

Gender Pay Gap Reporting 2023 – Magna International Autolaunch Ireland Limited

Gender Pay Gap - The results reported 2023

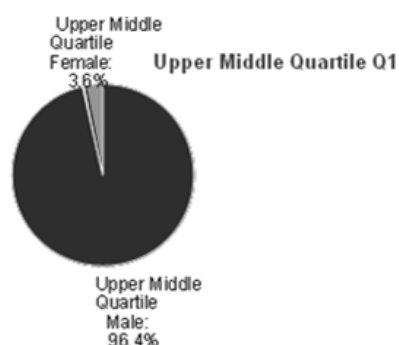
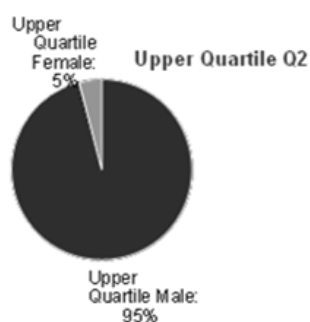
Magna International Autolaunch Ireland Limited is a leading global manufacturer of stamping tools and producer of class A panels for original equipment manufacturing companies in the automotive industry. Our results presented below are based on reporting snapshot period in June 2023. The gender pay gap 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.

Bonus / BIK	%
Bonus Pay Proportion Male:	36.19%
Bonus Pay Proportion Female:	45.45%
BIK Pay Proportion Male:	5.24%
BIK Pay Proportion Female:	4.55%

Our headcount split at that point in time was 94.71% male against 5.29% female. This is reflective of the industry and sector in which we operate. The table below illustrates the median (middle) and mean (average) gender pay and bonus gap based on hourly rates of pay (male compared to female). Due to the high proportion of females in professional roles, bonus is high for female employees.

Pay	Median	Mean
Hourly Pay	4.95%	4.57%
Bonus Pay	-48.61%	-21.83%

Upper Quartile Male:	94.55%	Upper Middle Quartile Male:	96.40%
Upper Quartile Female:	5.45%	Upper Middle Quartile Female:	3.60%



Lower-Middle Quartile Male:	96.36%	Lower Quartile Male:	92.79%
Lower-Middle Quartile Female:	3.64%	Lower Quartile Female:	7.21%

