

STRATASYS

GLOBAL WHISTLEBLOWER AND NON-RETALIATION POLICY

Updated January 2026

1. Purpose

Stratasys Ltd., together with its subsidiaries and affiliates (collectively, "Stratasys" or the "Company"), is committed to conducting its business in compliance with applicable laws and in accordance with high standards of ethical conduct.

The purpose of this Policy is to provide a clear framework for the reporting and handling of suspected or actual misconduct, violations of law, the Code of Business Conduct and Ethics, or other Stratasys policies, and to ensure that such reports may be raised without fear of retaliation when made in good faith.

This Policy is intended to:

- Support a culture of integrity and accountability;
- Encourage timely reporting of concerns through appropriate channels;
- Promote consistent and fair handling of reports; and
- Protect **Covered Persons** who raise concerns or participate in investigations in good faith from retaliation.

2. Scope & Applicability

This Policy applies globally to all **Covered Persons**, including:

- Directors, officers, and employees of Stratasys;
- Consultants, contractors, and temporary or contingent workers; and
- Any other individual who, through their relationship with Stratasys, becomes aware of reportable concerns.

This Policy supplements applicable laws and internal policies. Where local law provides greater protection, the stricter standard applies.

3. Key Definitions

Covered Person/s: Means any Stratasys employee, director, officer, contractor, consultant, or third-party intermediary acting for or on behalf of Stratasys, including suppliers, distributors, resellers, and agents, and as further described under Scope & Applicability.

Good Faith Report: A report made honestly and reasonably, without malice, even if the concern ultimately proves to be unfounded.

Retaliation: Any adverse action taken against a Covered Person because they made a Good Faith Report or cooperated with an investigation, including intimidation, harassment, demotion, suspension, termination, or other adverse employment actions.

Compliance Officer: The Chief Legal Officer of Stratasys Ltd., or their designated delegate

4. Policy

1. WHY DO WE HAVE THIS POLICY?

Stratasys is committed to conducting its business in a legal, ethical, and professional manner, and to promoting a culture of integrity, accountability, and compliance with applicable laws and internal policies.

Stratasys relies on its directors, officers, employees, and other Covered Persons to help ensure compliance with applicable laws, regulations, the Code of Business Conduct and Ethics (the "Code"), and Stratasys policies, and to report suspected or known violations through appropriate channels.

strataSYS[®] Stratasys Global Whistleblower and Non-Retaliation Policy

This Policy is intended to encourage the reporting of concerns in good faith, ensure such reports are handled appropriately, and protect Covered Persons from retaliation when they raise concerns or cooperate with investigations.

Specifically, this Policy provides that:

- Under the oversight of the Stratasys Audit Committee, the Company maintains reporting mechanisms enabling employees and, where permitted by law, third parties to report legal or ethical concerns, including accounting, internal controls, auditing, or compliance matters;
- Reports should be submitted in accordance with this Policy;
- Except where prohibited by local law, Covered Persons may submit reports confidentially or anonymously;
- Reports of suspected violations will be assessed and investigated in accordance with applicable laws and internal procedures; and
- Retaliation against individuals who make Good Faith Reports or participate in investigations is strictly prohibited.

2. DOES THIS POLICY PROTECT AGAINST RETALIATION?

Yes. Stratasys does not tolerate retaliation against any Covered Person who, in good faith, reports a suspected or actual violation of law, the Code, or Stratasys policies, or who cooperates with an investigation.

Retaliation includes any adverse action taken because a Covered Person:

- Submitted a report of a suspected violation;
- Participated in or assisted with an investigation; or
- Provided truthful information to regulatory or law enforcement authorities.

3. WHAT SHOULD I DO IF I EXPERIENCE OR OBSERVE RETALIATION?

Any Covered Person who believes they have been subjected to retaliation, or who becomes aware of retaliation against another individual, should promptly report the concern through the reporting channels described in this Policy or the Code.

Examples of prohibited retaliation include intimidation, harassment, adverse changes to employment terms, disciplinary action, or threats

related to a Good Faith Report or participation in an investigation.

4. CONSEQUENCES OF RETALIATION

Any Covered Person who engages in retaliation may be subject to disciplinary action, up to and including termination of employment, and may expose both themselves and the Company to legal liability.

5. CONSEQUENCES OF VIOLATING LAWS OR POLICIES

Violations of applicable laws, regulations, the Code, or Stratasys policies may result in civil or criminal penalties and disciplinary action, up to and including termination of employment.

6. HOW CAN I REPORT A CONCERN OR SEEK GUIDANCE?

Covered Persons may raise concerns or seek guidance through:

- Their manager;
- Any member of the Legal Department;
- The Compliance Officer:
Vered.BenJacob@stratasys.com; and/or
- The Ethics Hotline:
 - Phone: 1-833-359-2501 / 1-757-278-0743
 - Website:
<https://stratasys.gan-compliance.com/report>

The Hotline is available 24/7 and supports local languages.

7. CONFIDENTIALITY AND ANONYMITY

Except where prohibited by local law, reports may be submitted anonymously. Reports will be handled discreetly and confidentially to the extent possible, consistent with the need to conduct an adequate investigation and comply with legal obligations.

8. HOW ARE REPORTS HANDLED?

Reports will be reviewed and investigated, as appropriate, in accordance with applicable laws and internal procedures. Individuals receiving reports should not conduct independent investigations and should promptly escalate the matter to the Legal Department.

9. WHO SHOULD I CONTACT WITH QUESTIONS?

Questions regarding this Policy should be directed to a manager, the Legal Department, or the Compliance Officer.

Make it with Stratasys

January 2026