

# Magna International Holding (UK) Limited

## Gender Pay Gap Report

### Gender Pay Gap – The results reported April 2024

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 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.

Our headcount split at 5 April 2023 was 83% male against 17% 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	20.2%	20.5%
Bonus Pay	0%	72.3%

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 has been a year on year increase overall in female earnings compared to male in their median and mean hourly pay and bonus 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. There has been a significant increase in bonus paid to women and men in the last 12 months.

	Received Bonus	Received No Bonus
Women	87.5%	12.5%
Men	90.7%	9.3%

### The proportion of men and women in each quartile band

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	79.3%	72.8%	89.1%	93.4%
Female	20.7%	27.2%	10.9%	6.6%

