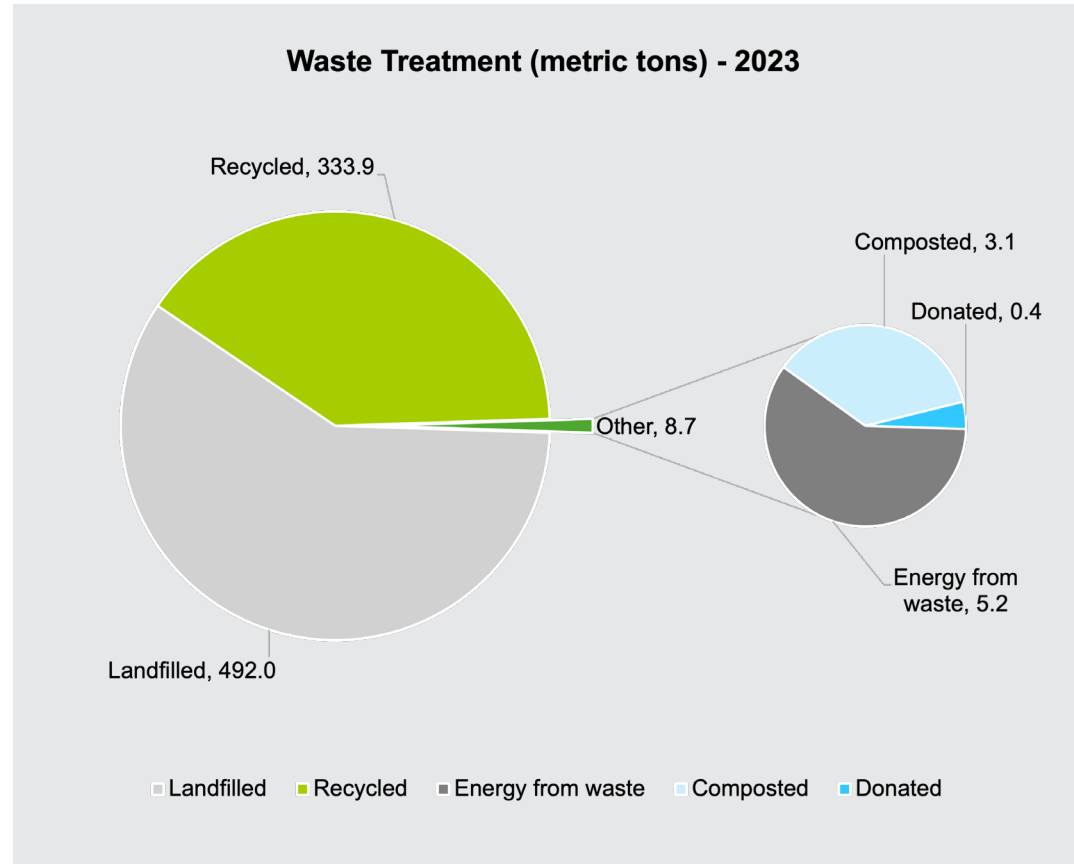
**Phase 3:** We established an industrial-level, onsite composter that is now operational. It enables us to recover organic waste and local trimmings, converting them into valuable compost. The compost is then used within our facilities and shared with local communities, embodying the principle of Recover within our waste management practices.





Our European offices, particularly EMEA headquarters in Baden-Baden, have made significant progress in optimizing waste recycling and reuse. The German facility operates an extensive waste management program that includes multiple waste streams so that recyclable materials are separated effectively and repurposed. This program not only aligns with local regulatory requirements, but also sets a high standard for our global operations.

◆ *In 2023 we further expanded our waste management programs, with 41.1% of our non-hazardous waste at measured sites diverted from landfill through recycling, composting, food donation, and energy recovery from waste.*



## Hazardous Waste Management

Managing hazardous waste properly and in compliance with environmental regulations is critical to safeguarding our sites. Our operations involve the use of chemicals that require strict handling, storage, and disposal protocols. We maintain all required certifications and permits, and are committed to improving continuously in this area.

In 2023 our measured sites generated 208.4 metric tons of hazardous waste, up from 2022 mainly due to the increased scope of our reported

data. Our US sites remain below Emergency Preparedness and Community Right to Know Act (EPCRA) reporting thresholds, while continuing to adhere to relevant state and local hazardous waste regulations. This includes maintaining various site-specific permits and following best practices.

Thanks to our robust protocols for the handling and disposal of hazardous materials, no significant spills occurred in 2023.

## Certified Pre-Owned Program

Our Certified Pre-Owned (CPO) Program is key to our commitment to sustainable and circular operations. Launched in 2023, the program provides us with a framework for carrying out a rigorous refurbishment process for 3D Printers returned toward the end of their lifetime. We meticulously inspect, refurbish, and test each machine to ensure it meets the same standards of performance and reliability as new units. By reusing existing components and replacing parts only when needed, we conserve materials and reduce the products' environmental footprint.

The refurbishment and reuse of our 3D Printers extends their life cycle and gives our customers cost-effective solutions while significantly reducing the environmental impact associated with new product manufacturing. This program embodies our dedication to the principles of a circular economy, including reducing waste, conserving resources, and minimizing greenhouse gas emissions.

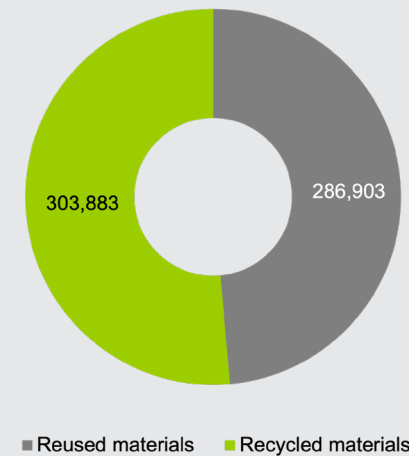
We are in the process of expanding the program to include a wider range of printer models, enabling more customers to benefit from our high-quality refurbished products. This expansion is part of our broader strategy to make sustainable manufacturing accessible and affordable for a wide range of customers.



## Recycling and Returns Programs

Our recycling and returns programs, which reintroduce materials into the production process and enable responsible waste management, are central to our efforts to contribute to a circular economy. We achieved significant milestones in 2023 with **286,903 kg of reused materials and 303,883 kg of recycled materials, for a total of 590,786 kg of materials recovered and processed through these programs.**

Materials recovered through Recycling and Return programs, kg



## Trade-In Program

Our trade-in sales program enables customers to upgrade their Stratasys hardware while ensuring the recovery and utilization of materials in their old printers. When customers purchase new equipment, they can trade in their old printers which are then evaluated for reuse. Printers that can be refurbished are sent to our CPO Program for reconditioning, extending the life of these machines and reducing the need for new manufacturing.

Our electronics recycling partner handles printers that are no longer viable. We recovered **175,843 kg** of materials through this program in 2023. The process included the extraction of various metals, precious metals, and batteries, as well as plastics and other recyclable materials. Through this partnership, we were able to dismantle and recycle the machines in an environmentally responsible manner while returning raw materials to the supply chain for reuse in other products.

## Canister and Cartridge Reuse and Recycling

We also maintain a [program for collecting used components](#), including FDM® canisters and PolyJet™ cartridges from US and European customers. We disassemble, inspect, and, whenever possible, return used FDM canisters to our production pipeline, while recycling any components that cannot be reused. This program helps reduce waste and conserves valuable resources by reintroducing usable components back into circulation.

Our long-standing partnership with Lifeworks, a non-profit organization that provides job opportunities for individuals with disabilities, has been instrumental in this initiative's success. Lifeworks' dedicated team manages the dismantling of returned canisters, combining our commitments to sustainability and community engagement. **Over 70% of 395,484 kg of collected canisters were reused in 2023, with 286,903 kg (72.5%) returned to production and 108,581 kg (27.5%) recycled.**

Our PolyJet cartridge recycling program streamlines the returning of used cartridges for recycling. We collect these cartridges in bulk at our warehouses and send them to a specialized plastics and chemical recycling partner so that all sensitive materials are handled safely and responsibly. **Some 19,459 kg of PolyJet cartridges were recycled through this initiative in 2023**, contributing to our overall waste reduction efforts.





# WATER STEWARDSHIP

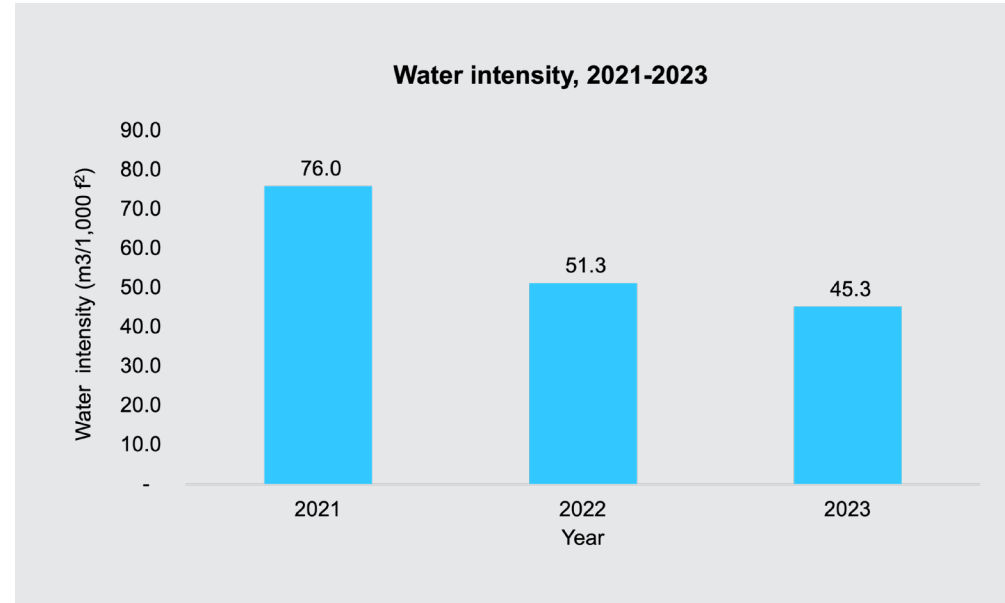
Water is a critical resource, and we are committed to implementing responsible and efficient management practices as part of our offering and across our operations. A portion of our technologies have water usage components for various parts of the production processes, including post-processing of final printed products for certain polymer 3D Printing technologies, removal of support material, and cleaning of printing material production lines. Although these processes do not require large amounts of water, we are invested in improving water management and efficiency.

## Water Consumption and Efficiency

We expanded our water consumption data coverage in 2023 from 10 sites to 17 to broaden our monitoring capabilities significantly. Our reported water consumption data now covers all major manufacturing sites and regional headquarters, and encompasses 87% of all Stratasys site areas. This expansion aligns with our commitment to for comprehensive and transparent data management.

Our water intensity in 2023 was 45.3 m<sup>3</sup> per 1,000 f<sup>2</sup>, marking a substantial 11.7% reduction compared to 2022. This continues a multi-year trend of decreasing water intensity, underscoring our dedication to optimizing water usage and minimizing water wastage across global operations.

◆ ***We reduced water consumption intensity per 1,000 f<sup>2</sup> at measured global sites by 11.7% between 2022 and 2023, continuing our trend to improve water efficiency.***



## AI-Driven Intelligent Water Management

As part of our continuous efforts to reduce the environmental impact of our operations, we implemented the WINT AI-powered water intelligence system at our Israeli headquarters in Rehovot in 2022. We extended the system's presence across local manufacturing sites throughout 2023, and significantly expanded its capabilities to analyze water usage patterns and detect anomalies in real time. Upon identifying irregularities, the water management system alerts our team to take immediate corrective action. By distinguishing between actual events and routine usage, the WINT system improves the managerial efficiency and deployment of our teams.

Stratasys pledged to the Rehovot Municipality to develop public areas surrounding our headquarters to promote a green space. This necessitated a significant amount of irrigation and slightly increased our overall water consumption. We utilized the WINT system to analyze and optimize irrigation to guarantee efficient water usage even during this period of heightened demand.

The success of our water management approach at our Israeli sites demonstrates the benefits of early leak detection and prompt resolution. By prioritizing efficient resource use and incorporating supportive technologies, we not only conserve water, but also reduce operating costs and our carbon footprint. Embracing and embedding technology into our management approach and procedures is a major step in advancing sustainability initiatives and supporting long-term success.

### Case Study: WINT System in the HQ Central Garden

We installed a WINT water monitoring system in the central garden at our Israeli headquarters in March 2023. It tracks and reports on the garden's irrigation system, which operates at fixed hours according to seasonally varied water quantities. The system alerted our facilities team in June of an abnormal 30%-plus flow rate increase and automatically closed the valve, prompting a review.

After a thorough investigation, our team identified multiple leaks on the irrigation line, both visible and hidden, as the cause of the abnormal flow. Once the defective sources were repaired, water consumption returned to normal levels.

WINT's early detection of abnormal water consumption was crucial in identifying and repairing these leaks. This proactive approach prevented at least one month of water waste, leading to water savings of **1,440 m<sup>3</sup>** and cost savings of thousands of dollars.

Our early detection and resolution led to:



**22 tons**  
of greenhouse  
emissions avoided



**\$6,000**  
savings



**1,440 m<sup>3</sup>**  
of water conserved

## Effluent Management

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

Our US sites adhere to rigorous water quality standards established by the Environmental Protection Agency (EPA), the Clean Water Act, and other site-specific regulations. Additionally, our EHS consultant for US Compliance conducts an annual audit of our operational sites to evaluate water management equipment and procedures. These audits ensure that our wastewater management practices meet high safety and environmental standards.



## CHAPTER 6

# SOCIAL

- ▶ **People First – Employee Compensation, Benefits, and Wellbeing**
  - » Glocal Approach
  - » Our Benefits Offering
- ▶ **Employee Development and Growth**
  - » Stratasys Academy: Building the Workforce of Tomorrow
  - » Diverse Learning Tracks for Holistic Growth
  - » Shaping Tomorrow's Leaders
  - » Evolving With 3DP (Development Performance)
- ▶ **Employee Engagement**
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  - » DEI Leadership and Strategy
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# PEOPLE FIRST – EMPLOYEE COMPENSATION, BENEFITS, AND WELLBEING

Stratasys practices a People First approach, placing the wellbeing of our employees at the top of our Company agenda. This philosophy is deeply embedded in our corporate culture, since we know that success is intrinsically linked to the happiness, health, and engagement of our employees. By prioritizing their needs, we create an environment where innovation and creativity thrive. Our People First approach goes beyond offering competitive compensation and benefits: it is about creating a supportive, inclusive workplace where every employee feels valued and empowered to reach full potential.

## Glocal Approach

Our People First philosophy is rooted in a Glocal (global and local) framework. The One Stratasys global standard guides our employee compensation and benefits model, while facilitating implementation based on local needs and is tailored to each region.

We set broad global standards and principles to guarantee consistency and fairness, while supporting local adaptation to address varied cultural, regulatory, and market needs. This flexibility enables us to respond to changing needs and roll out new programs rapidly. Our Glocal approach ensures that every Stratasys employee receives the resources and rewards they need, wherever they are in the world.



## Compensation Philosophy

We focus on attracting, motivating, and retaining top talent at Stratasys.

- » We embrace a pay for performance approach, where individual contributions are directly linked to rewards.
- » Senior management is accountable for success, with compensation tied to measurable outcomes.
- » Our compensation packages are designed to be fair and competitive.

We recognize that our employees are essential to business success. Stratasys promotes both Company and personal growth by rewarding excellence and offering top talent opportunities for advancement, development, and long-term incentives, leading to mutual commitment to success.

Our compensation practices are structured to drive strong performance by motivating teams and individuals consistently, both in the short and long term.

### PROGRAM (Ongoing)

- » CEO Excellence, peer-to-peer, Manager-to-employee, Team

### PURPOSE

- » Rewards for specific projects and achievements

### ELIGIBILITY

- » All employees

### PROGRAM (Selective)

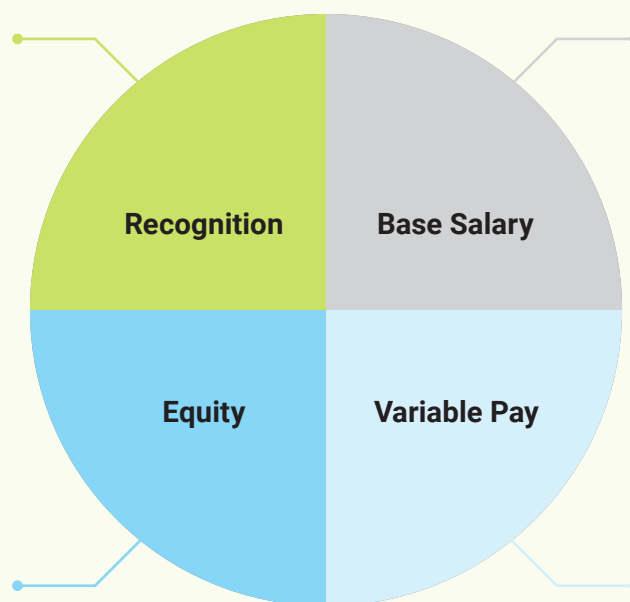
- » Restricted Stock Units
- » Performance RSUs

### PURPOSE

- » Tied to shareholder value
- » Long-term retention

### ELIGIBILITY

- » Talent and key employees, senior leaders



### PROGRAM (Market-driven)

- » Merit and Promotions

### PURPOSE

- » Market alignment

### ELIGIBILITY

- » All employees

### PROGRAM (Role-based)

- » Bonus
- » Sales Incentive

### PURPOSE

- » Pay for performance
- » Annual bonus – performance-driven to promote business first

### ELIGIBILITY

- » All employees by role, aligned to financial performance

## Our Benefits Offering

Our commitment to comprehensive employee wellbeing encompasses physical, emotional, financial, and professional dimensions, tailored to meet the diverse needs of our global workforce.

### Physical and Emotional Wellbeing

We provide robust health insurance coverage across all regions, so that our employees and their families have access to essential health services. This is complemented by programs for employees globally that support emotional wellbeing via psychological and mental health services. In Israel, we provide and encourage employees over the age of 40 to undergo biennial comprehensive screening tests as preventive measures for maintaining good health. We promote an active lifestyle by offering access to subsidized gym memberships globally as well as onsite gym facilities at our Israel sites. In the US, the health insurance plan covers dental and vision care, and employees can access resources to quit smoking and to learn about healthy living.

### Financial Wellbeing

We promote financial security through our Employee Stock Purchase Plan (ESPP), which enables all employees to purchase company stock at a discounted rate. This creates a sense of ownership and shared accountability by offering monetary benefits based on the Company's long-term success. Alongside standard assistance like life and disability insurance in the US and pension planning advice in Israel, we offer region-specific financial benefits. This includes comprehensive retirement planning options and financial education in Israel, EMEA and APAC regions so that our employees are equipped to make informed financial decisions.

## Social Wellbeing

We prioritize work-life balance through generous and flexible PTO policies and holiday schedules. This underscores our appreciation of the importance of personal time for employees to enjoy hobbies, spend time with loved ones, and recharge their batteries. In the US, employees also have the unique opportunity to donate PTO to colleagues. Globally, we provide additional PTO for significant life cycle events such as birthdays, weddings, and births. We also support flexible and hybrid working arrangements to help employees balance their professional and personal lives. Additionally, we encourage volunteerism by enabling employees to participate in community engagement activities, thereby encouraging a culture of giving back to the community (see [Stratasys in the Community](#) for more details).



### NEW!

### APAC Employee Assistance Program

Our APAC region benefits from an extensive Employee Assistance Program (EAP) designed to support employee wellbeing. This program offers 24/7 access to counseling services that provide crucial mental health support. Employees can also seek financial advice via personalized guidance. Moreover, EAP lectures have been held for dedicated wellbeing topics. Giving our team members the resources they need to address both personal and professional issues, we nurture a supportive and resilient workforce for our APAC employees.



Hi everyone,

At Stratasys, we care about our people. We know that beyond work, you juggle many other things – your home, relationships, personal goals, and more. That's why we're excited to partner with Intellect to offer you complete wellbeing support.



## Supporting Stratasys Families

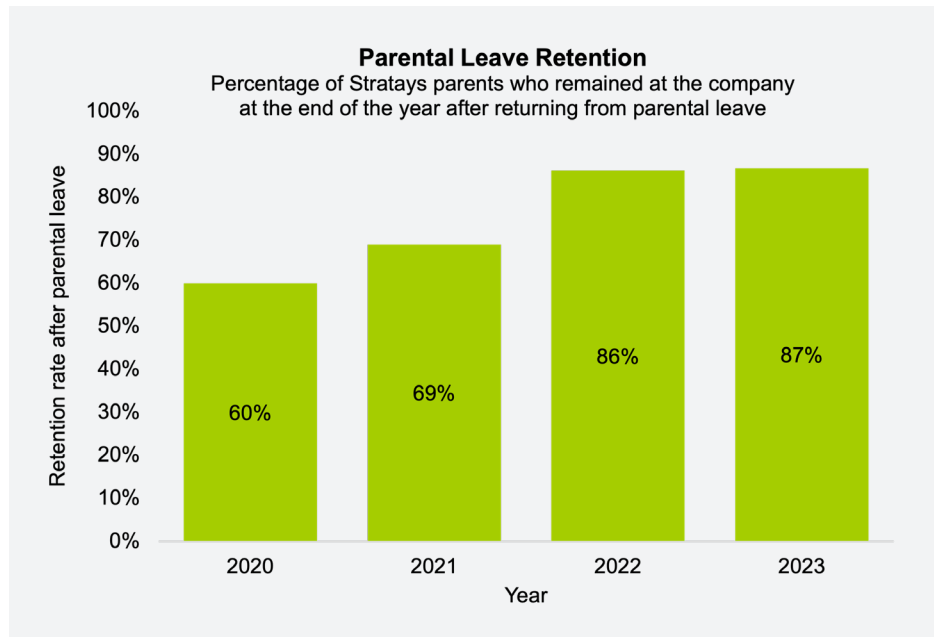
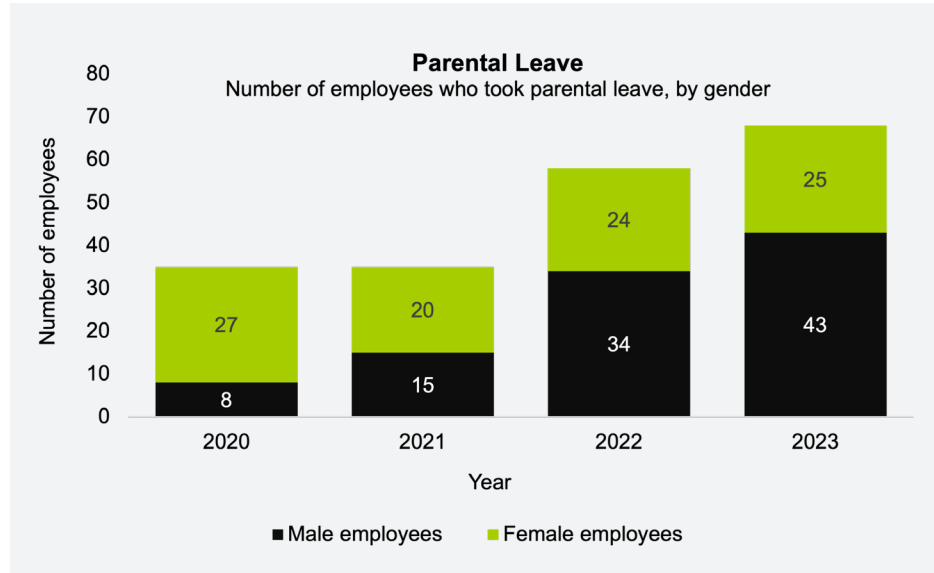
We believe in supporting our employees at all stages of their lives. Recognizing the importance of family, alongside our PTO offerings, our health insurance program in the US includes comprehensive resources for expectant and new parents, including providing guidance and support for up to six weeks after birth.

## Equal Parent Policy

In 2022 we introduced an important Equal Parent Policy, a testament to our commitment to gender equality and family wellbeing. This policy enables new parents of all genders to take parental leave, offering an additional three weeks of paid leave beyond locally-mandated time off. This initiative applies to Israeli and American-based employees, and is designed to support all new parents in a significant and equal manner as they welcome a new child into their families.

The impact of this policy has been profound and encouraging. Since its implementation, the number of male employees taking parental leave has consistently risen, having increased by 187% from 2021 to 2023. This policy reflects our vision of a more equitable work environment, supporting the cultural shift toward more balanced parenting responsibilities.

Our inclusive and supportive approach to parental leave helps create a workplace where new parents feel valued and supported as they transition back into their professional roles. This nurturing environment facilitates a smooth return to work and reinforces their decision to continue their careers with us. In 2023, we maintained an impressive 87% retention rate among employees returning from parental leave. This high rate was achieved even as more employees took parental leave than in previous years. It reflects the success of our ongoing commitment to family-friendly policies that create an atmosphere in which employees are confident that they can thrive both as professionals and as parents.



### Stratasys Summer Camp

We offer a partially subsidized summer camp in Israel for Stratasys kids. This initiative provides recreational and educational activities for the children of our employees while supporting the integration of campers with various disabilities by catering to their unique needs. The camp welcomed 242 children of 136 employees in 2023, a significant increase compared to 2022, demonstrating the growing appreciation and demand for such family-oriented initiatives.



### Professional Wellbeing

We invest in our employees' professional development through various programs and initiatives. Our SPARK Awards globally recognize and reward excellence, while our regular performance reviews through the 3DP (Performance & Development) Process provide a foundation for our pay for performance practices and career development platforms. We enhance these initiatives with targeted training and development opportunities, including leadership training and access to online learning platforms, which are essential for skill enhancement and career progression. In the US, we also offer tuition reimbursement programs, empowering employees to pursue further education and skill development as part of their career growth at Stratasys.

#### SPARK Awards

The SPARK Awards recognition program is designed to raise the bar and reward excellence across the Company. It includes five categories, including an annual CEO award for outstanding achievement, quarterly awards whereby peers nominate their colleagues, team awards for exceptional project work, and various ongoing recognition initiatives.



CEO Excellence Award



Good Job



Excellence Award



Above & Beyond Award



Better Together Award



# EMPLOYEE DEVELOPMENT AND GROWTH

Learning and development are crucial components of Stratasys' employee experience. We provide accessible and flexible learning platforms alongside dynamic development processes to help employees grow and reach their potential. By nurturing a capable and professional team, we position the Company for continued success and excellence every year. Our investment in employee growth enhances individual performance and drives innovation to help maintain a competitive edge. Maintaining a skilled, knowledgeable, and dynamic workforce is essential to meet the evolving demands of our business and achieve our long-term goals.

## Stratasys Academy: Building the Workforce of Tomorrow

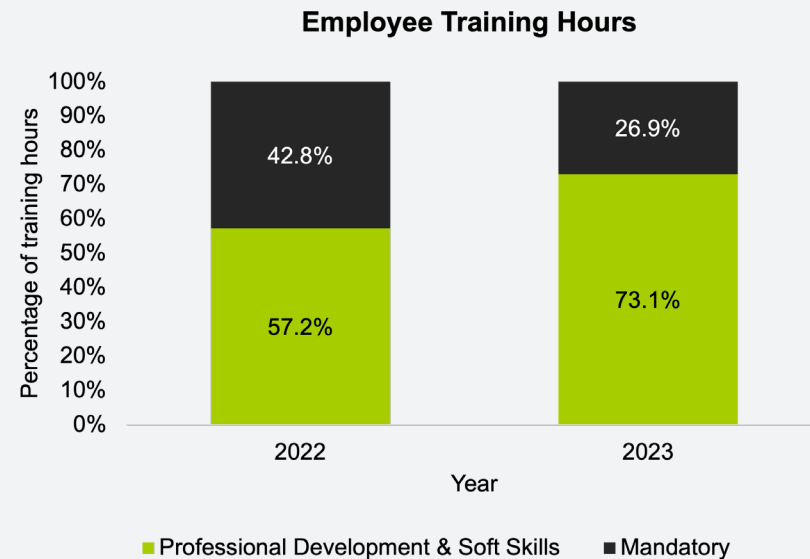
Stratasys Academy is a centralized educational hub that offers our team a broad spectrum of learning opportunities. This platform includes onboarding processes, essential compliance training, and a range of professional development and skill-building programs. It addresses areas such as management development, soft skill enhancement, and comprehensive product knowledge. Stratasys Academy is available in all four Company regions, providing content tailored to each area's unique professional and cultural characteristics and adapted to local language and time zones.

We significantly expanded our offering in 2023, adding new resources and broadening our customized, role-based learning paths to include R&D and design engineering, application engineers, and product managers. We also introduced an English language course with personalized one-on-one sessions to help employees at all levels improve their conversational and business

language proficiency. There has been great interest in the course, and we look forward to offering it to more employees.

These additions are part of our strategy to support employee growth by offering more comprehensive and varied training options. To guarantee continued effectiveness, we regularly assess our employees' utilization of the Academy and gather feedback via surveys to make improvements based on their input.

In 2023, Stratasys employees received 33,713 hours of training, an average of 16.5 hours per employee. Most notably, 73% of this training was dedicated to developing professional and soft skills, at an average of 12.1 hours per employee. This underscores our interest in investing in our employees' growth to make sure they have the necessary tools to excel in their roles and advance their careers.





Our **Mentoring Program** provides managers and employees with personalized development opportunities through external professional coaches. Each participant receives several mentoring sessions, with mentors from leading companies matched to mentees based on unique characteristics for promoting effective and supportive relationships. The program is open to managers and employees, fostering personal and professional growth through individualized guidance and support. Aiming to enhance skills, confidence, and career progression, 162 employees have participated in the program since its establishment in 2022.



## Diverse Learning Tracks for Holistic Growth

We provide a structured approach to employee development through three main tracks – soft skills, professional skills, and leadership skills. Each category encompasses a wide range of programs and resources to enhance employee capabilities and support career growth. By focusing on these key areas, our team remains adaptable, knowledgeable, and well-prepared to meet the challenges of the ever-evolving industry landscape.



**Leadership skills** training is designed to develop effective managerial and leadership capabilities. The Leadership Academy focuses on equipping managers with relevant tools for their management journey, fostering cross-functional relationships, and implementing Stratasys behaviors and values through the Leadership Compass. These programs aim to cultivate strategic thinking, operational excellence, global collaboration, and innovation among our leaders.

**Professional skills** training builds technical competencies and industry-specific knowledge. Our programs include in-depth training in Stratasys technologies and products, basic coding, and Python training. These offerings equip employees with the tools and skills necessary to boost performance and advance their careers internally.

**Soft skills** training focuses on enhancing interpersonal skills, effective communication, teamwork, and problem solving. Key programs cover topics such as navigating uncertainty, skills for the future, and public speaking. This training empowers employees to better navigate complex challenges, improve collaboration, and foster a supportive and dynamic work environment.

## Shaping Tomorrow's Leaders

Our managers are the future leaders of Stratasys. We offer specialized training programs to promote their professional development through the Leadership Academy. The Academy equips them with relevant tools for their role and fosters cross-functional relationships. It also implements Stratasys behaviors and values in alignment with the Leadership Compass. The training is designed to follow the progress of managers throughout their careers to guarantee continuous growth and adaptation to new challenges. Managers received 3 hours of management training, on average, in 2023, in addition to other learning opportunities. We expanded the Leadership Academy in 2023 to include three main tracks – Manager Onboarding, Management Fundamentals, and the Directors Program.



### NEW!

#### New Managers

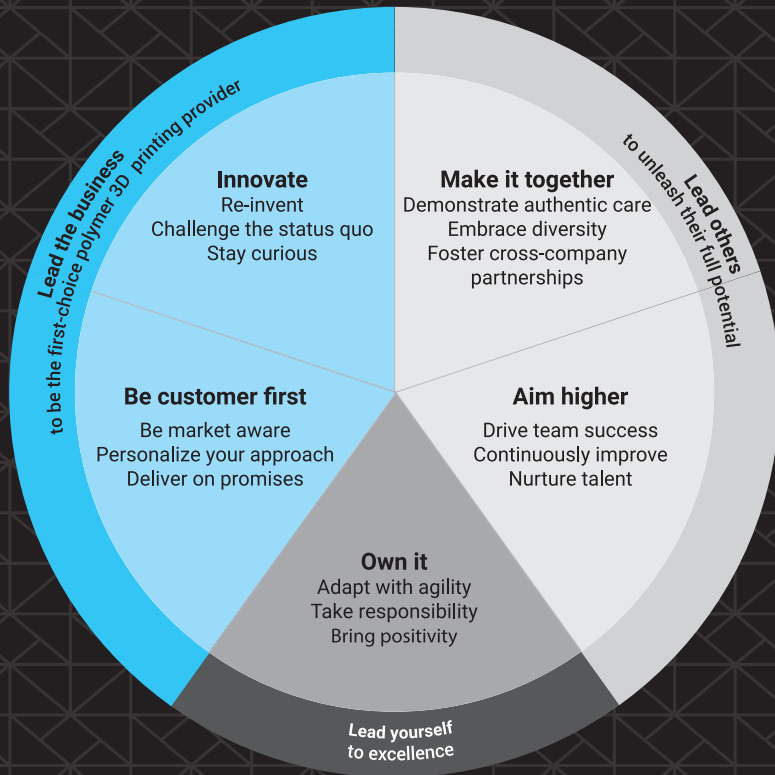
**Manager Onboarding** covers essential topics such as recruitment, the 3DP process, compensation philosophy, and HR policies. It also introduces the Leadership Compass, a framework for guiding managerial actions and decisions. The program is delivered through a combination of regional training sessions, online tutorials, self-learning modules, and live Q&A sessions with HR Business Partners (HRBPs). The program also equips them with the foundational knowledge and skills needed to lead their teams effectively.

#### Managers and Senior Managers 3 months-1.5 years' experience

**Management Fundamentals** focuses on key aspects of managerial roles, including role perception, team engagement, effective manager-employee dialogue, strategic thinking, and global mindset development. Training is provided through physical and virtual instructor-led sessions, enabling managers to engage with their peers and learn through interactive scenarios and discussions. Each session begins with a face-to-face meeting with a Core Leadership Team member, exposing new managers to different management styles and approaches. The program aims to build confidence and competence in managerial practices so that managers can lead their teams with clarity and purpose.

#### Directors

**The Directors Program** focuses on developing strategic leadership skills, operational excellence, global collaboration, and innovation. It includes dedicated forums for directors, professional lectures, one-on-one coaching and in-depth workshops. Directors can gain hands-on experience and insights through the program, preparing them for higher levels of leadership within the organization. Following two successful pilot cohorts in 2023, we are expanding the program in 2024.



Our **Leadership Compass** translates Stratasys' values into tangible behaviors, establishes a common language for expected actions, and supports internal talent processes to ensure alignment and consistency across the organization.





## Evolving With 3DP (Development Performance)

The 3DP Process, an integral part of our employee development framework, is designed to promote continuous growth and mutual recognition. Revamped in 2022 to enhance its collaborative and flexible nature, the process, which has received positive feedback, centers on a collaborative effort between employees and managers to encourage dialogue and establish short- and long-term development goals.

The process enables constructive feedback during quarterly meetings to create a continuous and dynamic feedback cycle. The annual review is an opportunity to reflect on the previous year's achievements and to set new goals by recognizing employee successes and setting a clear path for future development. It also serves as the basis for our pay-for-performance approach. The process integrates goal setting, feedback, and performance evaluation to support employee growth and foster a culture of recognition.



## EMPLOYEE ENGAGEMENT

At Stratasys we put People First, creating an environment where our global teams thrive. Three foundational pillars drive our promise for employee engagement. They guide us in securing a workplace where every voice is heard, every relationship is valued, and every individual grows. As we continue to prioritize these principles, we remain dedicated to fostering a culture of excellence, collaboration, and innovation.

**Organization:** We promote a culture of transparency, communication, and belonging, empowering our employees to advance and excel within our global community.

**Teams:** We prioritize positive team dynamics and strong manager-employee relationships, enhancing collaboration and productivity across the organization.

**Work, Well-being, and Experience:** We create an environment where employees feel supported, valued, and inspired to contribute their best.

Transparent communication is fundamental to ensure that employees are well-informed and aligned with the Company's values, culture, and strategy. This transparency fosters trust and engagement so that employees are motivated and compelled to contribute to our shared goals. Coherent messaging is also essential for maintaining this alignment by helping everyone understand their role in delivering on the Company strategy, our North Star. By implementing our "Make it together" value, we emphasize collaboration and collective efforts. Communication is key to this approach, since it enables all employees to work toward common objectives, understanding the "bigger picture" and business goals.

We leverage diverse communication channels to deliver a unified message across varied locations and units. These channels include newsletters, presentations, emails, Town Halls, intranet (Stratanet), manager-employee dialogue, posters, and TV screens throughout our sites. By leveraging these varied channels, we make sure that our messages are consistently delivered and easily accessible to all employees.

Quarterly Town Halls serve as a platform for direct interaction between leadership and employees. During these gatherings, senior management shares important updates about the Company and its activities, enabling employees to ask questions to, and get direct answers from, leadership. This format promotes an open and direct exchange, allowing employees to make their voice heard and to engage directly with Company leaders.

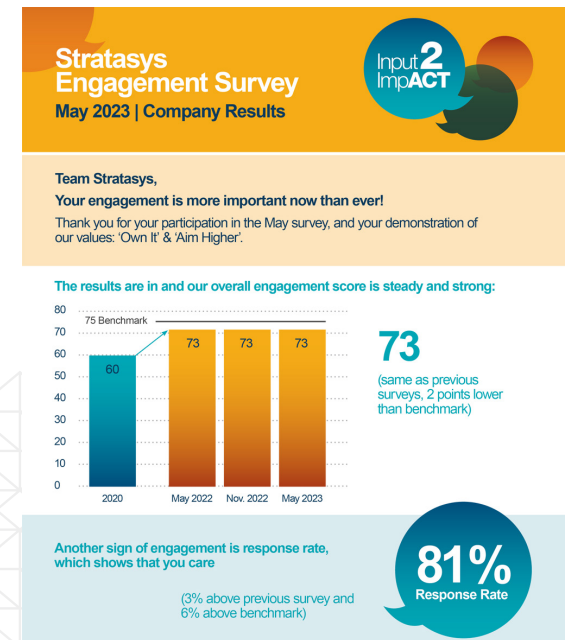
We maintain a unified communication strategy to facilitate coherent and clear corporate messaging that is delivered consistently and in real time. Internal communications are coordinated between departments and aligned with external communications such as marketing updates and press releases. Our teams receive Company news directly from within the organization to remain up to date, thereby reinforcing our commitment to transparency that creates trust.

## Input2Impact Engagement Survey

Measuring employee engagement is crucial for understanding the effectiveness of our employee communication and engagement strategies and for enhancing employee satisfaction. We regularly assess our employees' level of engagement, through which we identify areas for improvement and secure a supportive and collaborative work environment. This continuous feedback loop helps us align our strategies with employee needs, driving both individual and Company-wide success.

In 2022, we significantly revamped our Input2Impact employee engagement survey, enhancing its depth and ability to provide actionable insights. By refining the survey's structure and questions, we could delve deeper into various aspects of employee experience and satisfaction. This comprehensive approach allowed us to gather more nuanced feedback and gain better insights into what influences employee engagement within Stratasys. The revamped survey also enabled us to identify areas of strength and opportunities for improvement more precisely, guiding our efforts to create a more engaging, supportive work environment.

◆ *Our engagement survey, Input2Impact, continues to be a significant component of our engagement strategy. In 2023, we enjoyed an outstanding 81% response rate, up from 78% in 2022. With 2,218 valuable free-text comments from 568 employees, this high level of participation underscores the importance of our employees to be heard and make a difference.*



The survey highlighted three key strengths: **Trust in our Teams, Innovation, and Employee Empowerment.**

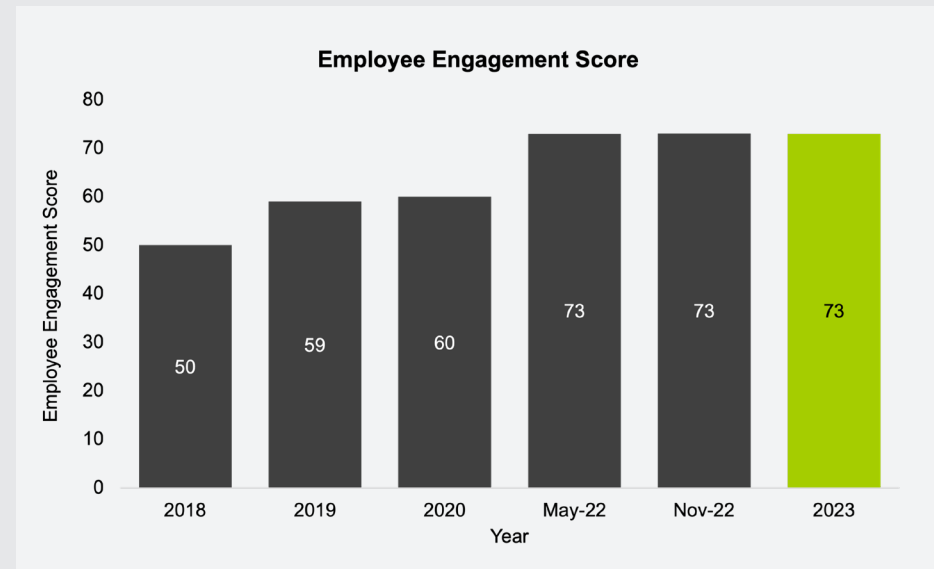
These areas represent the bedrock of our culture and reflect the trust and autonomy that our employees enjoy. We also recognize the need for continuous improvement, and therefore, identify growth and improvement opportunities.

With transparency at the forefront of Stratasys' engagement strategy, we openly share survey results across the organization, supporting our culture of trust and accountability. Dedicated teams analyze the feedback and extract actionable insights to drive positive change. Through collaborative efforts led by our managers, we work to address concerns and capitalize on strengths that further enhance the employee experience.

**With an overall engagement score of 73, which continues to match our all-time high, we are proud of our progress in fostering a supportive and empowering workplace.** During this period of global economic uncertainty, we are proud that our employees continue to see Stratasys as a good place to work. As we move forward, we remain committed to listening, learning, and evolving to meet our employees' ever-changing needs. Together, we will continue to build a culture in which everyone can thrive and contribute to collective success.

As we navigate the road ahead, we remain dedicated to our People First approach, focusing on activities that make every member of Team Stratasys feel valued, empowered, and inspired to make a difference.

We achieved an employee engagement score of 73 in 2023, maintaining our all-time high.







## DIVERSITY, EQUITY, AND INCLUSION

We are dedicated to creating a workplace where every individual feels valued and respected. Our commitment to Diversity, Equity, and Inclusion (DEI) is a strategic priority and a core aspect of our Company culture. We believe that fostering a culture of inclusion is essential for driving innovation and enhancing employee engagement as we work toward our business goals.

Equity at Stratasys means going beyond the concept of “fairness”: it is about creating an environment where everyone has the tools, opportunities, and support they need to succeed. We know that diversity is multi-dimensional, encompassing race, gender, age, sexual orientation, disability, and more. So we work to ensure that each voice is heard and that everyone has equal access to growth and advancement opportunities. We are also fully compliant with policies and procedures for maintaining a respectful work environment.

Inclusion is about making sure that every individual at Stratasys has a sense of belonging. This means creating a space where people can bring their whole selves to work, where differences are not just tolerated but celebrated, and where collaboration is enriched by a wide range of perspectives. We believe that when people from diverse backgrounds work together in an inclusive environment, the result is greater creativity, stronger problem-solving, and more innovative solutions.

### DEI Leadership and Strategy

Our commitment to DEI is demonstrated through the leadership of our Diversity, Equity, and Inclusion Committee. Established in 2021, the committee is led by our Chief People Officer, Nava Kazaz. This committee plays a crucial role in shaping our DEI strategy, ensuring that it is deeply integrated into every aspect of our business. It oversees the implementation of DEI initiatives across all business units, tracks progress, and ensures that we are continually advancing toward our goals.

Under the committee’s guidance, our DEI strategy has evolved to address the unique challenges and opportunities of a global workforce in the AM industry. Our approach is holistic, focusing both on attracting diverse talent and on creating an environment where every individual can thrive and reach their full potential.

Our DEI activity and initiatives focus on three core pillars and are implemented Glocally (on a global and local level). This helps create programs tailored to the unique needs of different regions and cultures while upholding our universal approach to fostering a diverse, equitable, and inclusive team.

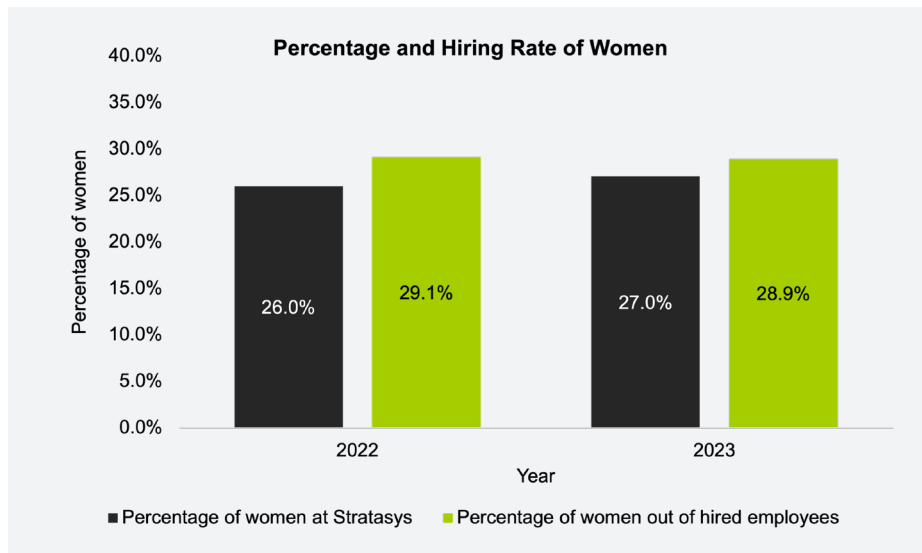
1. Talent Attraction
2. Employee Engagement
3. Awareness and Training

## Talent Acquisition

Stratasys is committed to providing equal employment opportunities to all qualified candidates. To diversify our candidate pool, we partner with organizations that support women and other underrepresented groups. Our hiring managers participate in training programs to reduce unconscious bias in the hiring process, particularly for tech roles. As a testament to our commitment, the gender balance of recent hires reflects progress in these areas.

As a leader in the 3D Printing industry, we understand the importance of promoting gender diversity in technology. We actively participate in and sponsor industry conferences in collaboration with non-profit organizations such as the Society of Women Engineers (SWE).

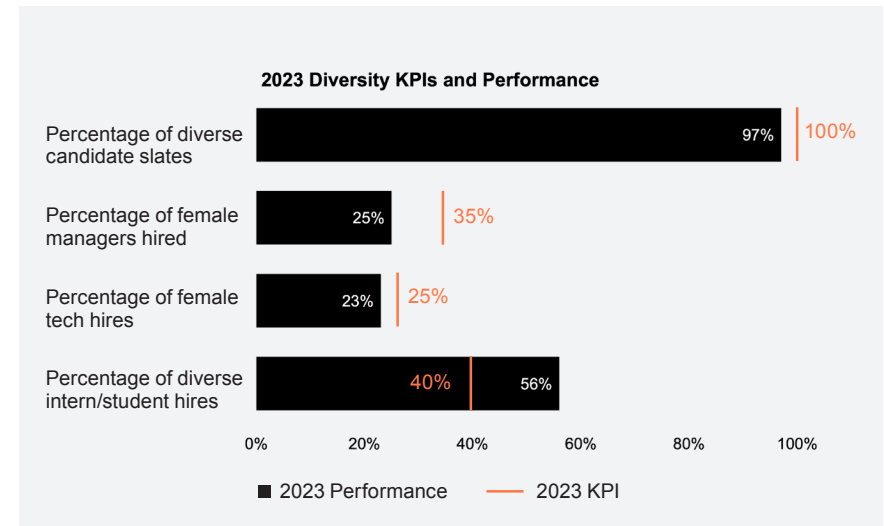
We are committed to enhancing the gender balance at Stratasys by hiring women at a higher rate than their current representation, gradually increasing their share of our global workforce.



## 2023 DEI KPIs and Progress

Since 2022, we have disclosed key DEI data dating back to 2018 as we closely monitor and assess our diversity trends. Through this process, we identified a need to increase the number of women in key positions and established core KPIs. We introduced four metrics aligned with our commitment to promoting a diverse and inclusive workplace. These KPIs focus on driving diverse hiring practices for key roles within the Company.

1. **100%** of candidate slates for manager-and-above positions will include a diverse slate.
2. **35%** of management hires will be women.
3. **25%** of tech hires will be women.
4. **40%** of intern/student hires will reflect a range of ethnic and gender diversity.



By focusing on these KPIs, we have begun the process of shifting our global diversity mix. We made significant strides in diverse hiring in 2023 and recognize that deep, long-lasting change takes time. We remain committed to maintaining diverse hiring practices.

## Employee Engagement

Our commitment to DE&I goes beyond recruitment. Our Stratasys People First approach, central to our internal DEI practices, includes anti-discrimination and anti-harassment policies integrated into our Code of Conduct and company culture. In 2023, we introduced a new platform for Employee Network Groups (ENGs), which allows employees to share experiences, learn from each other, and enhance their sense of belonging. The first such group, Stratasys Women in Additive, was launched in Q2 2023.

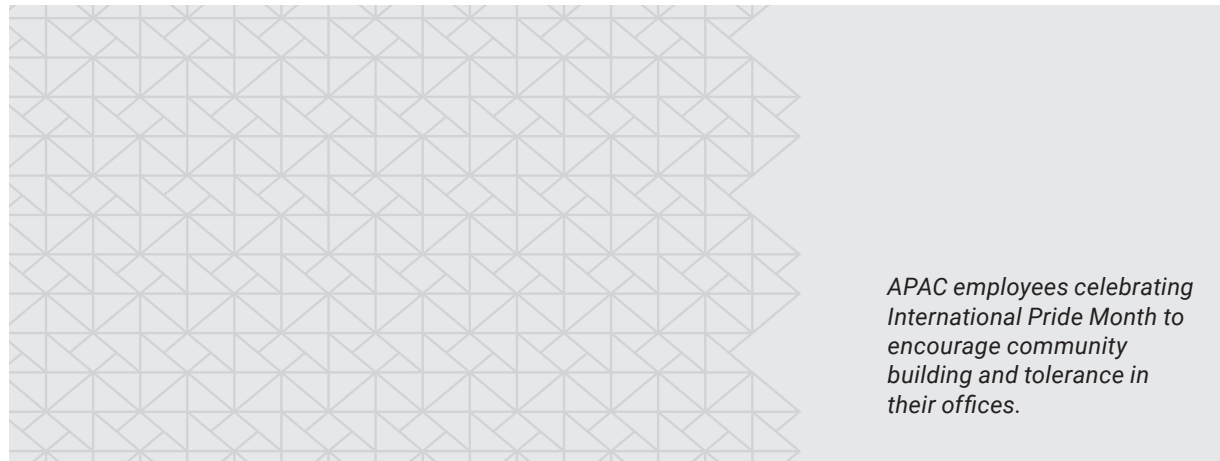
We celebrate significant cultural and heritage events throughout the year to gain an appreciation for our multicultural and diverse team. These events provide opportunities for employees to share their backgrounds and experiences, leading to stronger work relationships and a deeper understanding of our diverse workforce and its needs. Examples include panels and initiatives celebrating Black and African American History, Asian American and Pacific Islander (AAPI) Heritage, Jewish American Heritage, International Pride Month, and International Women's Day.

## Awareness and Training

We offer ongoing diverse management training, including anti-bias and inclusive leadership courses, to provide managers with the tools they need to manage diverse teams effectively. Some 219 employees participated in our voluntary anti-bias training in 2023.

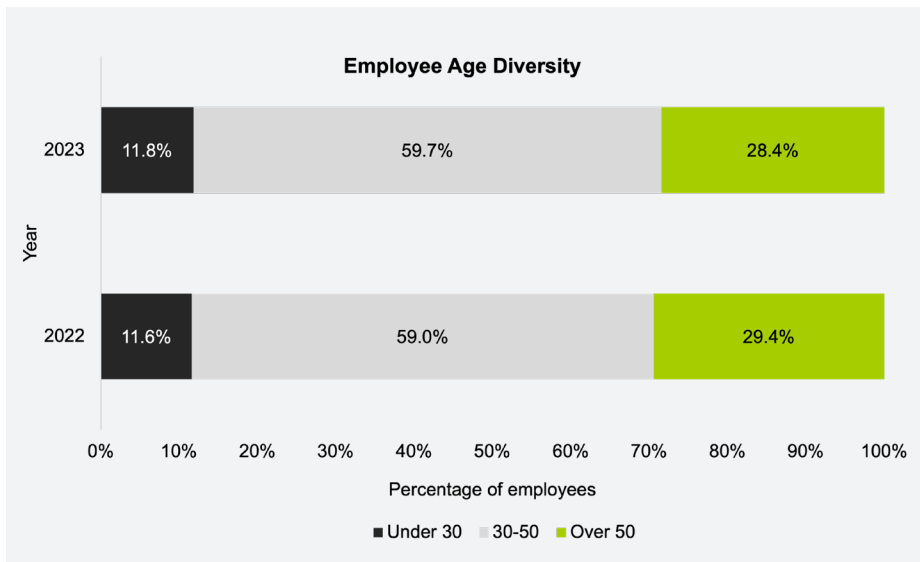
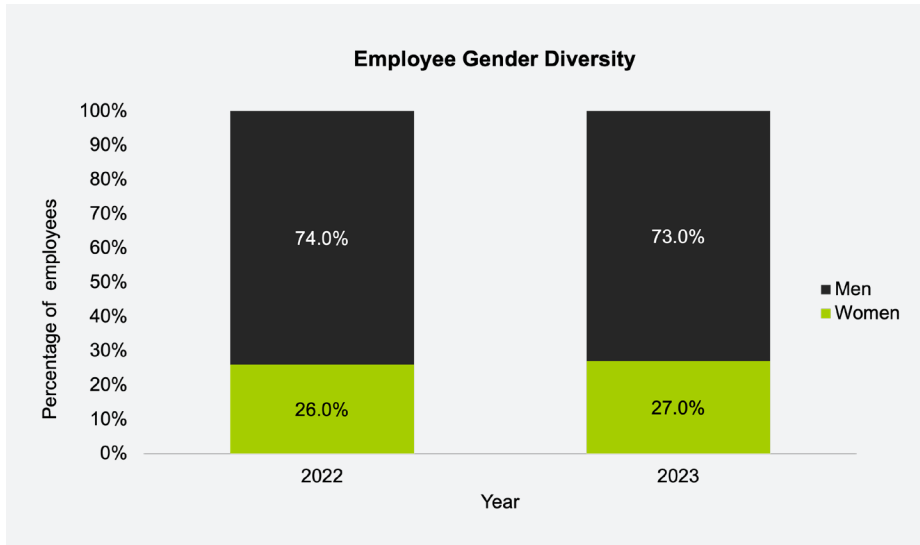
In recognition of National Disability Independence Day in the US, the Americas DE&I Committee hosted a virtual educational panel with experts who shared strategies for serving as supportive colleagues, managers, parents, and friends for people with invisible disabilities, such as autism, anxiety, arthritis, and ADHD.

We also embrace International Pride Month to celebrate our LGBTQIA+ community, marking the month with global and local programs, including personal stories and lectures delivered by employees in various regions.



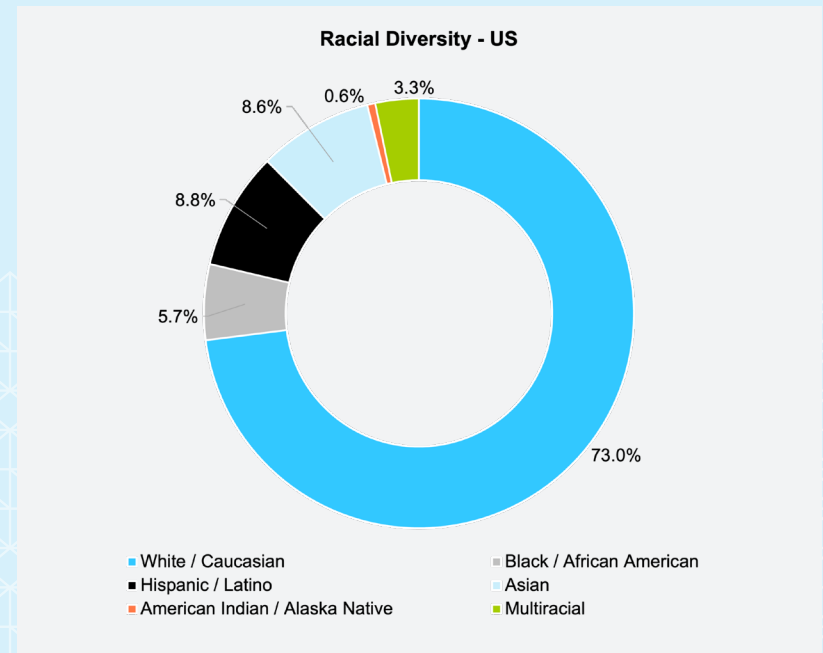


## Diversity at Stratasys



## US Team Diversity

We need to find the right diversity balance for each of our locations due to their unique local culture and regulations. In countries like the US, clear metrics for racial diversity are often developed, enabling us to collect the relevant data to monitor our performance. As a result, we can disclose the following metrics in this report<sup>3</sup>.



<sup>3</sup> This data includes 90.2% of US employees who shared their race.

# EMPLOYEE HEALTH AND SAFETY

## Health and Safety Management

Safeguarding the health and safety of our employees is a fundamental aspect of our People First approach. We believe that fostering a culture of safety and accountability not only ensures our team's physical security and well-being, but also enhances our operational excellence.

Our safety initiatives are anchored in robust governance structures that cover every level of our organization. Building on the success at our Israeli headquarters, we have extended our Safety Board's reach to encompass our EMEA and US facilities. This Board convenes monthly to review incidents, share insights, and implement proactive measures to prevent recurrence. Additionally, our dedicated facility managers, together with our Safety Ally Champions, lead to the implementation of safety protocols at each site to promote a collaborative approach to risk mitigation.

◆ ***We attained ISO 45001 certification for our EMEA headquarters in 2024, and successfully recertified our Israeli headquarters. The certification, along with our compliance with the highest regulatory standards worldwide, is a testament to our dedication to providing a safe and secure working environment for all employees.***

Recognizing the inherent risks associated with manufacturing operations, we prioritize proactive risk management strategies. Our robust policies, regularly updated to reflect evolving industry standards, address a wide range of hazards, including slips and falls, machinery operation, and chemical handling.

## Leveraging Innovative 3D Printing Solutions for Enhanced Ergonomics and Safety

We continually seek innovative solutions to improve workplace ergonomics, safety, and comfort. One of our standout initiatives in this area is the use of advanced 3D Printing technology to create customized ergonomic tools and workstation adjustments. Utilizing our 3D Printing capabilities, we design and produce ergonomic tools, jigs, and fixtures tailored to the specific needs of our employees. These tools are engineered to reduce strain and improve efficiency, enhancing overall well-being and productivity. We also leverage 3D Printing to modify and optimize workstations so that they are ergonomically suited to each employee. Our approach minimizes discomfort and the risk of workplace injuries, while our solutions contribute to the comfort, safety, and productivity of our team.



## Cultivating a Culture of Safety Through Training

Training lies at the core of our safety culture. We believe that equipping our employees with knowledge and skills is key to fostering a safety-centric mindset. As such, we provide comprehensive, beyond compliance safety training to our employees, including general and specialized sessions tailored to specific job requirements. We keep our workforce up to date with the latest safety protocols and procedures through regular refresher courses, thereby reinforcing our commitment to a culture of safety.

### NEW!

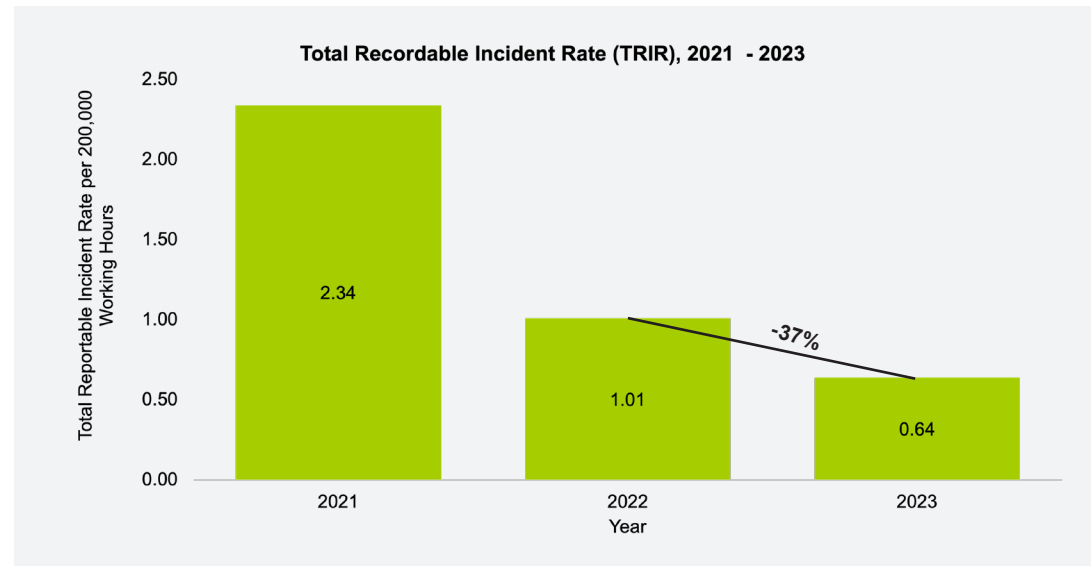
We significantly expanded our safety training programs in 2023. We provided **3,431 hours of safety training**, averaging 1.7 hours per employee, as well as training initiatives that reached **2,240 employees and 328 contractors**. This comprehensive training program included dedicated sessions on safety awareness, protocols, forklift operations, Medical Emergency Response Team (MERT) procedures, hazardous material handling, personal protective equipment (PPE) usage, electrical safety, laser safety, and power tool safety. Approximately 550 hours of training were dedicated to contractors, marking a substantial increase compared to previous years. This expansion demonstrates our aim to broaden our responsibility and to remain dedicated to employee safety and well-being.

## Preventing and Monitoring Incidents

We assess and enforce our stringent safety standards through rigorous auditing processes. Our expanded team of auditors conducts comprehensive examinations to identify areas for improvement, guaranteeing that we implement corrective actions effectively. The audits enable us to uphold regulatory compliance and to improve our safety standards continually. We achieved a 100% correction rate in 2023 for incidents not compliant with our health and safety standards, underscoring our focus on fostering a safe work environment.

Effective safety incident monitoring ensures the timely detection and appropriate remediation of issues. By improving incident reporting mechanisms and increasing the number of site audits, we can identify and address potential risks more quickly. We regularly learn from these incidents and implement insights to improve our safety protocols. Our annual Total Recordable Incident Rate (TRIR) dropped 37%, from 1.01 in 2022 to 0.64 in 2023, highlighting the effectiveness of our safety measures. These ongoing improvements demonstrate our dedication to refining our safety processes and reducing workplace incidents.

**We lowered our annual Total recordable incident rate (TRIR) by 37% to 0.64 in 2023, demonstrating our commitment to continuous improvement.**





# DELIVERING ON OUR CUSTOMER FIRST PROMISE

**Customer First is a core value at Stratasys, underpinning our dedication to ensuring customer success.** We are focused on providing innovative solutions, personalized service, and exceptional support that empower our customers to leverage our technologies effectively and achieve their business goals. Our promise is to support our customers throughout their Additive Manufacturing (AM) journey, guaranteeing that they receive the best possible value and service from our products.

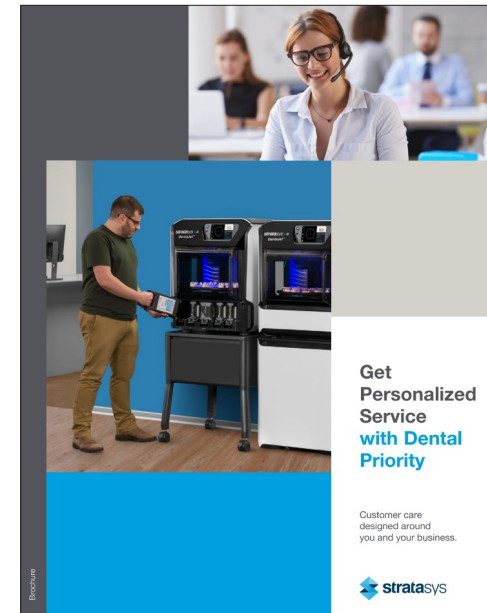
## Customer Support and Communication

Our customer success strategy spans every stage of our customers' journey, offering training, expertise, service, comprehensive support, and personalized care. With dedicated Care Centers in each region, customers can easily access technical support from our knowledgeable professionals. Our priority is minimizing downtime and swiftly resolving inquiries to facilitate uninterrupted production. Each interaction concludes with a satisfaction survey, enabling us to address promptly any concerns and uphold our commitment to excellence and continuous improvement.

Our Customer Hub offers customers a centralized digital platform where they can easily purchase materials, access machine reports, and initiate service requests. This streamlined platform makes it simpler for customers to engage with Stratasys and receive the support they need, enhancing both accessibility and efficiency.

As trusted advisers, we significantly enhanced our customer engagement practices in 2023. We introduced a Customer Experience (CX) function to improve personal communication with our customers, reinforcing our dedication to creating strong, lasting relationships. We also conducted focus groups and workshops to gather valuable customer insights, enabling us to refine our strategies and improve the overall customer experience.

To keep our customers consistently informed throughout the onboarding process, we implemented an automated e-mail system that supports our customers in effectively implementing our technologies. This guarantees that our customers receive prompt responses whenever they need assistance or information. This system, alongside personal engagement offered by our Customer Experience professionals, provides streamlined, automated messages with personalized interactions to deliver timely communications and a better customer service experience.



We also introduced [Dental Priority Care](#) in 2023, a pilot program for providing specialized service to the dental industry in the US. This program offers enhanced support, quicker response times, and additional training so that customers in these critical sectors receive exceptional care. Following its rollout, average resolution times were cut in half and customer satisfaction increased significantly.

## Customer Survey

We gather customer feedback through our annual Customer Survey as part of our commitment to customer satisfaction and continuous improvement. Designed to capture insights from our customers globally, this survey plays a vital role in understanding their perspectives, challenges, and needs. We annually distribute a comprehensive questionnaire that covers various aspects of their experience with our products and services, ranging from product functions and customer service satisfaction to sustainability needs and expectations. Our regional customer success teams review and address customer feedback, including any technical or service-related issues, to ensure swift resolutions and enhanced customer satisfaction.

The survey results offer valuable insights into customer focus areas and adoption barriers to guide our annual roadmap and strategic initiatives. By analyzing these insights in-depth, we better align our offering with customer expectations and improve service delivery. This proactive approach not only strengthens our relationship with customers, but also drives innovation and continuous enhancement of our solutions so that Stratasys remains at the forefront of the AM industry.

## 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.

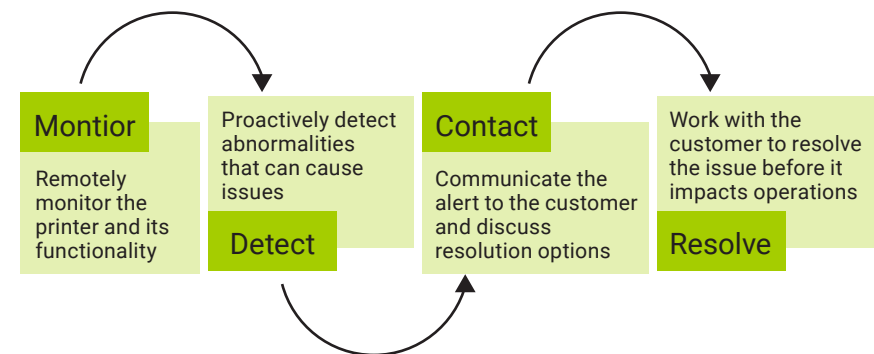
In addition to monitoring, we provide remote software updates to keep our GrabCad systems updated with the latest features and improvements. These updates are seamlessly integrated without disrupting production so that our customers always maintain access to the most advanced and efficient tools. This aspect of proactive maintenance ensures that our technology continues to evolve alongside our customers' needs and stay relevant and effective in a rapidly changing industry.

## Proactive Alerts: From Reactive to Proactive Maintenance

Our Proactive Alerts program is a key initiative designed to keep our customers' operations running smoothly by anticipating and addressing potential issues before they cause disruptions. Currently focused on PolyJet™ J7 and J8 printers, the program represents a significant leap forward in how we support our customers, blending advanced technology with deep industry expertise.

By monitoring critical aspects of the printers' operations, the program identifies potential issues before they affect production to minimize downtime and enable uninterrupted workflows for our customers. This, in turn, helps cut maintenance costs and improve overall operational efficiency. It also delivers sustainability benefits thanks to fewer replaced parts, less wasted materials, and lower transportation emissions.

### Proactive Alerts Process



With over 800 proactive alerts generated in 2023, the program demonstrates the powerful combination of advanced technology and expert engineering. Our skilled engineers leverage their deep understanding of the technology to anticipate issues based on unique characteristics, such as ambient temperature and print head calibration, rather than rely on generic maintenance schedules.

## Minimizing Downtime

One of the most significant benefits of the Proactive Alerts program is its ability to minimize downtime. By detecting potential issues early on, it ensures that printers remain operational as much as possible, preventing potential production disruptions. This proactive approach enables customers to maintain continuous operations, meet output targets, and avoid costly consequences of unexpected printer failures.

## Cutting Greenhouse Gas Emissions

The program also plays a crucial role in reducing the environmental impact of maintenance. Many potential issues can be resolved remotely, eliminating the need for frequent onsite visits by maintenance personnel. This reduces the greenhouse gas (GHG) emissions associated with transportation while saving time and money.

## Maintaining Operational Efficiency

By guaranteeing that printers run at optimal performance, the Proactive Alerts program enhances overall operational efficiency. Early detection and resolution of issues prevents the material and energy waste that often accompanies printer malfunctions. This leads to more consistent print quality and fewer resources spent on reprints. Early detection also enables effective and efficient solutions. Based on our experience, issues resolved through proactive alerts cut the number of replaced parts by more than half. These benefits contribute to more sustainable, cost-effective operations.

## Improving Customer Satisfaction

The proactive nature of this program significantly boosts customer satisfaction with our products. Customers can be assured that their printers are being monitored for potential problems, and that issues will be addressed before they cause disruptions. This helps build stronger relationships with customers who know that we are committed to supporting their success.

## Success Story: Proactive Alerts in Action

A compelling example of the program's effectiveness took place in 2023 when a customer received an alert that a critical component of their PolyJet printer was nearing the end of its operational life. Thanks to this early warning, the customer replaced the part with no workflow disruption. Without the alert, the customer would have lost print jobs, wasted materials, and spent several days on calibrating, troubleshooting, and analysis. Instead, they continued uninterrupted operations, demonstrating the program's tangible benefits.

The success of the Proactive Alerts program in 2023 underscores our Customer First approach. The program has already made a significant impact by reducing downtime, lowering maintenance costs, improving operational efficiency, and enhancing customer satisfaction.



## Customer and Employee Training

Empowering our customers and employees with knowledge is crucial to their success and ours. Our comprehensive training programs equip our customers and customer-facing employees, partners, and resellers with the skills and tools needed to utilize our technology effectively and deliver exceptional service. By investing in comprehensive training for customers and employees, we reinforce our commitment to excellence and innovation. These programs ensure that everyone is well-prepared to achieve success, driving Stratasys forward and helping our customers thrive in a rapidly evolving industry.

We offer multiple channels for customers to learn about our products and solutions. The Stratasys Support Center provides knowledge and implementation guides. Our Stratasys Academy website offers comprehensive learning paths across our technology portfolio and industry solutions. Customers can also explore our Stratasys Academy [YouTube Channel](#), featuring how-to videos that maintain a substantial following. We also host customer webinars on new materials and applications.

## Customer Training

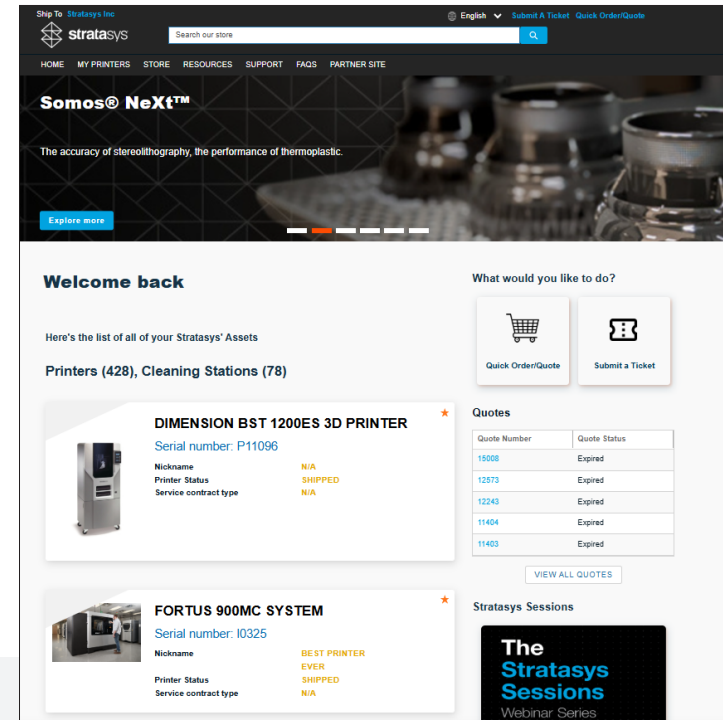
Our dedicated customer training programs are tailored so that users can maximize the benefits of our technology. These programs cover a wide range of topics, from basic operation to advanced applications, providing customers with the knowledge they need to leverage our solutions effectively.

These programs include:

- » **Initial Onboarding Training:** At installation, a support technician guides the customer on how to operate and maintain their printer. In addition, we launched an extensive onboarding program for new customers in 2023, incorporating both direct interactions and email communications from the point of purchase through installation and initial setup of their printers. This holistic approach ensures a smooth transition and optimal utilization of our technology from the get-go. New customers participate

in a two-hour training application session in the week or two after installation. This session covers essentials and best practices so that customers can start using their new equipment confidently.

- » **Advanced Application Training and Certification:** For customers looking to explore more complex uses of our technology, we offer advanced training modules and in-person instructor-led training that delve into specific applications and industry-specific solutions. This helps them innovate and stay competitive in their markets. Over 200 customers successfully completed our in-depth training programs in 2023.



The screenshot shows the Stratasys customer portal. At the top, there's a navigation bar with 'HOME', 'MY PRINTERS', 'STORE', 'RESOURCES', 'SUPPORT', 'FAQS', and 'PARTNER SITE'. Below that, a banner for 'Somos® NeXt™' features the text 'The accuracy of stereolithography, the performance of thermoplastic.' and an 'Explore more' button. The main content area is divided into sections: 'Welcome back', 'Here's the list of all of your Stratasys' Assets', and 'Printers (428), Cleaning Stations (78)'. A featured product card for 'DIMENSION BST 1200ES 3D PRINTER' is shown with its serial number 'P11096' and status 'SHIPPED'. Below it is a card for 'FORTUS 900MC SYSTEM' with serial number 'I0325' and status 'SHIPPED'. To the right, there's a 'Quotes' section with a table of quote numbers and statuses, and a 'VIEW ALL QUOTES' button. At the bottom right, there's a 'Stratasys Sessions' section with a 'The Stratasys Sessions Webinar Series' banner.

Quote Number	Quote Status
15008	Expired
12573	Expired
12243	Expired
11404	Expired
11403	Expired

## Customer-Facing Employee Training

We offer extensive training across three main tracks so that our employees are well-equipped to support our customers. Our customer-facing employees and partners have completed 2,381 training courses and sessions in 2023.

- » **Customer Support Engineer (CSE) Training** is designed for Customer Support Engineers responsible for servicing Stratasys printers. The course combines theoretical knowledge with hands-on sessions that cover installation, operation, maintenance, and support. Engineers are trained to handle a wide range of scenarios, enabling them to provide top-notch service and resolve quickly any customer issues.
- » **Application Engineer Training** focuses on helping Application Engineers understand various ways that Stratasys 3D Printing technology can be used. The training emphasizes practical applications, demonstrating how our solutions save time and money while enhancing our customers' competitive edge. Engineers learn how to tailor solutions to meet specific customer needs to provide more value and nurture deeper customer relationships.
- » **Sales Training** enables sales professionals to learn about Stratasys technologies, solutions, and applications, as well as selling methodologies and skills. The training makes our sales team knowledgeable and confident in presenting our products and solutions to potential customers, ultimately driving sales and customer satisfaction.

Our unwavering commitment to customer success drives us to maintain close relationships with our customers and continuously seek their feedback. This approach ensures that Stratasys remains a trusted partner in their success. We are dedicated to evolving and enhancing our services to meet our customers' dynamic needs, leading to a culture of innovation, collaboration, and excellence. As we move forward, we will continue to prioritize our Customer First value, delivering exceptional support, personalized service, and cutting-edge solutions that empower our customers to excel with AM.



## Stratasys Strategic Customer Advisory Board

Stratasys launched the Strategic Industrial Customer Advisory Board (CAB) in December 2023 to advance collaboration with industry leaders and enhance our AM solutions. The CAB's mission is to gather insights and guidance from customers to drive the adoption and value of AM for end-use parts.

### Objectives of the Strategic Customer Advisory Board

1. Exchange best practices and challenges: Facilitate discussions among industry leaders to share experiences and strategies.
2. Identify and prioritize gaps: Pinpoint critical areas for improvement in products and capabilities.
3. Contribute to industry standards: Provide input for developing benchmarks and regulatory guidelines for AM.

### Collaborative Tracks

The CAB operates via three tracks:

#### 1. Quality & Uptime Alignment

This track helps develop a unified approach to measuring Overall Equipment Effectiveness (OEE) to guarantee consistent performance metrics across Stratasys solutions.

#### 2. Material Characterization Data

Focused on standardizing requirements and best practices for material data, this track enhances the reliability of material datasets to improve part design and certification processes.

#### 3. Sustainability

This track is central to collaborating to advance sustainability. Key related initiatives for the upcoming year include:

- » **Setting industry standards for sustainability:** Establishing frameworks for assessing and improving AM sustainability.
- » **Developing supportive software:** Creating tools to help customers track and improve their sustainability performance.

By focusing on these areas, Stratasys solidifies its commitment to leading innovation in sustainability for AM so that our solutions meet the evolving needs of customers while contributing to a better future for people and the planet.

## Press Releases

### Stratasys Establishes New Customer Advisory Board to Drive Collaboration and Innovation in Additive Manufacturing

MARCH 27, 2024 8:17AM EDT

[Download as PDF](#)

*First of its kind advisory board of industry leaders dedicated to advancing additive manufacturing for production at scale*

EDEN PRAIRIE, Minn. & REHOVOT, Israel—(BUSINESS WIRE)—Stratasys Ltd., a leader in polymer 3D printing solutions, is excited to announce the launch of a new Industrial Customer Advisory Board (CAB). The CAB will provide the customer with added voice and insight as Stratasys continues to drive innovation in the additive manufacturing industry.



# STRATASYS IN THE COMMUNITY: INNOVATING FOR SOCIAL IMPACT

We know that 3D Printing has the power to improve and even save lives. As such, we are dedicated to make sure that beyond our commercial industrial applications, this transformative technology is accessible to students, patients with unique medical needs, communities in crisis, and others who can benefit from it. Our strategic Corporate Social Responsibility (CSR) approach focuses on collaborations with community education and health organizations, reflecting Stratasys' promise to leverage our technology to make a meaningful social impact.

We implement local programs through meaningful, long-term partnerships and a global network of employee volunteers. Our mission to 3D Print a Better Tomorrow™ drives each of our core projects, including emergency and disaster relief initiatives under the Stratasys Cares program.



## Five Core Principles Guiding Our CSR Initiatives

1. **Leverage 3D Technologies:** Harnessing the power of 3D Printing to address societal challenges and drive positive change.
2. **Community Impact:** Prioritizing community well-being and resilience through targeted initiatives.
3. **Increased Awareness:** Raising awareness about the transformative potential of 3D Printing to inspire innovation and social good.
4. **Employee Engagement & Pride:** Engaging our employees in meaningful CSR activities that foster pride and contribution.
5. **Partnerships Build to Last:** Creating lasting and sustainable partnerships and collaborations with like-minded organizations to maximize impact.



Our CSR initiatives align with two UN Sustainable Development Goals (SDGs): #4 Quality Education and #9 Industry, Innovation, and Infrastructure.

## Community Impact Programs

Below are some of the key programs through which we made a significant impact. We strive to make a lasting impact in communities worldwide via these initiatives and collaborations by driving social change, fostering innovation, and empowering individuals to realize their full potential. As we look to the future, we remain focused on leveraging technology for social good and creating a more equitable and sustainable world for generations to come.

- » **FIRST Robotics:** We continued to support FIRST (For Inspiration and Recognition of Science and Technology), encouraging teams of 12-to-18-year students to design, build, code, and operate robots for global competitions. Guided by volunteer mentors, participants develop STEM skills, practice engineering principles, and learn the value of innovation and teamwork.



- » **High Tech Kids:** Through our investment in pioneering initiatives like High Tech Kids we offered Stratasys engineering and 3D Printing scholarships to 10<sup>th</sup> and 11<sup>th</sup> graders. Five Stratasys volunteers invested 117 hours in the program in 2023, aiming to drive innovation, boost interest in STEM, and foster industry advancement. We also provided 674 hours of printing time to assist in the participants' design and printing activities.

- » **SPARKZ 3D Printing Camp:** We supported the SPARKZ 3D Printing Camp in Minnesota, where 16 middle-school children from Minneapolis participated in a weeklong camp focusing on Additive Manufacturing skill building. Each student received a 3D Printer and computer and spent a day at Stratasys to learn about AM technology and potential career paths. Our employees served as mentors, and we sponsored the participation of three campers.



- » **Limitless Solutions:** Partnering with Limitless, a non-profit bionic research program at the University of Central Florida, we helped empower children in the limb-difference community. Limitless creates personalized, expressive 3D-printed bionic arms at no cost to recipient families. Our support enables Limitless to provide prosthetics to children, to spread its mission, #3DHope, and to strengthen its rapid prototyping capabilities.
- » **Restart Global – Makers for Heroes:** Through Restart Global's Makers for Heroes initiative we developed creative solutions for wounded veterans, helping them overcome daily challenges. Our volunteers used cutting-edge 3D Printing technologies to design personalized assistive devices.

- » **The Donkey Sanctuary:** Our UK team participated in the Hope Valley Round Walk, a 32 km hike on behalf of The Donkey Sanctuary. The team created an online fundraising page through which £656 in donations were made. We matched the amount, bringing the total contribution to £1,312.



**RESTART** **MAKERS**  
FOR HEROES

We played a pivotal role in advancing the use of 3D Printing for personalized medical solutions in Israel, particularly in response to a major upsurge in injuries and amputations. By using precise imaging and design software, Stratasys engineers and medical teams created detailed 3D models of unique body parts that were printed with high-performance materials. This allowed for the creation of personalized prosthetic connectors/models that fit seamlessly with the body, such as accurately reconstructed jawbones, as well as customized protective shields that match the patient's anatomy. The technology enhanced medical capabilities and significantly reduced the time between injury and treatment, providing critical support when needed most. By enabling the rapid and precise production of customized medical devices and prosthetics, Stratasys has contributed to innovative treatments that address in real time the unique needs of each patient.



## Stratasys Cares: Disaster Relief Efforts

Stratasys Cares includes direct disaster relief initiatives managed by aid organizations with first-hand knowledge of the needs of affected communities. Our efforts prioritize employee well-being while striving to make a tangible, positive difference.

Following the 2023 earthquake in Türkiye, we supported teammates, particularly an employee and his family who were severely impacted by the devastating event. The employee's parents lost their home and their family business while having to restart in a new country where their only support came from their son and his family.

Stratasys launched a comprehensive relief effort following the disaster, matching each dollar or vacation day donated by employees for various organizations, including Ahbap, IFRC, Turkish Philanthropy Funds, World Central Kitchen, and IsraAID. An employee steering committee chose the recipient organizations to ensure that support reached those in need. We also collaborated with our local reseller in Türkiye to leverage our technology for local needs whenever possible.

We also initiated a long-term outreach program with the displaced community of Kibbutz Zikim. Located just north of the Gaza border, all kibbutz members had to abandon their homes at the outbreak of the war in October 2023 and have been displaced ever since. We supported the community, working with its children to empower them through art, to create without limits, and to tap into their capabilities and resiliency, including helping them design personalized 3D printed superheroes. The children worked with Stratasys volunteers to translate their thoughts and feelings into drawings that were turned into digital files and printed as tangible, 3D-printed superhero figurines. They also visited Stratasys for a fun day in which they were exposed to hands-on 3D Printing technologies.



## CHAPTER 7

# GOVERNANCE

- ▶ **Our Governance Structure**
  - » Board of Directors
  - » Our Core Leadership Team
  - » Robust Governance Throughout Our M&A Activity
- ▶ **Ethical Work Environment**
  - » Annual Compliance Awareness Campaign
- ▶ **Responsible Supply Chain Management and Sourcing**
  - » Maintaining Supply Chain Resilience
  - » Setting Sustainability Standards for Suppliers
  - » Driving Efficiency and Sustainability
  - » Responsible Sourcing of Conflict Minerals
  - » Ensuring Chemical Safety and Compliance
- ▶ **Cybersecurity**
  - » Cybersecurity Governance
- ▶ **Product Reliability, Quality, and Safety**
  - » Product Quality Governance
  - » Quality and Safety Management
- ▶ **Stakeholder Engagement: Building Strong Relationships for Sustainable Success**
  - » Customers
  - » Investors and Shareholders
  - » Employees
  - » Communities
  - » Suppliers



# OUR GOVERNANCE STRUCTURE

## Board of Directors

Our Board of Directors comprises eight highly qualified and experienced directors. Stratasys shareholders reelected all eight directors at our 2023 Annual Meeting of Shareholders, signaling a vote of confidence in the Board's professional and effective leadership and conduct.



**Aris Kekedjian**, who brings to the Company broad experience and a deep background in technological and manufacturing, was appointed director in November 2023. Mr. Kekedjian is a veteran executive with over 30 years of leadership expertise in business development, M&As, and the operation of complex cross-border businesses at scale.

The Board is charged with strategic guidance, approval, and oversight, while guaranteeing that Stratasys acts in a manner that furthers the best interests of shareholders. It monitors business performance, strategic direction, and risk management, including environmental, social, and economic impacts (see [Sustainability Governance](#)).

Our Board maintains two additional appointed committees tasked with specific matters as assigned by law and stock exchange requirements:

**The Audit Committee** supports the Board in managing the Company's independent external auditor, oversees internal audits, ensures the integrity of financial statements, and monitors compliance with legal, regulatory, and corporate policies.

**The Compensation Committee** develops, approves, and oversees compensation policies, and recommends employee and executive compensation packages and incentive plans while considering the Company's financial feasibility and business interests. It may consult independent advisors and legal counsel.

## 2023 Stratasys Board of Directors

as of December 31, 2023



**Dov Ofer**  
Chair



**S. Scott Crump**<sup>4</sup>  
Independent Director



**Adina Shorr**  
Independent Director



**John J. McEleney**  
Independent Director



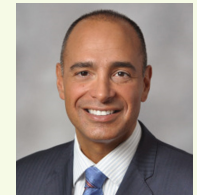
**David Reis**  
Independent Director



**Michael Schoellhorn**  
Independent Director



**Yair Seroussi**  
Independent Director



**Aris Kekedjian**  
Independent Director

<sup>4</sup> S. Scott Crump is an independent director as of 2024 under Nasdaq rules



## Our Core Leadership Team

Our executive management, the StratasyS Core Leadership Team, comprises industry-leading experts who play a pivotal role in steering the Company's activities. It is responsible for executing StratasyS' strategic vision and guiding its day-to-day operations. By leveraging our exceptional talent, the team drives business growth and guarantees continued success. Our Chief Executive Officer is appointed by the Board, while all other executives are appointed by the CEO.



**Amir Kleiner** was appointed Chief Operating Officer in 2024, becoming a key member of our Core Leadership Team. Mr. Kleiner has been with the company for over 12 years, previously serving as Vice President of Customer Success. During his tenure as VP, he significantly enhanced the customer experience and achieved record-breaking revenue growth.

Mr. Kleiner's extensive experience in customer-facing roles enables him to bring a valuable perspective to our operations. Incorporating the customer voice into our strategic decisions will optimize our manufacturing processes and operations so that we meet our customers' diverse and evolving needs. Mr. Kleiner's leadership will be instrumental in addressing our customers' production requirements, driving efficiency and innovation across our operational landscape.

## 2023 StratasyS Core Leadership Team



**Yoav Zeif**  
Chief Executive Officer



**Eitan Zamir**  
Chief Financial Officer



**Rich Garrity**  
Chief Industrial Business Officer



**Amir Kleiner**  
Chief Operating Officer



**Vered Ben Jacob**  
Chief Legal Officer



**Nava Kazaz**  
Chief People Officer



**Guy Menchik**  
Chief Technology Officer



**Christian Alvarez**  
Chief Revenue Officer



**Rani Hagag**  
Chief Health Care & Consumer Business Officer

\*End of term in 2024

## Robust Governance Throughout Our M&A Activity

Amid a dynamic landscape of mergers and acquisitions, complex macroeconomic factors, and geopolitical challenges, we maintained our robust governance framework throughout 2023. Our transparency with stakeholders, including employees, investors, and customers, was unwavering. Our communication strategy included ongoing employee updates, regular investor engagement, and timely press releases regarding M&A activities. Internally, we facilitated open communication through employee forums, Town Halls with direct reports from senior executives, and updates via internal messaging platforms.

Accompanied by top advisors and executive leadership responsible for execution, our Board of Directors played a crucial role in providing strategic guidance and ensuring robust standards for operation during periods of intense M&A interactions. The Board convened 39 times (including standard annual and quarterly meetings) during the year to review and discuss various proposals. Guided by integrity and a commitment to stakeholder interests, we navigated these complexities with resilience. Our efforts helped sustain our competitive edge and position the Company for continued growth in the evolving market.

## ETHICAL WORK ENVIRONMENT

Upholding the highest legal, ethical, and professional conduct standards is essential to guaranteeing success and promoting a culture of trust and integrity. Our commitment to ethical conduct is reflected in every aspect of our business – first and foremost in our interactions with customers, suppliers, partners, and one another – and supported by robust internal policies and practices.

We maintain Additive Manufacturing leadership through a strong focus on ethical conduct. Our directors, executive officers, employees, contractors, suppliers, and representatives adhere to our [Code of Business Conduct and Ethics](#) (Code) and applicable laws. This Code forms the foundation of our ethical culture and guides our interactions with stakeholders and with each other. It provides clear guidelines for handling ethical dilemmas and decision making aligned with our core values, and is supported by comprehensive policies, internal and external communication practices, and training programs.

### The Code of Business Conduct and Ethics is enforced through several key policies:

- » **Anti-Bribery and Corruption:** Strictly prohibits bribery and mandates compliance with anti-corruption laws.
- » **Gifts and Entertainment:** Sets clear guidelines to prevent conflicts of interest through gift exchanges.
- » **Corporate Contributions:** Ensures ethical management of community investments.
- » **Insider Trading:** Prevents illegal trading based on insider information.
- » **Whistleblower and Non-retaliation:** Encourages reporting of ethical violations and protects whistleblowers from retaliation.
- » **Recovery of Erroneously Awarded Compensation:** Allows the recovery of incentive-based compensation when based on erroneous financial results (effective October 2023).

In 2023, Stratasys maintained a clean record, with no confirmed incidents of corruption.



We provide our employees with mandatory ethics training so that our team remains well-informed and dedicated to ethical practices. We provided 4,098 hours of ethics training in 2023, averaging 2 hours per employee with 93% completion.



In addition, we conduct an annual compliance campaign to reinforce ethical standards and update employees regarding new policies and procedures. Key components of the campaign include:

- » **Anti-Harassment:** Fostering a respectful and inclusive workplace.
- » **Physical Security:** Protecting our assets and facilities from threats.
- » **Safety Training:** Guaranteeing safe conduct in compliance with Company policies and local regulations.
- » **ISO 14001 Training:** Providing education on our environmental management requirements and certification at relevant locations.

Through these initiatives, Stratasys continues to uphold our promise for responsible business conduct and continual improvement, ensuring that our operations and activity reflect our values.



# RESPONSIBLE SUPPLY CHAIN MANAGEMENT AND SOURCING

Our approach to sustainability extends beyond our operations to encompass supplier practices and actions. We leverage our status to promote responsible and ethical sourcing throughout our supplier network so that materials are sourced responsibly and are safe. By addressing the environmental, social, and ethical impacts of our supply chain, we align supplier actions with our sustainability strategy, demonstrating our dedication to responsible procurement practices. It's a journey.

Engaging closely with our suppliers, we cultivate partnerships that prioritize transparency, continuous improvement, and mutual value creation. Our focus on supply chain resilience also ensures that we proactively manage risks, enhance agility, and maintain operational continuity in the face of global and local challenges.



## Maintaining Supply Chain Resilience

Our Global Sourcing Team works with various internal stakeholders to conduct annual comprehensive supplier risk assessments, primarily for tier 1 suppliers, evaluating several factors including financial stability, logistics, and supplied material importance. This rigorous evaluation process results in assigning risk ratings to every supplier within our network.

We implement tailored risk mitigation strategies for large and high-risk suppliers, particularly single-source providers. These proactive measures aim to safeguard supply continuity and mitigate potential disruptions. Strategies may include strategic stockpiling of critical components, supplier diversification efforts to reduce dependency, and the negotiating of long-term contractual agreements for stability and reliability. Low-risk suppliers are also subject to regular performance assessments based on defined metrics to ensure ongoing compliance with our standards and continuous improvement.

**To further strengthen our risk management framework, our Sourcing team heads a quarterly Internal Supplier Risk Assessment Forum. This collaborative platform reassesses supplier risks in light of evolving market conditions and operational dynamics. Forum discussions focus on refining and implementing targeted risk mitigation tactics so we can rapidly respond to emerging challenges and maintain operational resilience.**

Our risk management approach also extends to the sourcing of individual materials. Working closely with relevant business units, our Sourcing team conducts detailed risk assessments for each sourced material. It identifies specific risk factors associated with material sourcing and facilitates the development and implementation of proactive mitigation plans. By proactively managing risks at both the supplier and material level, we enhance our ability to manage our supply chain sustainably and to uphold our pledge for operational excellence and reliability.

## Setting Sustainability Standards for Suppliers

We expect our suppliers to adhere to high environmental, social, ethical, and governance standards that reflect our values. Established in 2022, our [Supplier Code of Conduct](#) outlines 23 key criteria based on applicable laws and Stratasys core values. The criteria address a range of ESG topics such as striving to reduce greenhouse gas emissions and providing a safe and healthy work environment for employees. We also require suppliers to comply with the applicable Waste Electrical and Electronic Equipment (WEEE) Directive set by the European Union.

Our Supplier Code promotes a mutual dedication to shared values and responsible practices. These standards are integrated into our [Purchasing Terms and Conditions](#), reinforcing our expectations for responsible sourcing. New suppliers must acknowledge and agree to the Supplier Code, demonstrating their commitment to our standards. By setting such expectations, we promote responsible management of ESG issues, manage sustainability risks in our supply chain, and enhance risk management processes for our suppliers and for ourselves.

## Key ESG topics in our Supplier Code of Conduct

Environmental	Social	Governance
Strive to improve environmental impact and adhere to environmental laws and regulations	 Work to improve environmental impact and adhere to environmental laws and regulations	Conduct business ethically and refrain from engaging in bribery and other forms of corruption 
Manage and dispose of waste and hazardous waste safely and responsibly 	Protect the basic rights of employees and respect their freedom of association 	Comply with all relevant laws and regulations 
 Reduce carbon footprint and emissions	Prohibit discrimination and harassment  Provide a safe and healthy work environment	 Protect personal and sensitive information and use information responsibly

## Driving Efficiency and Sustainability

We continually work toward improving our supply chain efficiency to achieve cost savings and reduce environmental impact. By optimizing transportation logistics, consolidating shipments, and prioritizing sea freight over air transport, we help minimize our carbon footprint and reduce resource consumption across global operations. This enables us to advance sustainable practices while bolstering operational efficiency and market competitiveness.

## Responsible Sourcing of Conflict Minerals

Although we generally do not directly purchase minerals, we emphasize responsible procurement practices with our suppliers. Our [Conflict Minerals Policy](#) enforces strict adherence to relevant regulations, and prohibits human rights abuses, corruption, and support for non-state armed groups. Compliance with this policy is mandated in our Purchasing Terms and Conditions.

We follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas that requires tin, tantalum, tungsten, and gold suppliers to source responsibly. Using the Responsible Minerals Initiative's Conflict Minerals Reporting Template (CMRT), we monitor and report supplier compliance while ensuring transparency through our annual [Conflict Minerals Report](#).

## Ensuring Chemical Safety and Compliance

Chemicals are a significant component of our sourcing operations, particularly when we produce printing materials such as resins. To mitigate the risks associated with chemical materials, we have stringent safeguards in place. Suppliers must comply with relevant European Union regulations. These include REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment), as well as the US Environmental Protection Agency's Toxic Substances Control Act (TSCA).

Each supplied chemical material must have a Certificate of Analysis (COA) or Certificate of Test (COT) to identify its shipment details and applicable specifications. Additionally, detailed Material Safety Data Sheets (MSDS) that outline necessary safety precautions must be provided. When nonconformities arise, suppliers must submit a corrective action plan within 10 business days that details the root cause, corrective actions, and verification measures. By adhering to these stringent standards, we guarantee safe and responsible chemical management that protects the environment and the health of our employees and customers.





# CYBERSECURITY

Stratasys' comprehensive approach to cybersecurity enables us to remain at the forefront of developments and to stay aligned with our focus on innovation, excellence, and continuous improvement for both the Company and stakeholders.

To this end, our ever-evolving cybersecurity management program adopts and implements best practices to safeguard our systems from potential threats. As an integral part of Stratasys' business continuity strategy, our corporate cyber risk management plan is updated annually to incorporate the latest cybersecurity trends and developments. This plan reflects our commitment to protect digital assets, guarantee privacy, and maintain operational resilience for our customers and ourselves.

Our cybersecurity strategy features a seven-layer defense model to create a foundation for protection against a diverse range of threats.

- 1 **Firewall & Web Security:** Prevents unauthorized access and safeguards our digital perimeter.
- 2 **Network Security:** Protects internal networks from infiltration and malicious activities.
- 3 **Data Protection:** Safeguards the integrity and confidentiality of the Company's and customers' sensitive information.
- 4 **Security Visibility & Awareness:** Keeps our personnel informed and vigilant through continuous monitoring and awareness programs.
- 5 **Threat Intelligence:** Enables us to stay ahead of emerging threats and adapt our protections accordingly.
- 6 **End Point Security:** Secures all devices connected to our network and minimizes vulnerabilities.
- 7 **Code Security:** Prevents vulnerabilities in our software products through secure coding practices and regular code reviews.

## Cybersecurity Governance

Robust governance is at the heart of Stratasys' cybersecurity efforts. Our Board of Directors oversees cybersecurity risk management, receiving regular updates on potential threats and mitigation strategies to ensure it remains a top priority.

The **Incident Response Team (IRT)**, a key component of our governance framework, comprises senior executives including the CIO, CISO, CLO, and representatives from the Operations, Finance, HR, and Communications departments. The team meets as needed to manage and mitigate cyber incidents, and reports its activities and responses to senior management, the CEO and, when relevant, the Board. This includes quarterly CIO reports to the executive management and weekly internal department updates and meetings to discuss cybersecurity projects and incidents.

**Our Incident Response Policy outlines procedures for detecting, assessing, monitoring, and mitigating cyber incidents. It is supported by regular Table Top Exercises (TTXs) to simulate real-time incidents and enhance our response capabilities.**

Our governance framework includes rigorous policies and procedures to which all employees must adhere. Training plays an integral role in our efforts: we provide regular data protection guidance and conduct phishing awareness checks to keep employees vigilant.

Stratasys' approach also goes beyond compliance. We voluntarily adhere to the standards set by leading organizations such as the United States Cybersecurity and Infrastructure Security Agency (CISA). Although we are not obligated to follow their recommendations, we implement their best practices to achieve the highest level of cybersecurity management.

Led by an experienced CIO and CISO, our Management Information Systems (MIS) Department drives implementation of our cybersecurity strategy. We annually set and review specific cybersecurity goals that address the most relevant cyber risks that MIS identifies.



### Our key cybersecurity initiatives include:

- » **ISO 27001 Certification:** Our IT systems have been ISO 27001 certified for seven consecutive years, reflecting adherence to the highest standards of information security management.
- » **Supply Chain Management:** We emphasize third-party risk management (TPRM) by conducting thorough new vendor risk assessments to make sure they meet our stringent cybersecurity standards and safeguard our supply chain.
- » **Employee Training and Compliance:** We enforce strict cybersecurity protocols that help us create a unified and robust defense arrangement against cyber threats. Training includes regular data protection guidance and phishing awareness checks. In 2023, we provided 610 hours of cybersecurity and data privacy training to our employees.
- » **Annual Audits:** We carry out an annual audit so that our systems remain robust and meet our needs.
- » **24/7 Monitoring:** We transitioned to a hybrid, 24/7 cybersecurity monitoring system in 2023, enhancing our ability to detect and respond to real-time threats.

**We did not experience any material data breaches or leaks in 2023, underscoring the effectiveness of our cybersecurity measures.** Our governance, strategy, and implementation efforts reflect our commitment to cybersecurity so that Stratasys remains resilient against evolving threats. By prioritizing comprehensive risk management and continuous improvement, we safeguard our operations and maintain stakeholder trust.

# PRODUCT RELIABILITY, QUALITY, AND SAFETY

Stratasys' Customer First value steers our actions, putting customer satisfaction at the core of our operations. Maintaining the highest standards of product quality and safety is vital to this value and serves as a guiding light across our product life cycle activity. This commitment is part of our business strategy as we focus on creating a culture where quality is a shared responsibility across all departments. We deploy a multidisciplinary approach to quality by promoting collaboration between our developers and risk management teams.

Our mantra is Quality Matters. This means operating according to industry standards, adhering to stringent regulatory compliance, and continuously improving to secure the valued customer relationships on which we pride ourselves. Our proactive approach to quality keeps us at the forefront of innovation and customer satisfaction, and helps us maintain our position as an Additive Manufacturing leader.

## Product Quality Governance

A global team specializing in varied areas of quality management leads our product quality and regulatory affairs. The Enterprise Quality Assurance Team conducts quality audits and management reviews, cultivating a culture of shared responsibility across departments. Senior management is deeply invested in quality management, while our CEO-led Quality Forum addresses product quality and safety developments, challenges, and solutions monthly.



We adhere to rigorous standards, actively adopting voluntary certifications to meet the needs and expectations of our customers. This includes the ISO 9001 certification for quality management and the ISO 13485 certification for quality management of medical devices.

## Quality and Safety Management

Our products are designed and tested according to local regulations and strict internal standards so that they are reliable and safe for customers. They undergo comprehensive quality, health, and safety assessments to ensure adherence to these standards. All relevant products are REACH-compliant to reduce the risks associated with chemicals. **These efforts have led to zero incidents of non-compliant health and safety according based on our regulation disclosures in recent years, including 2023.**

We monitor product performance across their value chain and regions in order to track their proper function, reliability, and safety. We utilize remote monitoring systems to follow and address potential issues proactively, alerting customers in a timely manner to avoid downtime and enable operational continuity. Due to the expansion of our monitoring efforts in 2022, we recorded an increase in product issues and malfunctions. In 2023, meanwhile, there was a slight decrease driven by a focus on quality improvement.

◆ *In the medical sector, we adhere to the stringent quality and safety standards that medical products require. Our extensive process to meet FDA guidelines resulted in our first FDA Class II-cleared medical device certification for the [TrueDent™](#) resin.*

We provide extensive customer support, assigning cases involving safety and quality issues to our R&D and Quality teams for swift investigation and resolution through a streamlined response protocol. Our After-Action Review process enables us to resolve root cause factors and prevent recurrences.



## Quality in the Supply Chain

We collaborate closely with our suppliers so they meet our quality standards. They must provide documentation demonstrating compliance with regulations such as RoHS and REACH. Supplier goods must also have a Certificate of Compliance (CoC) to document their adherence to the required standards. Our [Purchasing Terms and Conditions for Goods and Services](#) detail the requirements to which our suppliers must adhere. Our collaborative initiatives include supplier training and open dialogue, enhancing mutual understanding and advancing quality and safety standards.



# STAKEHOLDER ENGAGEMENT: BUILDING STRONG RELATIONSHIPS FOR SUSTAINABLE SUCCESS

Robust stakeholder engagement is key to our long-term success and sustainable growth. It is a strategic imperative that fosters mutual benefits by helping us understand and respond to evolving stakeholder needs. By actively listening to feedback, we make informed decisions that are aligned with our objectives and stakeholder interests. This two-way communication builds trust, enhances our reputation, drives innovation, and strengthens relationships, contributing to the sustainable growth and success of Stratasys and the communities we serve.

## Customers

Our Customer First core value places customers at the center of everything we do. We are dedicated to delivering proactive and transparent communication, top-notch service, and the support our customers need. We keep customers informed about new developments and product upgrades through regular updates and direct communication. Our commitment to top-notch service ensures prompt and effective assistance. We conduct an annual customer survey to gather feedback and identify areas for improvement. Our newly introduced Customer Experience function enhances overall customer interactions. Our Industrial Customer Advisory Board, comprised of industry-leading customers, enables collaboration and provides insights to align with market needs and expectations such as better material design, higher quality, and greater environmental sustainability.

For more information on how we engage with our customers, see [Delivering on our Customer First Promise](#) chapter.

## Investors and Shareholders

Maintaining investor trust is essential to Stratasys' success. Transparency and regular communication about our performance, strategy, and future prospects. Our Investor Relations website provides comprehensive information, including financial reports and press releases. We hold one-on-one and group meetings, and send regular email updates. Quarterly earnings webcasts offer detailed financial insights, and our participation in investor conferences and non-deal road shows enables us to share Stratasys' vision and profitable growth strategy with current and potential investors.



## Employees

We greatly value Team Stratasys as reflected in our People First approach. We are focused on maintaining an open, inclusive, and engaging work environment. Transparent communication keeps employees well-informed and aligned with the Company's values, culture, and strategy. We use various channels, including newsletters, presentations, emails, quarterly Town Halls, intranet (Stratanet), manager-employee dialogues, site-wide posters, and TV screens, to deliver our messages consistently and to make them accessible. Our annual Employee Engagement survey gauges satisfaction, gathers feedback, and identifies areas for improvement. Regular interactions between managers and employees foster open communication, address concerns, and align individual goals with the Company's objectives.

For more information on how we engage with our employees, see [Employee Engagement](#) chapter.

## Communities

Our promise to make a positive impact extends beyond business operations to the communities in which we operate. We actively collaborate with local NGOs and other organizations to address critical needs and promote sustainable development. By leveraging our technology and expertise, we drive positive change and provide innovative solutions to pressing issues. Our mission, 3D Printing a Better Tomorrow™, underscores our dedication to using 3D Printing technology to improve lives and build stronger, more resilient communities.

For more information on how we engage with our communities, see [Stratasys in the Community: Innovating for Social Impact](#) chapter.

## Suppliers

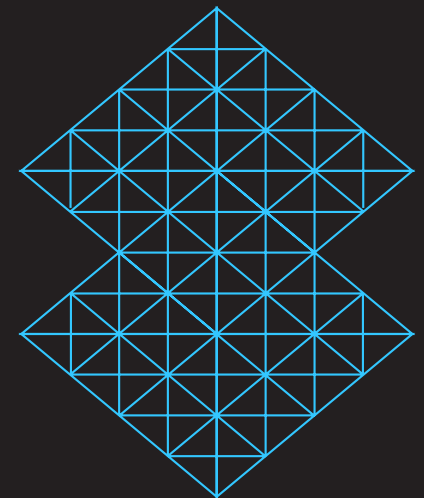
We believe in building strong, transparent, and fair relationships with our suppliers. Our collaborative approach guarantees that we meet our business objectives while supporting supplier growth and success. We are committed to fairness and transparency in all interactions to foster mutual respect and trust.

For more information on how we engage with our suppliers, see [Responsible Supply Chain Management and Sourcing](#) chapter.

## CHAPTER 8

# APPENDIX

- ▶ Data Tables and indices
- ▶ Appendix I: Data Tables
- ▶ Appendix II: GRI Index
- ▶ Appendix III: SASB Index





# APPENDIX I: DATA TABLES

## Environmental Data

### 1.1 Energy

#### 1.1.1 Energy consumption and intensity across measured sites

	Unit	2019	2020	2021	2022	2023
Energy consumed	Gigajoules	144,878	132,520	81,022	140,340	158,696
Energy intensity per f <sup>2</sup> of measured company sites	Gigajoules per thousand f <sup>2</sup>	181.1	165.6	146.1	171.3	153.7

#### 1.1.2 Global energy mix across measured sites

	Unit	2023	
		Amount	Percentage
Electricity from the grid	Gigajoules	92,443	58.2%
Electricity from natural gas-based independent power producers	Gigajoules	39,446	24.9%
Electricity from solar panels	Gigajoules	2,802	1.8%
Natural gas	Gigajoules	15,473	9.8%
LPG	Gigajoules	178	0.1%
Gasoline	Gigajoules	8,261	5.2%
Diesel	Gigajoules	93	0.05%
Ethanol	Gigajoules	-	-
<b>Total</b>	<b>Gigajoules</b>	<b>158,696</b>	<b>100%</b>
Renewable energy	Gigajoules	2,802	1.8%
Non-renewable energy	Gigajoules	155,894	98.2%
<b>Total</b>	<b>Gigajoules</b>	<b>158,696</b>	<b>100%</b>

## 1.2 Emissions

### 1.2.1 GHG emissions and intensity across measured sites

	Unit	2022	2023
Scope 1 GHG emissions	TCO <sub>2</sub> -e	1,316	1,310
Scope 2 GHG emissions	TCO <sub>2</sub> -e	12,186	13,085
<b>Total Scope 1+2 GHG emissions</b>	<b>TCO<sub>2</sub>-e</b>	<b>13,502</b>	<b>14,395</b>
GHG emissions intensity per f <sup>2</sup> of measured company sites	TCO <sub>2</sub> -e per thousand f <sup>2</sup>	16.5	13.9

## 1.3 Water

### 1.3.1 Water consumption across measured sites

	Unit	2021	2022	2023
Water consumed	m <sup>3</sup>	36,596	34,093	42,393
Water intensity per f <sup>2</sup> of measured company sites	m <sup>3</sup> per thousand f <sup>2</sup>	76.0	51.3	45.3

## 1.4 Waste

### 1.4.1 Non-hazardous waste directed to disposal

		2023	
Waste category	Unit	Landfill	Energy from waste
General waste	Metric tons	475.8	4.1
<b>Total</b>	<b>Metric tons</b>	<b>475.8</b>	<b>4.1</b>

### 1.4.2 Non-hazardous waste diverted from disposal

		2023	
Waste category	Unit	Waste recycled	Other treatment method
Mixed recyclables	Metric tons	160.9	
Cardboard and paper	Metric tons	126.3	
Electronics	Metric tons	20.4	
Plastic	Metric tons	11.8	
Wood	Metric tons	12.6	
Glass	Metric tons	0.01	
Metal	Metric tons	1.1	
Construction	Metric tons	0.9	
Food	Metric tons	-	3.1 (composted)
	Metric tons	-	0.4 (donated)
<b>Total</b>	<b>Metric tons</b>	<b>338.6</b>	<b>3.5</b>



## 1.5 Environmental Data Coverage

The availability of environmental data varies between regions and sites. We are constantly working toward expanding the scope of our data collecting and reporting, which is evident in the increased scope of data in 2023 compared to 2022. Notably, all operational sites are covered across the environmental metrics. The table below details the scope of data available in this report, across various environmental metrics.

	Energy and GHG emissions <sup>5</sup>	Water consumption	Waste generation and treatment
Number of covered operational sites (% of total)	6 (100%)	6 (100%)	6 (100%)
Area of covered operational sites (% of total)	433,289 f <sup>2</sup> (100%)	433,289 f <sup>2</sup> (100%)	433,289 f <sup>2</sup> (100%)
Number of covered non-operational sites (% of total)	41 (100%)	11 (27%)	7 (17%)
Area of covered non-operational sites (% of total)	638,272 (100%)	451,033 f <sup>2</sup> (71%)	245,457 f <sup>2</sup> (38%)
<b>Total number of covered sites</b>	<b>47 (100%)</b>	<b>17 (36%)</b>	<b>13 (28%)</b>
<b>Total area of covered sites (% of total)</b>	<b>1,032,375 f<sup>2</sup> (100%)</b>	<b>884,322 f<sup>2</sup> (83%)</b>	<b>678,746 f<sup>2</sup> (63%)</b>

<sup>5</sup> 2023 data was collected from 90% of our global sites (by square footage), with data extrapolation methods applied to the remaining 10%.

## Social Data

### 2.1 Employees<sup>6</sup>

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

	2022			2023		
	Women	Men	Total	Women	Men	Total
<b>By Employment Type</b>						
Full-time	513	1,500	<b>2,013</b>	518	1,430	<b>1,948</b>
Part-time	29	43	<b>72</b>	32	54	<b>86</b>
<b>Total</b>	<b>542</b>	<b>1,543</b>	<b>2,085</b>	<b>550</b>	<b>1,484</b>	<b>2,034</b>
<b>By Employment Contract</b>						
Permanent	531	1,510	<b>2,041</b>	533	1,447	<b>1,980</b>
Temporary	11	33	<b>44</b>	17	37	<b>54</b>
<b>Total</b>	<b>542</b>	<b>1,543</b>	<b>2,085</b>	<b>550</b>	<b>1,484</b>	<b>2,034</b>
<b>By Engagement Type</b>						
Employees	542	1,543	<b>2,085</b>	550	1,484	<b>2,034</b>
Workers who are not employees	97	160	<b>257</b>	84	144	<b>228</b>
<b>Total</b>	<b>639</b>	<b>1,703</b>	<b>2,342</b>	<b>634</b>	<b>1,628</b>	<b>2,262</b>

<sup>6</sup> This figure includes 54 students and temporary employees who are not counted in the employee total reported in the 20-F annual report.

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

	2022					2023				
	Israel	Americas	APJ	EMEA	Total	Israel	Americas	APJ	EMEA	Total
<b>By Employment Type</b>										
Full-time	511	1,090	135	277	<b>2,013</b>	536	922	148	342	<b>1,948</b>
Part-time	45	4	0	23	<b>72</b>	48	5	0	33	<b>86</b>
<b>Total</b>	<b>556</b>	<b>1,094</b>	<b>135</b>	<b>300</b>	<b>2,085</b>	<b>584</b>	<b>927</b>	<b>148</b>	<b>375</b>	<b>2,034</b>
<b>By Employment Contract</b>										
Permanent	518	1,094	133	296	<b>2,041</b>	537	926	146	371	<b>1,980</b>
Temporary	38	0	2	4	<b>44</b>	47	1	2	4	<b>54</b>
<b>Total</b>	<b>556</b>	<b>1,094</b>	<b>135</b>	<b>300</b>	<b>2,085</b>	<b>584</b>	<b>927</b>	<b>148</b>	<b>375</b>	<b>2,034</b>
<b>By Engagement Type</b>										
Employees	566	1,094	135	300	<b>2,085</b>	584	927	148	375	<b>2,034</b>
Workers who are not employees	90	98	34	35	<b>257</b>	124	47	24	33	<b>228</b>
<b>Total</b>	<b>646</b>	<b>1,192</b>	<b>169</b>	<b>335</b>	<b>2,342</b>	<b>708</b>	<b>974</b>	<b>172</b>	<b>408</b>	<b>2,262</b>

### 2.1.3 Total employees and new hires, by gender and age

		2021		2022		2023	
Gender	Age Group	Total Employees	New Hires	Total Employees	New Hires	Total Employees	New Hires
Women	Under Age 30	58	40	58	40	60	27
	Ages 30-50	333	85	333	85	343	72
	Over age 50	151	25	151	25	147	17
	<b>Total</b>	<b>542</b>	<b>150</b>	<b>542</b>	<b>150</b>	<b>550</b>	<b>116</b>
Men	Under Age 30	184	122	184	122	181	72
	Ages 30-50	897	191	897	191	872	161
	Over age 50	462	52	462	52	431	52
	<b>Total</b>	<b>1,530</b>	<b>316</b>	<b>1,543</b>	<b>365</b>	<b>1,484</b>	<b>285</b>
<b>Total (all ages)</b>		<b>2,070</b>	<b>434</b>	<b>2,085</b>	<b>515</b>	<b>2,034</b>	<b>401</b>

### 2.1.4 Total employees, by position and gender

		2022				2023			
Gender	Employees (non-managers)	Managers	Senior Managers and Executives	Total	Employees (non-managers)	Managers	Senior Managers and Executives	Total	
Women	431	101	10	542	431	111	8	550	
Men	1,217	278	48	<b>1,543</b>	1,146	291	47	<b>1,484</b>	
<b>Total</b>	<b>1,648</b>	<b>379</b>	<b>58</b>	<b>2,085</b>	<b>1,577</b>	<b>402</b>	<b>55</b>	<b>2,034</b>	



### 2.1.5 Annual turnover rates<sup>7</sup>

	2021	2022	2023
Involuntary turnover rate	4%	3%	13%
Voluntary turnover rate	14%	15%	10%
Total turnover rate	18%	18%	23%

<sup>7</sup>We witnessed a shift in the turnover mix (involuntary vs. voluntary) in 2023. The overall increase in our turnover rate is primarily driven by restructuring certain operations in the US.

## 2.2 Labor, Compensation and Benefits

### 2.2.1 Employees who took parental leave, by gender

	2021	2022	2023
Male employees who took parental leave	15	34	43
Female employees who took parental leave	20	24	25
Total employees who took parental leave	35	58	68

### 2.2.2 Parental leave retention

	2021	2022	2023
Percentage of Stratasys parents who remained at the company at the end of the year after returning from parental leave	69%	86%	87%

### 2.2.3 Annual compensation increase

	2021	2022	2023
Median percentage increase in annual total compensation for all of the organization's employees (excluding the highest-paid individual)	3.8%	4.2%	4.6%

## 2.2.4 Annual compensation ratio

	2021	2022	2023
Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees <sup>8</sup>	16.09 : 1	15.97 : 1	13.79 : 1

<sup>8</sup> Annual total compensation includes the base salary and the annual target bonus effective as of the end of the year.

## 2.3 Diversity, Equity, and Inclusion

### 2.3.1 Diversity in the Board of Directors

	2022	2023
Female directors	2	1
Male directors	6	7
Percentage of female directors	25%	12.5%

### 2.3.2 Diversity in the Core Leadership Team

	2022	2023
Female executives	2	2
Male executives	7	7
Percentage of female executives	22%	22%

### 2.3.4 Racial diversity - US

	2023						
	White / Caucasian	Black / African American	Hispanic / Latino	Asian	American Indian / Alaska Native	Multiracial	Unknown (not recorded)
Employees (non-managers)	471	45	64	63	4	24	79
Managers	118	2	8	6	1	3	11
Senior Managers and Executives	14	0	1	2	0	0	0
<b>Total</b>	<b>603</b>	<b>47</b>	<b>73</b>	<b>71</b>	<b>5</b>	<b>27</b>	<b>90</b>

## 2.4 Health and Safety

### 2.4.1 Safety Incidents

	2021	2022	2023
Number of recordable work-related injuries	29	18	11

### 2.4.2 Safety Training

	2022	2023
Number of employees and contract workers who underwent general safety training	2,075	1,837
Number of employees and contract workers who underwent specific safety training	224	339
Average number of safety training hours per employee and contract worker	1.0	1.8

## 2.5 Learning and Development

### 2.5.1 Training Hours

	2022	2023
Total hours invested in employee training	38,149	33,713
Average training hours per employee	18.3	16.5
Percentage of employee training hours which were mandatory/regulatory	43%	27%
Percentage of employee training hours which were professional development and soft skills	57%	73%

### 2.5.2 Completion rates of key training programs

	2023	
	Number of employees that completed training	Percentage of total employees
Diversity, Equity and Inclusion	219	10.8%
Health and Safety	1,837	90.3%
Environmental	551	27.1%
Professional development and soft skills	1,457	71.6%

### 2.5.2 Percentage of employees who received performance reviews

This figure is calculated according to employees who underwent an annual performance review. Annual reviews can be conducted until the end of the first quarter (March) of the previous year. The employee performance review rate is based on the number of employees who underwent an annual review divided by the total number of employees at the end of each year.

	2022	2023
Percentage of employees who received performance reviews	92.4%	75.4%



## APPENDIX II: GRI INDEX

This report was compiled in accordance with the GRI Standards for the period of January 1, 2023, to December 31, 2023.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">About Us</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">About This Report</a>
	2-3 Reporting period, frequency and contact point	<a href="#">About This Report</a>
	2-4 Restatements of information	<ul style="list-style-type: none"> <li>» GHG emissions - Data for 2022 were updated in accordance with best practice methodologies to more accurately reflect the Company's carbon footprint.</li> <li>» Diversity, Equity, and Inclusion - Minor adjustments were made to the 2023 DEI KPI figures based on the removal or addition of roles more accurately fit the criteria</li> <li>» Health and Safety - Incident rate (TRIR) data were reassessed and updated for 2021 and 2022.</li> </ul> <p>Additional changes in methodology or scope and amended information are detailed in context where relevant.</p>
	2-5 External assurance	The report was compiled with support from external sustainability experts. Full limited assurance is planned for the future. To calculate our greenhouse gas emissions, we engaged the UK-based consulting firm THG Eco x MyCarbon for comprehensive data collection and analysis for disclosure purposes.
	2-6 Activities, value chain and other business relationships	<a href="#">About Us</a>
	2-7 Employees	<a href="#">Appendix I: Data Tables</a> . These figures include student positions, bringing the total to 2,034 employees, compared to the 1,980 employees reported in our 2023 20-F.
	2-8 Workers who are not employees	<a href="#">Appendix I: Data Tables</a>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	<a href="#">Our Governance Structure</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">20-F Report, Item 6.C. Board Practices</a>
	2-11 Chair of the highest governance body	<a href="#">Our Governance Structure</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Governance</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">Sustainability Governance</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Governance</a>
	2-15 Conflicts of interest	<a href="#">Ethical Work Environment</a>
	2-16 Communication of critical concerns	<a href="#">Ethical Work Environment</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">20-F Report, Item 6.A. Directors and Senior Management</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">20-F Report, Item 6.C. Board Practices</a>
	2-19 Remuneration policies	<a href="#">20-F Report, Item 6.B. Compensation</a>
	2-20 Process to determine remuneration	<a href="#">20-F Report, Item 6.B. Compensation</a>
	2-21 Annual total compensation ratio	<a href="#">Appendix I: Data Tables</a>
	2-22 Statement on sustainable development strategy	<a href="#">Our Sustainability Strategy</a>
	2-23 Policy commitments	<a href="#">Ethical Work Environment</a>
	2-24 Embedding policy commitments	<a href="#">Ethical Work Environment</a>
	2-25 Processes to remediate negative impacts	<a href="#">Ethical Work Environment</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Ethical Work Environment</a>
	2-27 Compliance with laws and regulations	<a href="#">Ethical Work Environment</a>
2-28 Membership associations	<a href="#">About Us - Association Memberships</a>	
2-29 Approach to stakeholder engagement	<a href="#">Stakeholder Engagement: Building Strong Relationships for Sustainable Success</a>	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	<p>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).</p> <p>Our Supplier Code of Conduct also prohibits our suppliers from preventing their workers from associating freely and establishing labor unions.</p>
<b>Material topics</b>		
GRI 3: Material topics 2021	3-1 Process to determine material topics	<a href="#">Sustainability at Stratasys: Materiality</a>
	3-2 List of material topics	<a href="#">Sustainability at Stratasys: Materiality</a>
<b>Indirect economic impacts</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
	203-2 Significant indirect economic impacts	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
<b>Anti-corruption</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Ethical Work Environment</a>
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<a href="#">Ethical Work Environment</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Ethical Work Environment</a>
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Ethical Work Environment</a>

GRI STANDARD	DISCLOSURE	LOCATION
<b>Materials</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Circularity in Our Operations</a>
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Comprehensive global data were unavailable for this report, and we are working toward providing relevant information in future reports.
	301-2 Recycled input materials used	<a href="#">Circularity in Our Operations: Recycling and Returns Programs, Circularity in Our Operations: Certified Pre-Owned Program</a>
	301-3 Reclaimed products and their packaging materials	<a href="#">Circularity in Our Operations: Recycling and Returns Programs, Circularity in Our Operations: Certified Pre-Owned Program</a>
<b>Energy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Transition to Lower-Carbon Operations</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Appendix I: Data Tables</a>
	302-2 Energy consumption outside of the organization	A separate, comprehensive GHG emissions inventory including Scope 3 emissions will be published and available on the Stratasys website.
	302-3 Energy intensity	<a href="#">Appendix I: Data Tables</a>
	302-4 Reduction of energy consumption	<a href="#">Transition to Lower-Carbon Operations</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">Stratasys Technologies: Additive Manufacturing for Production-at-Scale</a>
<b>Water and effluents</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Water Stewardship</a>



GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<a href="#">Water Stewardship</a>
	303-2 Management of water discharge-related impacts	<a href="#">Water Stewardship</a>
	303-3 Water withdrawal	<a href="#">Water Stewardship</a>
	303-4 Water discharge	Comprehensive global data were unavailable for this report, and we are working toward providing relevant information in future reports.
GRI 305: Emissions 2016	303-5 Water consumption	<a href="#">Water Stewardship</a>
	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 not meet minimum reporting thresholds for air emissions.
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	
<b>Spills</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Circularity Across Operations</a> <a href="#">Waste Management</a>
GRI 306: Effluents and Waste 2016	306-3 Significant spills	<a href="#">Circularity Across Operations</a> <a href="#">Waste Management</a>
<b>Waste</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Circularity Across Operations</a> <a href="#">Waste Management</a>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Circularity Across Operations</a> <a href="#">Waste Management</a>
	306-2 Management of significant waste-related impacts	<a href="#">Circularity Across Operations</a> <a href="#">Waste Management</a>
	306-3 Waste generated	<a href="#">Appendix I: Data Tables</a>
	306-4 Waste diverted from disposal	<a href="#">Appendix I: Data Tables</a>
	306-5 Waste directed to disposal	<a href="#">Appendix I: Data Tables</a>

GRI STANDARD	DISCLOSURE	LOCATION
<b>Supplier environmental assessment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Responsible Supply Chain Management and Sourcing</a>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria  308-2 Negative environmental impacts in the supply chain and actions taken	<a href="#">Responsible Supply Chain Management and Sourcing</a>  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 impacts.
<b>Employment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">People First - Employee Compensation, Benefits, and Wellbeing</a>
	401-1 New employee hires and employee turnover	<a href="#">Appendix I: Data Tables</a>
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">People First - Employee Compensation, Benefits, and Wellbeing</a>
	401-3 Parental leave	<a href="#">People First - Employee Compensation, Benefits, and Wellbeing</a>
<b>Labor/management relations</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Employee Engagement</a>
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We adhere to local laws and regulations, providing employees and their representatives minimum notice prior to implementing significant operational changes that could substantially affect them. For example, when we close or divest from a location or terminate 20% or more of its employees in the US, we provide 60 days' notice (WARN act). Elsewhere, we typically give one month's notice in cases of termination, except in cases where longer notice periods are required by local laws; special circumstances or senior positions.

GRI STANDARD	DISCLOSURE	LOCATION
<b>Occupational health and safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Employee Health and Safety</a>
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">Employee Health and Safety</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Employee Health and Safety</a>
	403-3 Occupational health services	<a href="#">Employee Health and Safety</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Employee Health and Safety</a>
	403-5 Worker training on occupational health and safety	<a href="#">Employee Health and Safety</a>
	403-6 Promotion of worker health	<a href="#">Employee Health and Safety; People First - Employee Compensation, Benefits, and Wellbeing</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Employee Health and Safety</a>
	403-8 Workers covered by an occupational health and safety management system	We engage in EHS activities across all our sites. Our occupational health and safety management system covers our regional headquarters, including our global HQ in Israel.
	403-9 Work-related injuries	<a href="#">Employee Health and Safety</a>
	403-10 Work-related ill health	<a href="#">Employee Health and Safety</a>
<b>Training and education</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Employee Development and Growth</a>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<a href="#">Appendix I: Data Tables</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Employee Development and Growth</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">Appendix I: Data Tables</a>

GRI STANDARD	DISCLOSURE	LOCATION
<b>Diversity and equal opportunity</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Diversity, Equity, and Inclusion</a>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	<a href="#">Appendix I: Data Tables</a>  We conduct an annual gender pay assessment of our Israel-based employees in accordance with local regulations. The results are communicated to our employees and appear on our website to promote transparency.
<b>Non-discrimination</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Diversity, Equity, and Inclusion</a>
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were filed with the courts across our regions of activity.  One incident was reported through our internal whistleblower hotline, and one was reported to our HR team.
<b>Freedom of association and collective bargaining</b>		
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).
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	Our Supplier Code of Conduct also prohibits our suppliers from preventing their workers from associating freely and establishing labor unions.



GRI STANDARD	DISCLOSURE	LOCATION
<b>Child labor</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Responsible Supply Chain Management and Sourcing</a>
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Responsible Supply Chain Management and Sourcing</a>
<b>Forced or compulsory labor</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Responsible Supply Chain Management and Sourcing</a>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Responsible Supply Chain Management and Sourcing</a>
<b>Local communities</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
	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
<b>Local communities</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">Stratasys in the Community: Innovating for Social Impact</a>
	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

GRI STANDARD	DISCLOSURE	LOCATION
<b>Supplier social assessment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Responsible Supply Chain Management and Sourcing</a>
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<a href="#">Responsible Supply Chain Management and Sourcing</a>
	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 impacts.
<b>Public policy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Product Reliability, Quality, and Safety</a>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">Product Reliability, Quality, and Safety</a>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Product Reliability, Quality, and Safety</a>
<b>Customer privacy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">Cybersecurity</a>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Cybersecurity</a>

## 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
<b>Product Security</b>	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	<a href="#">Cybersecurity</a>
<b>Employee Diversity &amp; Inclusion</b>	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	<a href="#">Appendix I: Data Tables</a>
<b>Product Lifecycle Management</b>	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 conducted a peer-reviewed Life Cycle Inventory for one of our leading technologies which showed significant environmental advantages compared to traditional manufacturing, including reduced energy consumption. See Stratasys Technologies: Additive Manufacturing for Production-at-Scale.
	Weight of end-of-life products and e-waste recovered; percentage recycled	TC-HW-410a.4	<a href="#">Circularity Across Operations</a>
<b>Supply Chain Management</b>	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

Topic	Metric	Code	Location
<b>Supply Chain Management</b>	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
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	<a href="#">Responsible Supply Chain Management and Sourcing</a>
Activity metric		Code	Location
<b>Number of units produced by product category</b>		TC-HW-000.A	Not disclosed
<b>Area of manufacturing facilities</b>		TC-HW-000.B	230,273 f <sup>2</sup>
<b>Percentage of production from owned facilities</b>		TC-HW-000.C	Not disclosed





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