

Last Updated: **4/28/2023**

The collection of Personal Information is subject to numerous privacy requirements, including but not limited to the California Consumer Privacy Act of 2018, as revised by the California Privacy Rights Act of 2020 (“CPRA”) (together, “CCPA”). This Privacy Notice is adopted, in part, to comply with the CCPA and as such, any terms defined in the CCPA will have the same meaning when used in this notice.

3D Systems and its affiliates (collectively “3D Systems”, “we”, “our”, “us”) respect your privacy and value the relationship we have with our employees. This Privacy Notice applies to all CA employees and contingent workers (full-time, part-time, past and present) (“you”, “your”, “employee”) and describes the types of Personal Information we collect about you, how we use that information and with whom we may share it.

Personal Information We Collect

We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a consumer (i.e. employee) or household. Specifically, we collect the following categories of Personal Information:

Category	Examples	Collected
Identifiers and other defined Personal Information (CCPA Sec. 1798.80 subdivision (e)).	A real name, alias, postal address, telephone number, email address, Social Security number, driver's license number, passport number, state identification card number or other similar identifiers, education, employment history, bank account number, credit card number, or other financial information, medical information, or health insurance information as applicable.	YES
Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information). Not all examples provided above are collected by the Company.	YES
Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	YES
Geolocation data.	Physical location or movements.	YES
Professional or employment-related information.	Current or past job history or performance evaluations.	YES
Non-public education information (per the Family Educational Rights and	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules,	YES

Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	student identification codes, student financial information, or student disciplinary records.	
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Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

Why We Collect Personal Information

We collect Personal Information from prospective and present employees only for legitimate business purposes, including (1) the management and operations of our company, its functions and activities, (2) employee communications, including employee surveys, (3) maintaining a global directory, (4) carrying out obligations under employment contracts and employment, tax and benefits laws, payroll and in connection with other working relationships or arrangements, (5) development and training programs, (6) recruiting and hiring job applicants, (7) assessing qualifications and performance, (8) performing background checks and verifying references, (9) managing employee performance, (10) managing employee compensation, (11) managing the termination of employment process, and (12) other general human resources purposes including complying with our policies and procedures.

Categories of Third Parties With Whom We Share Personal Information

We do not sell or share your Personal Information to third parties. We may, at times, disclose Personal Information we collect to the following categories of third parties for the purposes identified above or with your consent: (1) to our group of companies, affiliates, and related companies in accordance with this Notice, (2) to service providers retained by 3D Systems as agents for the purposes set forth in the paragraph above, (3) to third parties who may provide professional advice (for example, lawyers, bankers, accountants), (4) where required pursuant to an applicable law, governmental or judicial order, law or regulation, or to protect the rights or property of 3D Systems, (5) where authorized in writing by the employee, and (6) where the employee voluntarily provides Personal Information and the context makes it clear that such information will be provided to a third party. We will not collect additional categories of Personal Information or use Personal Information we collected for materially different, unrelated, or incompatible purposes without providing applicable notice.

Your Privacy Rights

Pursuant to the California Consumer Privacy Act of 2018 sections 1798.100 et seq. ("CCPA") and the California Privacy Rights Act of 2020 ("CPRA"), California residents have certain additional rights in relation to their Personal Information, subject to certain exceptions. For example, you may have the right—subject to exceptions and other applicable law—to:

- **Transparency.** If we collect Personal Information subject to the above listed laws we have a responsibility to provide you with notice regarding the categories of Personal Information to be collected, the purposes for which the categories of Personal Information are collected or used, whether that information is sold or shared, and the length of time we intend to retain each category of Personal Information, or if that is not possible, the criteria used to determine that period, among other information.
- **Access** the categories and specific pieces of Personal Information we have collected about you, the categories of sources from which the Personal Information is collected, the business purpose for collecting the Personal Information, and the categories of third parties with whom we share Personal Information. Employee files are the property of 3D Systems; however, each employee will be permitted to have access to his or her records. The records may be reviewed upon submitting a verifiable consumer request.
- **Limit** the use and disclosure of Sensitive Personal information.
- **Correct** inaccurate or obsolete Personal Information that we may maintain.
- **Delete** the Personal Information under certain circumstances.
- **Opt-out** of the sale or sharing of Personal Information. We do not sell or share your Personal Information, and therefore does not provide this right.

We will not discriminate against you on the basis of your exercising any of your rights afforded by the CCPA and CPRA, which is further in accordance with California residents' rights under the law.

To request access to your Personal Information, or correct or delete your Personal Information, you may contact us through any of the following methods:

- via email at compliance@3dsystems.com; or
- via phone at (833) 880-0002; or
- Writing us at:

3D Systems Corporation
Attn: Ethics & Compliance
333 Three D Systems Circle
Rock Hill, SC 29730

Please specify in your request what Personal Information you would like to access, correct or delete.

We will first acknowledge receipt of your request within 10 business days after receipt of your request. We will provide a substantive response to your request within 45 calendar days after its receipt. If we require more time (up to 90 days or the permitted timeframe), we will inform you of the reason and extension period in writing.

Only you or an authorized agent (as described below) may make a verifiable consumer request related to your Personal Information.

- **How to Authorize an Agent.** You may designate an authorized agent to submit your verified consumer request on your behalf, only if the authorized agent has your written permission to do so and you have taken steps to verify your identity directly with us.

- **How We Verify Your Request.** To respond to your request we must verify your identity or the authority of your authorized agent. We will only use the Personal Information provided to us in that context to verify your identity or the authority of your authorized agent to make the request. Making a verifiable consumer request does not require you to create an account with us. To allow us to verify your request, we will require that you provide at least two pieces of Personal Information, including your email address and phone number, that we already have in our possession. We will verify your consumer request by comparing the information you provide to information already in our possession, and take additional steps to minimize the risk of fraud.

Retention

Unless otherwise stated, we retain Personal Information and other information you provide or otherwise make available to us, to fulfill the purposes described above. We use the following criteria to determine how long to retain Personal Information:

- Our relationship with you, including the status of your relationship with us;
- Your requests to us regarding your information, or our products or services;
- Any legal obligations to retain the data, including those arising from legal requirements in applicable labor and employment laws, or for our own legal purposes (such as enforcing our agreements or litigation); and
- Technical considerations and feasibility, and level of protections in place for your Personal Information.

Other Interactions With Us

We may collect information about you that is unrelated to your employment with us, if you interact with us outside of the employment context or if you visit our website. More information about our privacy practices in those contexts can be found in our [Privacy Policy](#).

Changes to Our Privacy Notice

We reserve the right to amend this Privacy Notice at our discretion and at any time. When we make changes to this privacy notice, we will notify employees by email.

Contact

For questions or concerns about this policy, our practices, or if you need to access the policy in an alternative format due to disability, please contact the Ethics & Compliance team at compliance@3dsystems.com or via phone at (833) 880-0002.