

Magna International Holding (UK) Limited

Gender Pay Gap Report

Gender Pay Gap – The results reported April 2026

Magna International Holding (UK) Ltd is an Automotive Supplier and made up of the Group Office and Cosma Casting UK specialising in high pressure die-casting that design and builds medium to large aluminium die-cast automotive components. Our results presented below are based on data as at 5 April 2025. The gender pay gap measures the difference between men's and women's average earnings across our business; it is not a measure of equal pay.

Our workforce at this date, 5 April 2025 comprised 85% male against 15% female. This generally is reflective of the automotive manufacturing sector in which we operate.

This table illustrates the median (middle) and mean (average) gender pay and bonus gap based on hourly rates of pay (male compared to female).

	Median	Mean
Hourly Pay	13.1%	16.9%
Bonus Pay	0%	61.4%

A key driver of the hourly rate differential is that there is a significantly higher proportion of males within executive and technical roles such as Vice Presidents, Director and Senior staff. These roles typically attract higher market rates. All our manufacturing operatives are the same regardless of gender. We continue to promote more flexible working arrangements to support the attraction, retention and progression of female employees into more senior positions.

For the bonus, the indication is that male and female employees receive comparable bonus'. The bonus gap is influenced by the very small number of women in senior, bonus-eligible roles. Bonus entitlement is determined by eligibility criteria set by the scheme rules and not by gender. As representation in senior roles continues to evolve, we expect this gap to reduce over time. Bonus participation is high and consistent across genders. This shows strong and broadly equitable access to bonus schemes.

	Received Bonus	Received No Bonus
Women	95.2%	4.8%
Men	93%	7%

The proportion of men and women in each quartile band

The quartile distribution reflects our male-dominated workforce and highlights the under-representation of women in more senior and higher-paid roles. We are committed to improving gender balance across all the levels of the organization.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	80.0%	80%	90%	91.3%
Female	20.0%	20%	10%	8.7%