

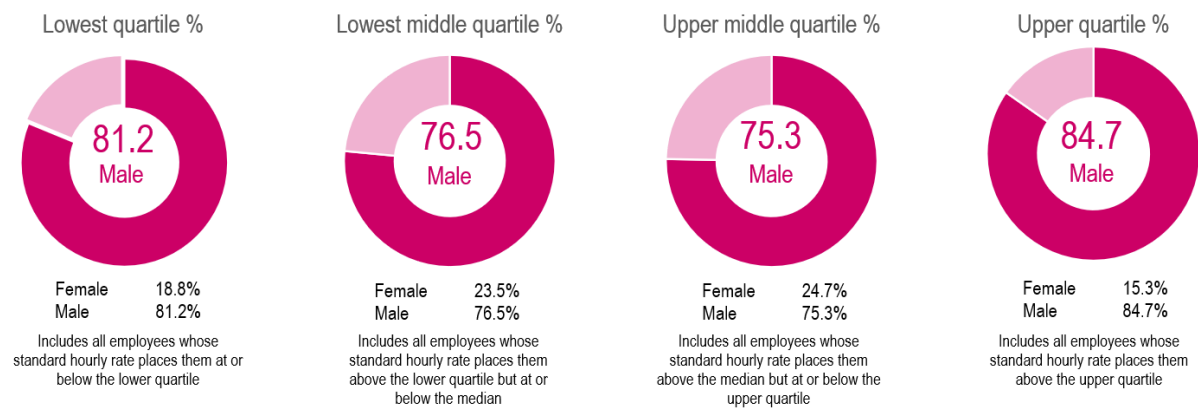
MARCH 2024

Annual Gender Pay Gap Report

This is REHAU's mandatory report for the snapshot date of 5 April 2023:

- The mean gender pay gap for REHAU Ltd. is 22.4%.
- The median gender pay gap for REHAU Ltd. is 4.8%.
- The mean gender bonus gap for REHAU Ltd. is 13.9%.
- The median gender bonus gap for REHAU Ltd. is -1.7%.
- The proportion of male employees in REHAU Ltd. receiving a bonus is 95.5% and the proportion of female employees receiving a bonus is 95.8%.

Pay quartiles by gender



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that the above information is accurate.



Dr. Sergio Fonseca
Director of Human Resources
MARCH 2024