

# Magna International Holding (UK) Limited

## Gender Pay Gap Report

### Gender Pay Gap – The results reported April 2025

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 2024. 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 2024 was 85% male against 15% 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	18%	16.8%
Bonus Pay	-100%	95%

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.

For the bonus, the qualifying criteria are based on eligibility to the scheme rules as opposed to gender. There is also a very small proportion of women in senior posts and we expect the gap to decrease overall in the long term.

	Received Bonus	Received No Bonus
Women	18.2%	81.8%
Men	27.4%	72.6%

### 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	80.0%	76.8%	89.5%	92.5%
Female	20.0%	23.2%	10.5%	7.5%

