

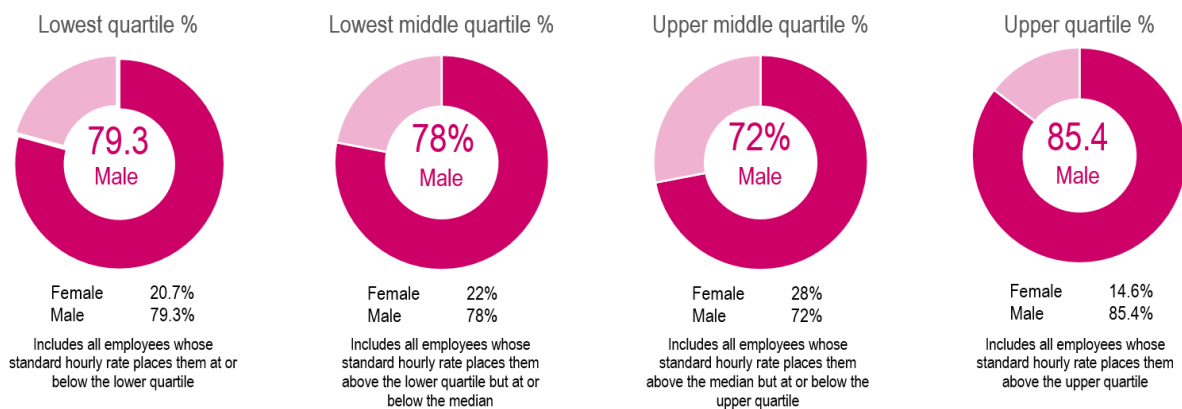
MARCH 2025

Annual Gender Pay Gap Report

This is REHAU's mandatory report for the snapshot date of 5 April 2024:

- The mean gender pay gap for REHAU Ltd. Is 21%.
- The median gender pay gap for REHAU Ltd. Is -0.1%.
- The mean gender bonus gap for REHAU Ltd. Is 32.6%.
- The median gender bonus gap for REHAU Ltd. Is -86.7%.
- The proportion of male employees in REHAU Ltd. receiving a bonus is 92.2% and the proportion of female employees receiving a bonus is 70.4%.

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 2025