

Gender Pay Report 2023/2024

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.

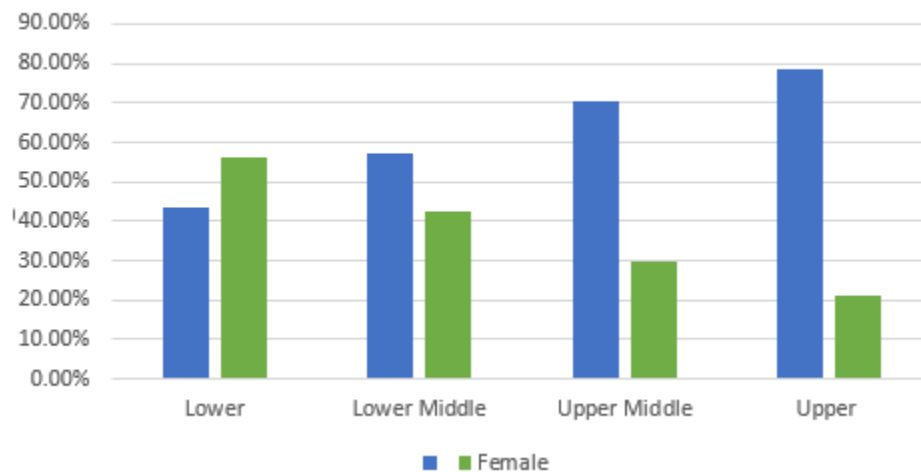
The below table shows our mean and median gender pay gap report, as of 5 April 2023.

	Mean Hourly Pay	Median Hourly pay
Female	£15.32	£13.68
Male	£18.48	£15.69
Pay Gap	17.1%	12.8%

Whilst the mean between male and female employees (17.1%) 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 78/22 in the Upper quartile (Director level).

Gender Pay by Quartile



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.

	Mean Gender Bonus Gap	Median Bonus Gap
Female	£1,904.39	£364.98
Male	£2,157.77	£499.72
Pay Gap	11.74%	26.96%

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.

Bjoern Klaas, EMEA Vice President & Managing Director