

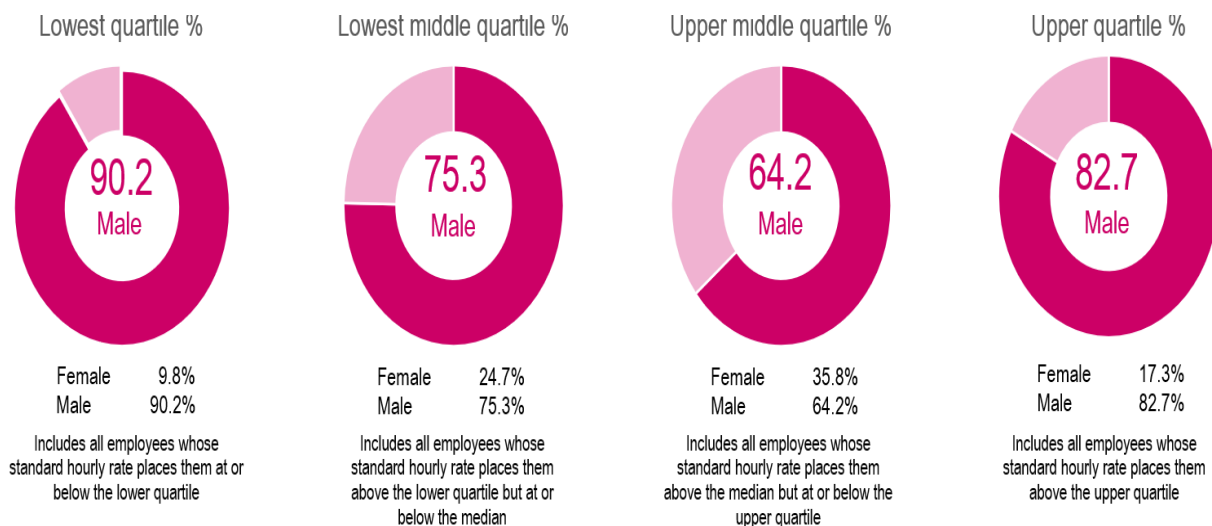
January 2023

Annual Gender Pay Gap Report

This is REHAU's mandatory report for the snapshot date of 5 April 2022:

- The mean gender pay gap for REHAU Ltd. Is 11.7%.
- The median gender pay gap for REHAU Ltd. is -16.8%.
- The mean gender bonus gap for REHAU Ltd. is -37.1%.
- The median gender bonus gap for REHAU Ltd. is -143.4%.
- The proportion of male employees in REHAU Ltd. receiving a bonus is 91.6% and the proportion of female employees receiving a bonus is 68.5%.

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.



Dr. Sergio Fonseca
Director of Human Resources
JANUARY 2023