

**Gender Pay Report 2024/2025**

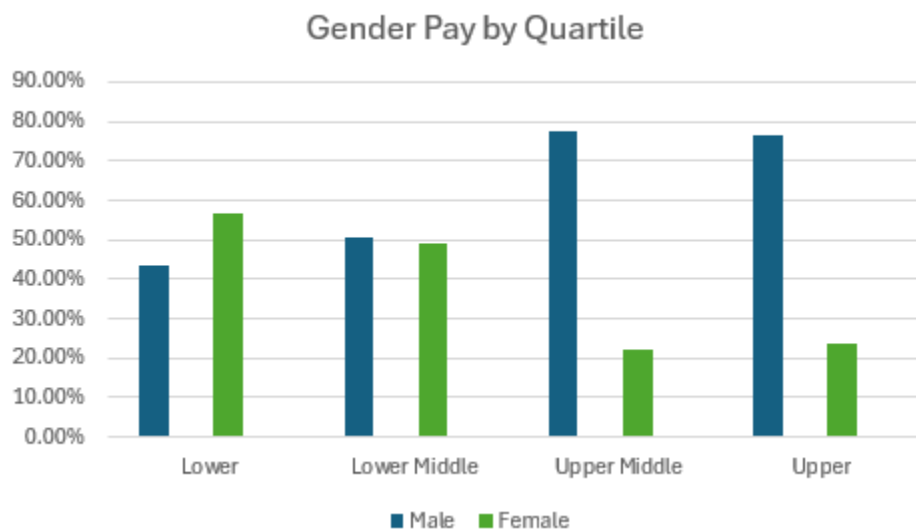
Protolabs are the market leader for rapid prototyping and the world’s fastest manufacturer of custom prototypes and on-demand production parts. As a digital manufacturer Protolabs is highly relying on a motivated and constantly developing workforce which is supported by a broad benefits and bonus scheme as well as offering career progression and training and development opportunities.

The below table shows our mean and median gender pay gap report, as of 5 April 2024.

	Mean Hourly Pay	Median Hourly pay
<b>Female</b>	<b>£16.55</b>	<b>£14.37</b>
<b>Male</b>	<b>£20.43</b>	<b>£17.27</b>
<b>Pay Gap</b>	<b>19.0%</b>	<b>16.8%</b>

Whilst the mean between male and female employees (19%) is sizeable, the demographics of our employees and the industry that we operate in need to be taken into consideration. This is due to more men being in more senior and higher paid positions.

Whilst we see more parity with a 44/56 split in the lower quartile (Shop floor level), the gap increases to 76/24 in the Upper quartile (Director level).



Likewise, our bonus gap follows the same logic, as men tend to fill the more senior positions, whereas women are more likely to take advantage of our part time positions throughout the business.

	<b>Mean Gender Bonus Gap</b>	<b>Median Gender Bonus Gap</b>
<b>Female</b>	£2,451.39	£602.53
<b>Male</b>	£3,132.16	£607.34
<b>Pay Gap</b>	21.73%	0.01%

Percentage of men who received bonus pay is 94.3% whereas that figure increases to 96.4% for women.

Each year we participate in and conduct market research on job matching and apply competitive compensation to our roles based on that market research.

We are confident that men and women are paid equally and receive an equal bonus for doing the equivalent jobs.

At Protolabs, we work on a 'pay for performance' principle, which means that employees are rewarded for going above and beyond and their contribution to the success to the business. This process is reviewed on an annual basis to ensure that it maintains a fair and transparent mode of reward.

**Martyn Heard, Financial Director - EMEA**