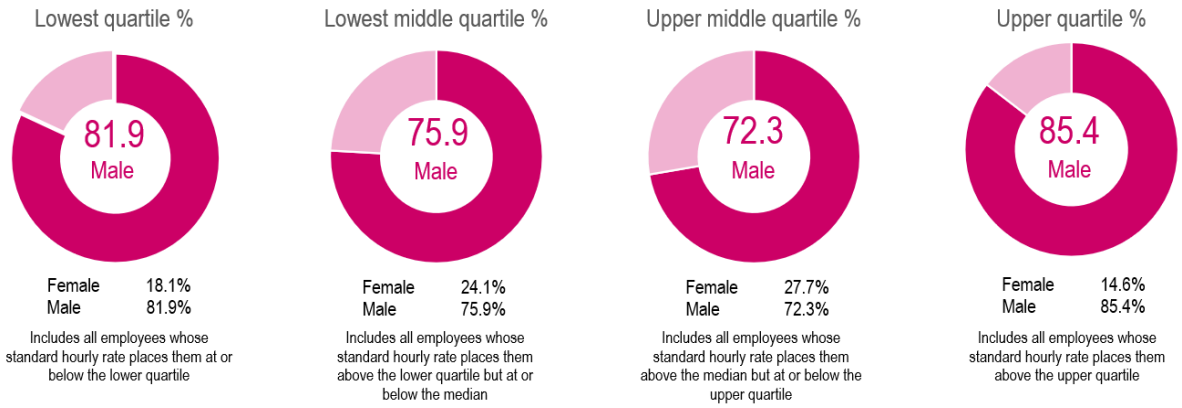
MARCH 2026

Annual Gender Pay Gap Report

This is REHAU's mandatory report for the snapshot date of 5 April 2025:

- The mean gender pay gap for REHAU Ltd. Is 17.1%.
- The median gender pay gap for REHAU Ltd. Is 0.1%.
- The mean gender bonus gap for REHAU Ltd. Is 43.4%.
- The median gender bonus gap for REHAU Ltd. Is 9.3%.
- The proportion of male employees in REHAU Ltd. receiving a bonus is 61.5% and the proportion of female employees receiving a bonus is 46.1%.

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 2026