



Environmental, Health and Safety Program

Policy Overview

We are committed to creating a safe, secure, healthy, and injury-free work environment for our employees, contractors, customers, partners, and visitors. Our focus is on reducing significant safety risks and driving a strong safety culture through communication, awareness, and visible leadership within our Environmental, Health and Safety (EH&S) Program. To assist in achieving this commitment, we provide regular safety trainings and necessary safety equipment at all facilities, educating and encouraging our employees to proactively identify and eliminate unsafe actions and conditions. We have specific safety programs in place for those working in potentially high-hazard environments. We monitor injury and illness health and safety metrics across our Company to continually evaluate our safety programs to meet the needs of our teams. See more about our program in our [EHS Policy](#).

Metrics

Indicator	2022	2023	2024
Injury & Illness Total Recordable Rate (1)	.7	.4	1.05
Restricted Duty Rate (2)	.1	.1	.29
Lost Days Rate (3)	.1	.1	.38
First Aid & Near Miss Rate (4)	2.7	3.5	4.6
Fatalities	0	0	0
Contractor Fatalities	0	0	0

Note: Our metrics are based on OSHA (Occupational Safety and Health Administration) requirements, which define a recordable incident (i.e. recordable injury and illness) as 1) any work-related fatality, 2) any work-related injury or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job, 3) any work-related injury or illness requiring medical treatment beyond first aid, or 4) any work-related diagnosed case of cancer, chronic irreversible diseases, fractured or cracked bones or teeth, and punctured eardrums.

(1) Total Recordable Incident Rate is calculated as the number of injuries & illnesses x 200,000/# of hours worked by all employees. In 2024, 3D Systems executed 4,208,998 work hours resulting in an OSHA Recordable TRIR of 1.05 compared to the additive manufacturing industry average of 1.8.

(2) Restricted Duty Rate is calculated as the number of restricted time injuries x 200,000/# of hours worked by all employees.

(3) Lost Days Rate is calculated as the number of lost time injuries x 200,000/# of hours worked by all employees.

(4) First Aid & Near Miss Rate is calculated as the number of first aid and near misses x 200,000/# of hours worked by all employees.