

Gender Pay Report

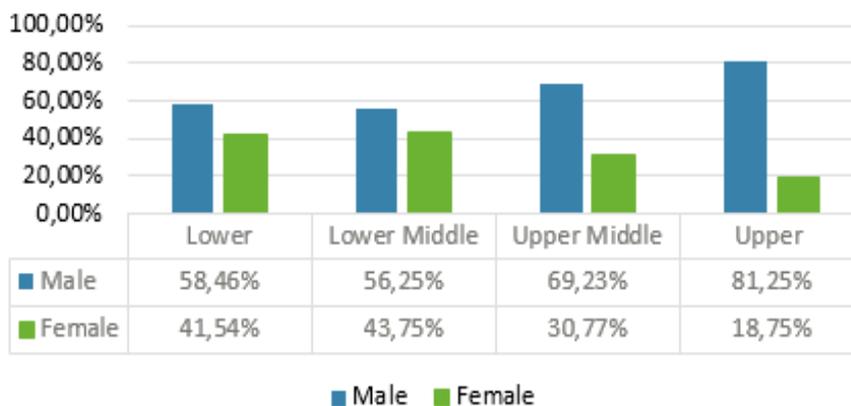
The below table shows our mean and median gender pay gap, as it was at snapshot date: 5 April 2017. While the mean of 16.6% difference in male and female earnings is sizeable, it needs to be considered in light of the demographics of our employee population at Protolabs.

Gender pay gap data	Difference in male and female earnings
Mean Gender Pay Gap	18.9%
Median Gender Pay Gap	16.6%
Mean Bonus Pay Gap	83%
Median Bonus Pay Gap	10.5%

Our investigation of gender pay gap highlights the fact that there are more men in senior higher-paid roles. When we compare pay based on like-for-like comparison, i.e. adjusting for rank, tenure and performance, the difference in pay reduces and we see parity in pay.

To illustrate the gender distribution in different levels of the hierarchy please see the following data.

Proportion of males and females in each quartile pay band:

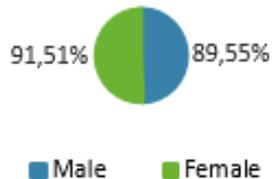


While having a 60% male and 40% female ratio in the lower pay bands, we see 80% males and 20% females in the upper levels (director level and upwards).

Our bonus gap follows the same logic, i.e. that there are more men in senior roles and secondly the number of part time opportunities across our business, which are mainly filled by women.

When looking at the employees receiving a bonus, female employees outweigh the male employees in terms of percentage receiving a bonus.

Percentage of male and female employees receiving a bonus:



At Protolabs we are confident that men and women are paid equally for doing equivalent jobs across our business and Protolabs follows a 'pay for performance' principle where total compensation reflects the employee's contribution to our target achievements.

We continue to address gaps and we ensure that our policies and practices are fair and balanced and unbiased by gender, religion sexual orientation, marital status, age, race, ethnic or national origins or other non-performance related parameters. Our measures to address this fairness include actively reviewing decisions around our annual performance, pay and bonus round.

As a market leader for rapid prototyping and as the world's fastest manufacturer of custom prototypes and on-demand production parts, our roots in the metal cutting industry are strong. This manufacturing orientation results in the evident gender distribution towards a higher share of male employees.

We confirm that the data presented is accurate.

Bjoern Klaas
Vice President and Managing Director, Protolabs EMEA