

Magna Exteriors (Liverpool UK)

Gender Pay Gap Report

Gender Pay Gap – The results reported April 2024

Magna Exteriors (Liverpool) Ltd is a supplier of automotive exterior plastic parts. 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 87.34% male against 12.66% female. This 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 | 16.3% | 15.9% |
| Bonus Pay | 0.0% | 24.5% |

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 Senior Managers and Engineers. 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.

There is only a 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.

| | Received Bonus | Received No Bonus |
|-------|----------------|-------------------|
| Women | 85% | 15% |
| Men | 95% | 5% |

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 | 88% | 87% | 92% | 90% |
| Female | 12% | 13% | 8% | 10% |