Protolabs Modern Slavery Statement

Purpose

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and the **California Transparency in Supply Chains Act of 2010 (SB 657)**. It sets out the steps taken during the financial year ending 31 December 2026 to prevent modern slavery and human trafficking in the business and supply chains of Proto Labs, Inc. and its applicable subsidiaries, including Protolabs Europe B.V., Proto Labs Limited, Proto Labs Euro Services Ltd., and Proto Labs Germany GmbH (together, Protolabs for the purposes of this statement). Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking. Protolabs has a zero-tolerance approach to modern slavery and is committed to acting ethically, with integrity, and with transparency in all business dealings and relationships.

Our Business and Supply Chains

Protolabs Europe is part of the Protolabs group which provides digital manufacturing services, including injection moulding, CNC machining and 3D printing, together with associated support and supply chain activities.

This statement applies to the following entities:

- Protolabs, Inc.
- Protolabs Europe B.V.
- Proto Labs Limited
- Proto Labs Euro Services Ltd.
- Proto Labs Germany GmbH

Our operations and supply chains include the sourcing of raw materials, manufacturing-related goods and services, IT hardware and software, telecommunications, office equipment and supplies, utilities, logistics, travel and training services. Our supply chain also includes our network of vetted manufacturing partners located across the globe, which supports the delivery of manufacturing services to our customers. We recognise that modern slavery risks can arise both in our own operations and in our supply chains, particularly in relation to outsourced production, raw materials, electronics, logistics and services involving lower-paid or temporary labour.

Our Policies
We operate a number of internal policies, standards and processes to help ensure that our business is conducted in an ethical and transparent manner and to reduce the risk of modern slavery and human trafficking within our operations and supply chains. These include the following:

1. Modern Slavery Statement and related governance

This statement sets out Protolabs commitment to preventing modern slavery and human trafficking in our business and supply chains. It also supports our expectations of suppliers, manufacturing partners and other third parties with whom we do business. We review our approach periodically to ensure it remains appropriate to the nature and scale of our operations and supply chain.

2. Supplier due diligence and self-assessment processes

Modern slavery considerations form a core part of our supplier due diligence activities. To evaluate, verify, and address the risks of human trafficking and slavery inherent in our product supply chains, we utilize the industry-standard Slavery & Trafficking Risk Template (STRT) managed by the Social Responsibility Alliance (SRA). As part of our mandatory onboarding and review processes, suppliers are required to complete these self-assessment questionnaires to provide operational data relevant to labor standards, ethical conduct, and legal compliance. This verification process is conducted internally by our supply chain compliance management. Based on the risk profiles and STRT scores generated, we identify high-risk nodes within our supply chain and determine the necessity of supplier audits. When triggered, these audits are conducted to evaluate supplier compliance with our anti-slavery standards, and are typically scheduled as announced site visits conducted by internal management teams or designated representatives.

3. Supplier Code of Conduct and business ethics expectations

Our Code of Conduct and related ethics principles reflect our commitment to acting ethically and with integrity in all of our business relationships. We expect suppliers and manufacturing partners to uphold comparable standards, including compliance with applicable laws relating to labor, employment, working conditions, and human rights. To ensure compliance, we require our direct suppliers to certify that the materials incorporated into our products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business. These expectations are strictly reinforced through our standard contractual arrangements, mandatory supplier onboarding requirements, and ongoing commercial engagement.

4. Recruitment and employment practices

We operate recruitment and employment practices designed to support fair treatment, equal opportunity and compliance with applicable employment laws. This includes carrying out appropriate right-to-work and eligibility checks where required, and taking steps intended to safeguard against human trafficking, forced labour or individuals being made to work against their will. We are committed to ensuring that employees are compensated in accordance with applicable wage legislation, including National Minimum Wage and National Living Wage requirements where relevant.

5. Whistleblowing Policy

We operate a whistleblowing policy so that employees understand they can raise concerns regarding how colleagues are being treated, or about practices within our business or

supply chain, without fear of retaliation or reprisal. We encourage a culture of openness and accountability so that concerns can be reported and addressed appropriately.

6. Ethics and Business Conduct
   Protolabs is committed to maintaining high ethical standards in the conduct of its business and in its relationships with employees, customers, suppliers and manufacturing partners. Our Ethics and Business Conduct framework explains the standards expected across the organisation and includes access to an ethics hotline and other reporting channels through which concerns may be raised confidentially.

7. Conflict minerals and responsible sourcing measures
   As part of our broader responsible sourcing approach, certain suppliers may be required to comply with applicable conflict minerals reporting requirements, including obligations relating to Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act where relevant. While this is distinct from modern slavery compliance, it forms part of our wider supplier governance and transparency expectations.

Our Suppliers and Manufacturing Partners

To help ensure that our suppliers and manufacturing partners operate with high ethical standards, we may ask them to provide information regarding their labour practices, compliance controls and, where relevant, their own modern slavery statements or equivalent policies. Depending on the risk profile of the supplier or manufacturing partner, we may also seek confirmation that workers are compensated in accordance with applicable wage and labour laws in the relevant country of operation.

Our supply chain includes a broad range of third parties, including suppliers of raw materials, indirect goods and services, and our network of vetted manufacturing partners located across the globe. We recognise that some parts of this supply chain may present higher risk than others, depending on factors such as geography, sector, labour model and the nature of the goods or services provided.

Where concerns arise regarding modern slavery, forced labour or human trafficking, we may undertake further review, request additional information, require corrective actions or reassess the business relationship. Serious breaches, refusal to cooperate, or failure to implement appropriate remediation may result in termination of the supplier or partner relationship, subject to contractual rights and applicable legal requirements. Where appropriate, concerns will also be escalated to relevant authorities or other appropriate bodies for review.

Training

Employees whose roles involve contact with suppliers, manufacturing partners or recruitment-related activities receive modern slavery awareness training or guidance. Employees in procurement and buying functions are expected to be aware of our Modern Slavery Statement, our

ethical expectations and the importance of raising concerns where risks are identified. Ethics and Business Conduct information is also communicated to employees as part of onboarding and other internal training and awareness activities. We aim to ensure that relevant employees understand the signs of modern slavery and know what action to take if they suspect it may be taking place within our business or supply chain. Specialized training is designed to help employees identify warning signs of debt bondage, forced labor, or human trafficking, understand the risk metrics generated by our STRT evaluations, and execute the necessary mitigation and escalation strategies to safeguard vulnerable workers within our supply chain.

Our Performance Indicators

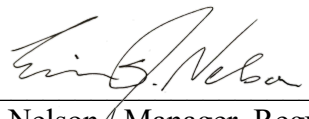
We assess the effectiveness of the steps we are taking to reduce the risk of modern slavery and human trafficking in our business and supply chains through a range of indicators and review activities, which may include:

- utilizing the industry-standard Slavery & Trafficking Risk Template (STRT) managed by the Social Responsibility Alliance (SRA);
- completion of supplier due diligence and self-assessment activities;
- review of higher-risk suppliers or manufacturing partners where appropriate;
- completion of training or awareness activities by relevant employees;
- concerns raised through whistleblowing, ethics or other reporting channels;
- follow-up, remediation or escalation actions taken in response to identified concerns; and
- periodic review of our policies, procedures and supplier governance processes.

We will continue to review and strengthen our approach to identifying, preventing and mitigating modern slavery risks across our business and supply chains.

Approval

This statement was approved by the respective boards on behalf of Proto Labs, Inc., Protolabs Europe B.V., Proto Labs Limited, Proto Labs Euro Services Ltd., and Proto Labs Germany GmbH on 15th of October 2026.



Date: 10/28/2026

Eric Nelson / Manager, Regulatory Compliance ver 10142026