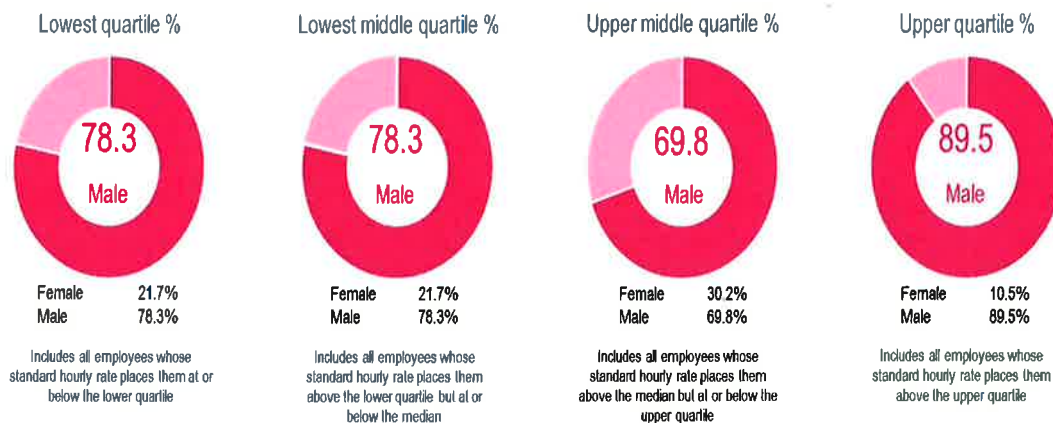


Annual Gender Pay Gap Report

This is REHAU's mandatory report for the snapshot date of 5 April 2018.

- The mean gender pay gap for REHAU Ltd. is -22.6%.
- The median gender pay gap for REHAU Ltd. is 2.4%.
- The mean gender bonus gap for REHAU Ltd. is 18.7%.
- The median gender bonus gap for REHAU Ltd. is -9.8%.
- The proportion of male employees in REHAU Ltd. receiving a bonus is 82.8% and the proportion of female employees receiving a bonus is 82.8%.

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 information in this statement is accurate and meets the requirements of the Regulations. We have followed advice on our methodology and data, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Sergio Fonseca
Director of Human Resources
29 March 2019