

Magna International Holding (UK) Limited

Gender Pay Gap Report

Gender Pay Gap – The results reported April 2023

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 2022. The gender pay gap is a measure of the difference between men's and women's average earnings across our business; it is not a measure of equal pay.

Our headcount split at 5 April 2022 was 82.0% male against 18.0% female. This generally is reflective of the industry 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	43.1%	28.4%
Bonus Pay	97.7%	39.8%

A key reason for the hourly rate differential is that there is a significantly higher proportion of males within the higher paid executive and technical roles such as Vice Presidents, Directors, Senior Managers and Senior staff within the Group Office. These roles attract a higher market hourly rate than less skilled roles. All our manufacturing operatives are the same regardless of gender. We are actively promoting a more flexible working approach which may in turn attract, retain and encourage female applicants/current employees to train/apply for more senior roles. However, there is an increase overall in female earnings compared to male in their median hourly pay and mean pay.

There is only a very small proportion of women in senior posts, where there is eligibility for a performance related bonus, which is reflected in the large gap on bonus pay. However the qualifying criteria are based on eligibility to the scheme rules as opposed to gender. Therefore we expect this gap is expected to decrease in the long term which it has done in the last 12 months.

	Received Bonus	Received No Bonus
Women	3.6%	96.4%
Men	13.8%	86.2%

The proportion of men and women in each quartile band

This table illustrates the proportion of males and females in each quartile band. The is again indicative of our majority male workforce and females in senior positions.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	70.1%	79.2%	88.3%	90.0%
Female	29.9%	20.8%	11.7%	10.0%

