

Gender Pay Gap Reporting 2025 – Magna International Autolaunch Ireland Limited

Gender Pay Gap - The results reported 2025

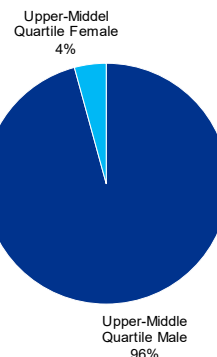
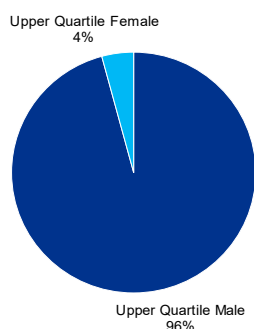
Magna International Autolaunch Ireland Limited is a leading global manufacturer of stamping tools and producer of class A panels for original equipment manufacturing companies in the automotive industry. Our results presented below are based on reporting snapshot period in June 2025. The gender pay gap 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:	45.00%
Bonus Pay Proportion Female:	47.62%
BIK Pay Proportion Male:	4.44%
BIK Pay Proportion Female:	0.00%

Our headcount split at that point in time was 94.49% male against 5.51% 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, the bonus is higher for female employees.

Pay	Median	Mean
Hourly Pay	6.37%	6.92%
Bonus Pay	-10.00%	-17.31%

Upper Quartile Male	95.79%	Upper-Middle Quartile Male	95.70%
Upper Quartile Female	4.21%	Upper-Middle Quartile Female	4.20%



Lower-Middle Quartile Male	91.50%	Lower Quartile Male	94.79%
Lower-Middle Quartile Female	8.40%	Lower Quartile Female	5.21%

