

3D Systems Corporation
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of 3D Systems Corporation not to discriminate against any employee or applicant for employment because of his or her race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity or national origin or because he or she is an individual with a disability or a disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran or other protected veteran (referred to collectively as "protected veterans"). The Company also provides applicants and employees with equal employment opportunities without regard to pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation. It is also the policy of 3D Systems Corporation to recruit, hire, train and promote into all job classifications, the most qualified persons without regard to race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity, national origin, pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation, or because he or she is an individual with a disability or a protected veteran, and to base all employment decisions only on valid job requirements and administer all personnel actions related to the terms, conditions and privileges of employment in a nondiscriminatory manner. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, and all other terms, conditions, or privileges of employment, at all levels of employment.

In addition, the Company does not discharge, or in any manner discriminate against, any employee or applicant because the employee or applicant inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant, in accordance with applicable law.

Employees and applicants of the Company will not be subject to harassment on the basis of race, color, ethnicity, religion, sex, age, sexual orientation, genetic information, marital status, gender identity, national origin, pregnancy, childbirth, medical needs arising from pregnancy or childbirth, and related medical conditions including, but not limited to, lactation, or because he or she is an individual with a disability or a protected veteran. In addition, Employees and applicants of the Company shall not be subjected to retaliation, including intimidation, threats or coercion because they have objected to discrimination or engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA), or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; (3) Opposing any act or practice made unlawful by Section 503, Section 4212 or any implementing regulations in these parts or any other Federal, State or local law requiring equal opportunity for disabled persons; or (4) Exercising any other right protected by Section 503, Section 4212 or any implementing regulations in these parts.

I and the EVP, Chief People & Culture (P&C) Officer, Phyllis Nordstrom, are fully committed to the principles of Equal Employment Opportunity. To ensure dissemination and implementation of equal employment opportunity throughout all levels of the Company, I have selected Kevin Mullinix, P&C Vice President of People & Engagement located in Rock Hill, SC as our EEO Coordinator, for 3D Systems Corporation. One of the duties of the EEO Coordinator is to establish and maintain an internal audit and reporting system to allow for effective measurement of 3D Systems Corporation's programs.

In furtherance of 3D Systems Corporation's policy regarding Equal Employment Opportunity, 3D Systems Corporation has developed a written Protected Veterans and Individuals with Disabilities Affirmative Action Plan (AAP) which sets forth the policies, practices, and procedures that 3D Systems Corporation is committed to ensure that its policy of nondiscrimination is accomplished. This Affirmative Action Plan (AAP) is available for inspection by any employee or applicant for employment upon request between 8:00 a.m. - 5:00 p.m. at the People & Culture department. Any questions should be directed to Kevin Mullinix, EEO Coordinator, Phyllis Nordstrom, Chief People & Culture Officer, or your supervisor. Kevin Mullinix may be reached at (803) 326-3900.

We request the engagement of all employees in supporting Equal Employment Opportunity.


Dr. Jeffrey Graves
President and Chief Executive Officer
3D Systems Corporation

August 1, 2025