

FY 2024 Sustainability Report

March 27, 2025 | Magna International Inc.

Swamy Kotagiri
Chief Executive Officer



Integrating Sustainability and Operational Excellence

Sustainability and operational excellence are intertwined at Magna, driving efficiency, innovation and long-term profitability.

Our sustainability initiatives continue to create competitive advantage by optimizing resources, streamlining processes and advancing innovation. We foster a culture of creativity and accountability that fuels environmental stewardship and superior performance across the organization.

Embedding sustainability into our daily operations and strategy reduces our environmental impact while enhancing business performance. This integration allows us to minimize waste and make more informed decisions, while staying ahead of industry trends.

Ultimately, we are positioned for lasting success while delivering value to our stakeholders and society.

Ahmed Elganzouri
Global Director,
Sustainability and Energy



Building a Firm Foundation

In the past year, I've had the privilege of visiting many of Magna's manufacturing regions. The common thread everywhere is a commitment to efficiency, sustainability, and doing what's best for the community.

In 2024, we set ambitious goals to reduce our environmental impact, enhance responsible sourcing and strengthen our social commitments. We made strides in increasing supply chain transparency, launching innovative pilot programs, and refining our approach to energy efficiency. We continue to build a firm foundation to hit our 2025 100% renewable electricity goal in our European operations and our 2030 science-based targets.

Some of our targets proved more challenging than anticipated, but have provided us with critical insights we are sharing with our partners and supply chain to fine-tune our approach.

We remain committed to operational excellence and embedding sustainability deeper into our business, innovating with purpose, and partnering with stakeholders to accelerate our progress.

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Our Commitment to a Sustainable Future

Magna’s decarbonization targets are built on principles of operational excellence and innovation. As a global leader in the automotive industry, Magna has set ambitious net-zero targets. Magna has approved near- and long-term science-based emission reduction targets with the Science Based Targets Initiative (SBTi), and the SBTi has verified Magna’s net-zero science-based target by 2050.

Magna’s Decarbonization and Energy Targets

Target	Target Year	Status
1-year 5% energy savings in implemented energy projects (From 2022 absolute energy usage)	2023	Achieved
1-year 5% energy intensity reduction (Compared to 2022)	2023	Exceeded
1-Year 10% energy intensity reduction (Stretch goal) (Compared to 2022)	2023	Exceeded
1-year 5% energy savings in implemented energy projects (From 2022 absolute energy usage)	2024	Achieved
2-Year 10% energy intensity reduction (Compared to 2022)	2024	Achieved
Environmental, Social and Governance (ESG) scoring for 90% of supplier spend	2025	On Track
100% renewable electricity in European operations	2025	On Track
5-year 20% energy intensity reduction (Compared to 2022)	2027	On Track
100% renewable electricity in Canadian operations	2028	On Track
100% renewable electricity in global operations	2030	On Track
25% reduction in value chain (Scope 3) emissions from 2021 baseline (Near-term science-based target)	2030	On Track
42% reduction in global operational (Scope 1 & 2) emissions from 2021 baseline (Near-term science-based target)	2030	On Track
Net-zero emissions reduction (90% absolute reduction in Scopes 1, 2 & 3) (Long-term science-based target)	2050	On Track

Our Renewable Electricity Progress

	Where We Are	Year Over Year Progress	Where We Are Going
% of global electricity used that is renewable electricity	23%	+100 bps	~37% Expected by end of 2025
Divisions using renewable electricity	140 (~41%)	+37	>200 (~59%) Expected by end of 2025
Divisions with 100% renewable electricity	90 (~26%)	+15	>165 (~48%) Expected by end of 2025
Divisions with on-site solar generation	36 (~11%)	+18	~20 In progress or currently investigating

Magna GHG Emissions (Scopes 1, 2 & 3)

Topic	ISSB Code	Metric (Metric Tons (t) CO ₂ e)	2024	2023	2022	2021 Baseline	Change from 2021 Baseline ⁽³⁾
Emissions	ISSB S2, 29(a)(i)(1)	Scope 1 Emissions	418,963	424,561	433,636	436,267	↓ 4.0%
	ISSB S2, 29(a)(i)(2)	Scope 2 (Market- Based) Emissions	1,158,866	1,150,656	1,168,803	1,089,730	↑ 6.3%
	ISSB S2, 29(a)(i)(3)	Scope 3 Emissions ⁽¹⁾	Not available ⁽²⁾	57,842,606	56,561,629	58,655,441	↓ 1.4% ⁽⁴⁾

Magna GHG Emissions (Scope 3, by Category)

Topic	Category	2023	2022	2021 Baseline
Scope 3 Emissions by Category (Metric Tons (t) CO ₂ e) ^{(1)/(5)}	Category 1 - Purchased Goods & Services	30,165,695	25,281,422	22,762,020
	Category 2 - Capital Goods	533,363	374,450	372,331
	Category 3 - Fuel- and Energy-Related Activities	319.890	321,287	318,366
	Category 4 - Upstream Transportation & Distribution	959,848	839,782	791,049
	Category 5 - Waste Generated in Operations	318,272	371,767	306,063
	Category 6 - Business Travel	43,955	36,055	26,924
	Category 7 - Employee Commuting	136,815	132,106	132,015
	Category 9 - Downstream Transportation & Distribution	771,287	685,877	910,907
	Category 10 - Processing of Sold Products	759,782	879,317	1,047,424
	Category 11 - Use of Sold Products	23,160,992	26,973,570	31,362,035
	Category 12 - End-of-Life Treatment of Sold Products	585,007	591,251	529,872
	Category 15 - Investments	87,700	74,745	96,435
	Total	57,842,606	56,561,629	58,655,441

(1) Our Scope 3 data is based on completed inventories for the applicable year. Our Scope 3 emissions data includes eleven relevant categories. Scope 3 categories 8, 13 and 14 are not relevant to Magna.

(2) 2024 Scope 3 emissions inventory not available at time of preparation of this Sustainability Report. These emissions will be reported in our annual CDP submission.

(3) We have used a 2021 baseline for our emissions reporting in the tables above, in line with our science-based near-term and net-zero targets.

(4) 2023 Scope 3 emissions compared to 2021 baseline.

(5) Improvements in data collection or changes in methodology used to calculate Scope 3 emissions (e.g., availability of primary data to replace secondary data such as industry averages) can result in fluctuations in Scope 3 inventory.

Non-Climate Metrics

Topic	SASB Code	Metric	Unit of Measure	2024 ⁽¹⁾	Change from 2019 Baseline ⁽²⁾
Energy Management	TR-AP-130a.1	Aggregate amount of energy consumed	Gigajoules (GJ) MegaWatt hours (MWh)	20,243,182 GJ 5,623,106 MWh	↓ 12.1%
		% of energy consumed supplied from electrical grid	Percentage (%)	58.8%	↑ 380 bps
		% of energy consumed that is renewable energy	Percentage (%)	14.0%	—
	—	Energy intensity	MegaWatt hours (MWh) / Sales (USDm)	131 MWh / USDm	↓ 19.1%
		Energy intensity reduction	MegaWatt hours (MWh) / Sales (USDm)	Target: ≥5% p.a. Actual: -0.8% (2024)	—
Waste Management	TR-AP-150a.1	Aggregate amount of waste generated from manufacturing operations	Metric Tons (t)	1,520,274 t	—
		% of waste generated that is hazardous	Percentage (%)	4.0%	—
		% of waste generated that was recycled	Percentage (%)	89.2%	—
	—	% hazardous waste diverted from landfill	Percentage (%)	93.7%	—
		Waste diversion from landfill	Percentage (%)	Target: ≥95% p.a. Actual: 96.1% (2024)	—
Water Management	—	Annual water withdrawals	Megalitres (ML)	6,409 ML	↓ 17.2%
		Water reduction	Percentage (%)	Target: 1.5% p.a.,15% by 2030 (vs. 2019) Actual: 17% (2024)	—
Environmental Management	—	Annual remediation expenses	Reporting Currency (USD)	<\$1.5m	No Material Change
		Aggregate remediation balance for known events	Reporting Currency (USD)	\$20.0m	No Material Change
		Environmental violations > \$10,000 USD	Number	0	—
		Amount paid as a result of such environmental violations	Reporting Currency (USD)	0	—

Topic	SASB Code	Metric	Unit of Measure	2024 ⁽¹⁾	Change from 2019 Baseline ⁽²⁾
Health and Safety	—	Accident frequency rate	1.0 = 1 lost time injury / illness per 100 employees working 40 hours/week, 50 weeks/year	0.47	↓ 54.8%
		Accident severity rate	10.0 = 10 lost work days / 100 employees working 40 hours/week, 50 weeks/year	9.15	↓ 25.9%
Environmental & Health and Safety Certifications	—	ISO 14001 Certified Divisions	Number	281 ⁽³⁾	—
		ISO 50001 Certified Divisions	Number	26 ⁽³⁾	—
		ISO 45001 Certified Divisions	Number	200 ⁽³⁾	—
Competitive Behaviour	TR-AP-520a.1	Total amount of monetary losses incurred as a result of legal proceedings associated with anti-competitive behaviour regulations	Reporting Currency (USD)	NIL	—
Gender Diversity	—	% of employees who are women ⁽⁴⁾	Percentage (%)	29%	—
		% Women in Critical Positions	Percentage (%)	19%	—
		% Women on the Board of Magna	Percentage (%)	42% ⁽⁵⁾	↑ 600 bps

(1) 2024 data with respect to emissions, and water withdrawals have been verified by an independent third-party verification firm. Energy management, waste management, and health and safety data is preliminary.

(2) Items indicated by a dash were not tracked in baseline year. We have used a 2019 baseline for non-climate metrics consistent with our previous sustainability reports.

(3) Percentage of Magna facilities with the applicable certification is: ISO 14001 (~72%), ISO 50001 (~7%), and ISO 45001 (~51%).

(4) Wholly owned operations only.

(5) As of February 14, 2025, the percentage of women on the Board is 38%, following the appointment of Mr. Peter Sklar to our Board on that date.

Introduction



Introduction

At Magna we are committed to making a difference through our products and processes, as well as continuing to demonstrate care and concern for our people and the communities in which they live.



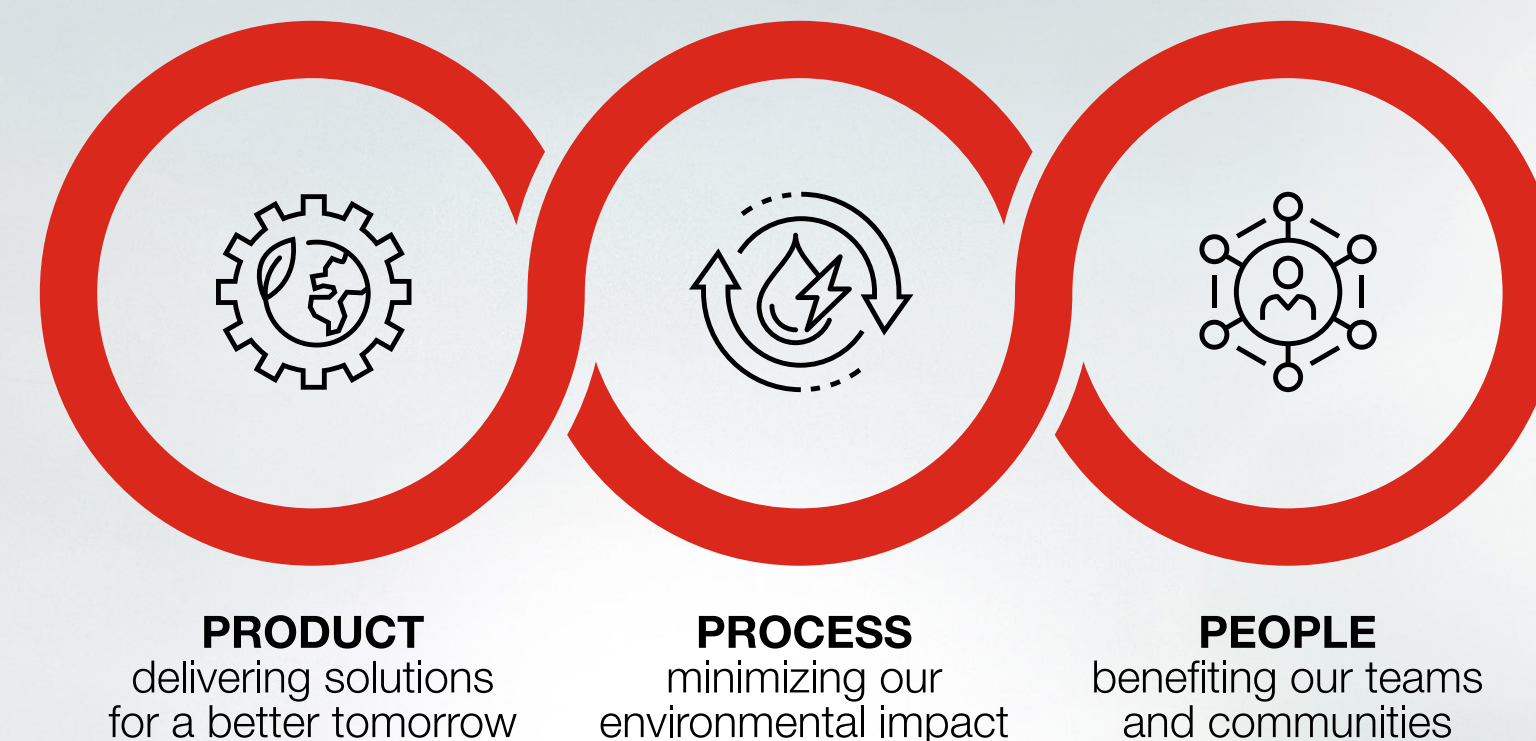
Magna was recognized as one of Canada's Most Responsible Companies for 2025. The Newsweek/Statista award, in its first year, recognized select companies from among Canada's 700 largest private and public companies across 13 industries for their commitment to the climate, social welfare and responsible governance.

Magna's Climate Change Commitment

We recognize the reality of climate change and its impact on the planet. As a result, we are focused on doing the right things today so that our corporate interests do not come at the expense of the viability of life for the generations that follow. Although combating climate change requires a collective global response, Magna is determined to play its part in addressing this existential threat to our planet. In 2024, we received approval by the SBTi of Magna's near-term and net-zero emission reduction targets and the verification by SBTi of Magna's net-zero science-based target by 2050.

The details of Magna's net-zero commitment are outlined in Section 1.4 of this Sustainability Report.

Committed to Making a Difference



Approach to Sustainable Value Creation

Overall, our approach to sustainable value creation involves:

- designing, engineering, manufacturing and delivering innovative product solutions for our customers, which achieve shared goals of reduced weight, lower fuel consumption and reduced carbon emissions;
- optimizing and innovating our manufacturing processes for resource and input efficiency, as well as product quality;
- enhancing the energy efficiency of our plants and transitioning our operations to 100% renewable energy by 2030 to achieve our SBT requirement to reduce Scope 1 and 2 emissions by 42% from a 2021 baseline;
- engaging our supply chain to reduce Scope 3 emissions 25% by 2030 from a 2021 baseline;
- staying focused on our net-zero commitment to reduce Scope 1, 2 and 3 emissions 90% by 2050 from a 2021 baseline;
- treating our employees fairly and looking out for their health, safety and general well-being;
- serving as a good community partner, particularly in the communities in which our employees live and work; and
- enhancing the sustainability of our supply chain with respect to human rights and working conditions through communication, monitoring, and where necessary, corrective action.



This Sustainability Report aims to provide our stakeholders with a better understanding of how we approach the creation of sustainable, long-term value and our management of sustainability-related risks. The report has been structured to align with the International Sustainability Standards Board (ISSB) IFRS S1 and S2 Climate Related Disclosures Standards, the Sustainability Accounting Standards Board's (SASB) Auto Parts accounting standard, where possible; and also includes key disclosures completed in 2024 that are aligned with the European Sustainability Reporting Standard (ESRS). This includes, for the first time, an outline of the results of our ESRS-aligned double materiality assessment, and disclosure of the scenarios utilized to complete qualitative and quantitative climate scenario analysis. While this report may not currently provide stakeholders with all the information sought through the ISSB, SASB, and ESRS frameworks; we continue to evolve and enhance our disclosure as our collection and validation of the applicable data improves. While the ISSB and SASB Auto Parts frameworks primarily address climate-related factors, this Sustainability Report aims to go beyond such items to give stakeholders a better understanding of the broad range of environmental, social and governance initiatives that define our approach to sustainable value creation.

Double Materiality Assessment

In 2024, Magna conducted a comprehensive Double Materiality Assessment (DMA) as part of our commitment to enhancing our sustainability reporting.

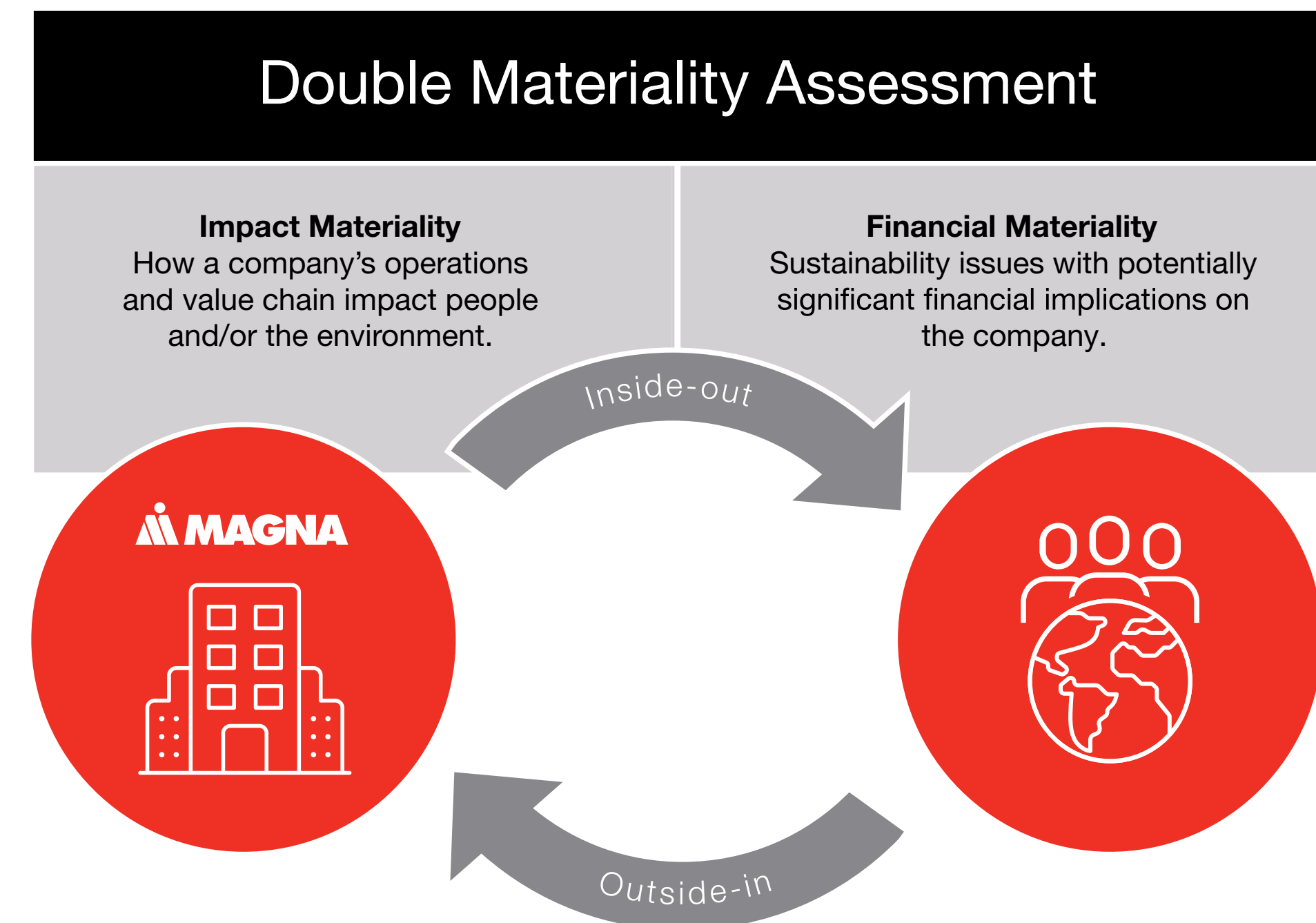
A DMA evaluates how a company's operations and value chain could impact people and the environment (impact materiality) and identifies sustainability issues with potentially significant financial implications for the Company (financial materiality). This process helps identify impacts, risks, and opportunities, and assess their materiality. This assessment goes beyond a climate lens to understand our impact and risks for communities and ecosystems.

Our DMA was led by an internal team in collaboration with a third-party consulting firm. We began by establishing a list of sustainability-related topics to identify impacts, risks, and opportunities. This universe of topics was derived from sustainability matters in the ESRS and other relevant sources including: sustainability frameworks such as the SASB Auto-Parts and SASB Automobile Sustainability Accounting standards, our previous sustainability reports, other Magna disclosure documents, ESG rating frameworks, and industry peer reports. Based on this universe of topics, a comprehensive list of Impact, Risk, and Opportunity (IRO) statements was identified.

These IROs were assessed through a detailed stakeholder engagement process using the following criteria:

- Impact Assessment: Positive and negative impacts were evaluated based on severity (scale, scope, and irremediability) and likelihood.
- Financial Assessment: Risks and opportunities were assessed based on financial size and likelihood.

The DMA identified a list of material topics for the Company.

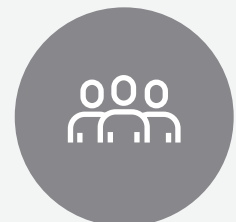


Double Materiality Assessment – Material Topics*



Environment

- Climate change adaptation
- Climate change mitigation
- Energy
- Fuel efficiency
- Water
- Direct impact drivers of biodiversity loss**
- Resource inflows, including resource use
- Resource outflows related to products and services



Social

- Working conditions (own workforce and value chain)
- Equal treatment and opportunities for all (own workforce)
- Other work-related rights (own workforce and value chain)
- Personal safety of consumers and/or end-users



Governance

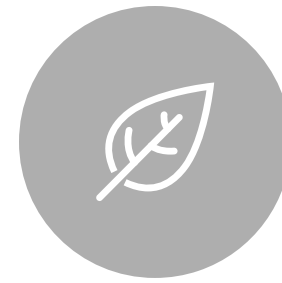
- Corporate culture

Magna's DMA aligns with the E.U.'s Corporate Sustainability Reporting Directive (CSRD) and enhances transparency and accountability in our sustainability reporting. The DMA will also help further focus our sustainability risk management activities and inform relevant strategic priority areas.

We plan to review Magna's material topic listing annually, and formally update our DMA, as needed, with support from key internal and external stakeholders.

* Certain topics, such as cybersecurity and anti-competitive practices, did not meet applicable thresholds under our DMA methodology. Nonetheless, they remain significant priorities for Magna and our activities in these areas are disclosed in this Sustainability Report.

** This category addresses deforestation and phytosanitation.



SUSTAINABILITY SPOTLIGHT

Targeting Energy and Cost Savings

Our idea-sharing sessions from ECO50 and other initiatives spread cost savings strategies throughout Magna, reducing our greenhouse gas emissions and promoting environmental stewardship across all operations.

In 2024, energy-saving initiatives across our 341 divisions reduced megawatt-hour consumption by 5%—equivalent to the annual energy use of 100,000 households—resulting in \$36 million in cost avoidance. This marks the second consecutive year we’ve met this 5% reduction target, thanks to a range of initiatives, including smarter lighting systems and optimized facility shutdown procedures.

Our energy reduction efforts start with a sharp focus on minimizing consumption during non-production hours. Across our divisions, teams conduct “energy walks” and “treasure hunts,” using their eyes, ears, and thermal cameras to uncover wasted energy. This simple yet highly effective practice costs nothing but saves Magna \$150,000 annually.

Data is the backbone of our success—because what isn’t measured can’t be managed. That’s why 95% of our divisions are now part of our energy monitoring program, with tens of thousands of sensors installed on manufacturing equipment to track usage. By leveraging AI for real-time analysis and implementing energy forecasting at the facility level, we are taking a smarter, more proactive approach to energy management.

A key driver of our sustainability efforts is our ECO50 initiative, short for Energy Cost Optimization, a strategic program designed to achieve substantial energy cost savings while reinforcing our commitment to environmental responsibility.

The goal is to realize annual savings of at least \$50 million by the end of 2025 through the implementation of energy efficiency projects. As of early 2025, we completed 1,586 projects, putting us more than 70% toward our ultimate goal.

ECO50 is a critical component of our broader commitment to sustainability, ensuring we hit our 2025 100% electricity goal in our European operations and our 2030 science-based targets.

Sustainability Governance



1.1 Board Oversight

Magna's Board of Directors is the company's highest decision-making body, except to the extent certain rights have been reserved for shareholders under applicable law or Magna's articles of incorporation or by-laws. As such, the Board is responsible for the overall stewardship of the company by: supervising the management of the business and affairs of Magna in accordance with the legal requirements set out in applicable company law (Business Corporations Act (Ontario)), as well as other applicable law; and, jointly with Management, seeking to create long-term shareholder value. The Board operates under a written Board Charter, in addition to applicable law, our articles of incorporation and by-laws. The Board Charter, which has been filed with securities regulatory authorities on SEDAR+ (www.sedarplus.ca), and is available in the Leadership & Governance section of Magna's website (www.magna.com), delineates Board oversight responsibilities including with respect to a number of areas relevant to sustainability such as: corporate culture; corporate governance; strategy; risk; shareholder engagement; and fundamental corporate actions.

The Board takes an integrated and coordinated approach to oversight (including climate-related issues). This includes oversight of:

- the Company's corporate culture, including its commitment to innovation/R&D, as well as its overall approach to corporate governance;
- long-term strategy, including sustainability strategy and near-term business plans;
- fundamental corporate actions, including acquisitions/divestitures and capital allocation;
- major corporate policies;
- enterprise risk management, including sustainability risks;

- our overall system of compensation of Executive Management, rooted in profitability and which drives desired management behaviours that are central to our climate strategy, including operational efficiency.
- material public disclosures (including this Sustainability Report);
- preparedness of the Company to comply with emerging sustainability/ESG related legislation; and
- shareholder engagement, including on sustainability/ESG topics.

Climate-related and other sustainability issues are typically considered by the Board at least annually through the Board's strategic planning process. Typically, Magna's most senior corporate R&D executive identifies and analyses material trends impacting the automotive industry, including automotive and mobility trends arising from climate-related issues. Significant opportunities and risks are then addressed at the annual Board strategy meeting. Guidance, feedback and other outputs from the strategy meeting are incorporated and integrated into Operating Group business plans for the next business planning meeting. Climate and other sustainability issues may also arise before the Board in connection with its oversight of fundamental corporate actions such as review/approval of material acquisitions/divestitures, three-year business plans and capital expenditures. Additionally, the Board annually monitors our progress in reducing our carbon footprint and reviews/approves the company's material public disclosures, such as our Annual Information Form / Annual Report on Form 40-F incorporating this Sustainability Report. The Board also reviews/approves other public disclosures such as our Fighting Against Forced Labour and Child Labour in Supply Chains Report, and reviews the Corporation's progress in preparing for emerging sustainability reporting, most notably the CSRD.

1.1.1 GNSC and TOCC Roles

The Board carries out its duties in part through standing committees composed solely of independent directors. One such committee, the GNSC, supports the Board's oversight of the company's approach to sustainability and climate change issues, including alignment with Magna's overall strategy, stakeholder expectations, regulatory and voluntary frameworks, market norms and best practices. The GNSC assesses Magna's overall approach to reducing its carbon footprint, the effectiveness of our environmental compliance program, the Company's approach to human rights and supply chain due diligence, the continued effectiveness of the climate elements of the Company's ESG program, as well as Magna's actions to identify, monitor and mitigate any material risk exposures relating to such areas. The Board's TOCC also supports the Board's sustainability oversight activities by assessing Magna's approach to certain non-climate elements of sustainability, including its approach to advancing diversity and inclusion in our workplace, and occupational health and safety compliance, as well as Magna's actions to identify, monitor and mitigate any material risk exposures relating to such areas.

Like the Board, each of the GNSC and TOCC maintains a written charter which outlines its specific roles and responsibilities. The GNSC and TOCC Charters have been filed on SEDAR+ and are available in the Leadership & Governance section of Magna's website

(www.magna.com). Matters under the GNSC's responsibility include: corporate governance, sustainability, and other matters. The scope of the GNSC's oversight role with respect to sustainability includes climate-related issues generally, as well as related elements such as environmental management and compliance. As Magna defines "sustainability" in a broad and inclusive manner to include areas that go beyond climate-related issues,

the GNSC's role also extends to matters such as supply chain sustainability. The GNSC periodically reviews Magna's policies, practices and public disclosures relating to sustainability topics, and makes recommendations to the Board regarding such items. During 2024, the GNSC received updates, among other things, on Magna's enterprise risk management program, its evolving sustainability strategy, progress towards achieving its operational decarbonization commitments, Scope 3 decarbonization strategy and activities, ESG regulatory and reporting developments, and its activities in relation to supply chain monitoring, including supplier ESG requirements. The GNSC also reviewed, provided input into, and approved the organization's Sustainability Report and presented its recommendations to the Board regarding the Board's approval of the Sustainability Report. Additionally, the GNSC received reporting relating to the performance of Magna's environmental compliance and management program. The TOCC's responsibilities include: talent management and succession planning, executive and incentive compensation, employee health and safety, and other matters. During 2024, the TOCC received updates on, among other things, Magna's occupational health and safety management program, leadership development and succession planning, its human resources/talent management strategy, and culture and employee engagement.

1.1.2 Other Board Committees

In addition to the GNSC and TOCC, the Board maintains two other standing committees – the Audit Committee and the Technology Committee. While neither of these committees have specific sustainability responsibilities, each may have a role with respect to sustainability risks and opportunities that arise indirectly out of the committee’s primary role and responsibilities.

Magna’s Audit Committee supports the Board through its oversight of financial and audit-related matters, including financial risks and disclosures. To the extent that climate-related or other sustainability risks are or could be financially material, the Audit Committee would be involved through its consideration of the financial statement or other disclosure of the nature and scale of the risk. During 2024, the Audit Committee received updates on, among other things, and Magna’s Ethics and Legal Compliance Program, including administration of our Code of Conduct and Ethics, compliance training initiatives, and activities of the Company’s Compliance Council.

The Technology Committee supports the Board’s oversight duties by advising it on technology trends, related opportunities and risks, R&D and innovation, and technology-focused acquisitions, as well as the alignment between the company’s technology and its strategic priorities. As such, the scope of the Technology Committee’s role includes products and processes that seek to realize opportunities created by climate-related challenges. In this regard, the Technology Committee engaged in “deep dive” reviews of technology trends, opportunities and risks, including large castings technology landscape, integrated systems, powertrain electrification trends, and autonomous mobile robot technology and market. In addition, the Technology Committee reviewed Magna’s R&D/innovation initiatives in relation to Magna’s overall strategy.

1.2 Management

Climate-related issues are part of the CEO's responsibility. As Magna's highest-ranking member of management, the CEO guides and directs Executive Management and Operating Group Presidents with respect to product portfolio and strategic planning, business planning, capital expenditures, innovation/R&D, manufacturing productivity and efficiency, as well as other critical areas, including the setting of, and progress in meeting, Magna's near-term and net-zero commitments.

The CEO is also the highest executive responsible for customer management, shareholder engagement/investor relations, as well as talent management. The criticality of climate sustainability to the future of the automotive industry generally means that climate-related issues are interwoven through all of the foregoing areas of the CEO's responsibilities. At the same time, the importance of making demonstrable progress with climate sustainability goals requires CEO-level engagement and direction to ensure organizational alignment.

To assist our CEO, Magna's Chief Operating Officer functions as an executive "champion" for climate-related and other sustainability matters (the "Sustainability Champion"). The Sustainability Champion reports directly to Magna's CEO on sustainability matters and helps coordinate and align sustainability priorities across the company's Operating Groups. Operating Group management is responsible for development of product strategies to address, industry and other trends, and business opportunities and risks, including those which arise due to climate-related challenges.

We also have a bottom-up sustainability structure (See Magna's Decarbonization Organizational Structure below) with representatives at each of our three main management levels (Divisional, Operating Group and Corporate). Approximately 99% of our manufacturing Divisions have an energy management champion who works with members of our Global Energy Team to identify and implement high-priority energy management projects. The Global Energy Team functions across all of our Divisions and Operating Groups to share energy efficiency/management case studies and best practices. Each Operating Group's day-to-day sustainability activities are coordinated through a Group sustainability "lead". Operating Group

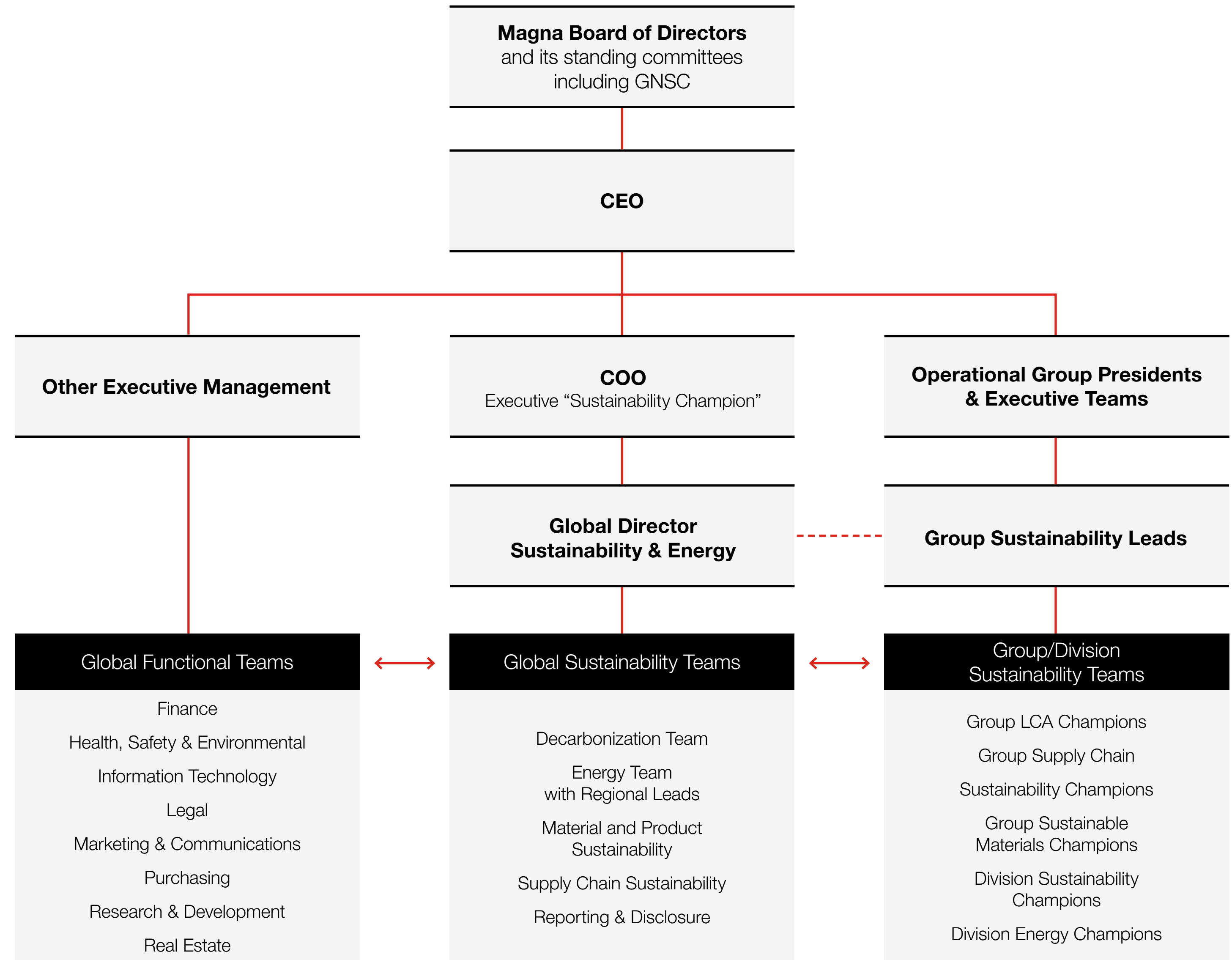
sustainability leads routinely interact with our Global Director, Sustainability & Energy who oversees and tracks key sustainability metrics and KPIs, such as the energy reduction goals, as well as progress towards our near-term and net-zero commitments. The Global Director, who reports to the Sustainability Champion, collaborates with Operating Group sustainability leads and cross-functional corporate leaders, including operational improvement, research and development, environmental, purchasing, legal, finance, and real estate, to develop Magna's long-term sustainability and decarbonization strategy and near-term goals. In connection with our evolving sustainability strategy and our commitment to reaching our near-term and net-zero targets, our energy reduction progress and initiatives are reported to our Sustainability Champion, helping to increase the visibility of these initiatives across our Operating Groups through the Sustainability Champion's regular interaction with Operating Group Presidents.

A number of initiatives intended to help us achieve our near-term and net-zero targets are underway, including energy optimization initiatives at most of our operating Divisions and a phased in transition to renewable electricity globally. We previously launched new initiatives within our Operating Groups focused on Life Cycle Assessments (LCA), Sustainable Materials and Supply Chain Decarbonization.

Each initiative is led by an Operating Group-level champion in their respective subject matter that directly supports the execution of our decarbonization strategy. LCA Champions oversee Operating Group LCA processes and requirements, including understanding frameworks governing LCAs and customer requirements. Sustainable Materials Champions assist in the development of sustainable materials sourcing plans, identify potential sustainable materials relevant to current and future products, identify and oversee participation in sustainable materials certification schemes, and support our purchasing team in communicating with OEM customers and suppliers on relevant sustainable materials topics. Supply Chain Sustainability Champions assist on all ESG related supply chain topics for their Operating Groups and support supplier ESG monitoring and corrective action. They will also oversee Operating Group compliance with our ESG nomination criteria (discussed in Section 4.9.3.3).

Magna's Decarbonization Organizational Structure

Aspects of sustainability beyond climate change concerns are typically managed through a matrix structure in which corporate-wide functions support initiatives implemented or managed by Operating Groups and Divisions. Examples of functional areas managed in this manner include: environmental management and compliance; occupational health and safety; quality and operational improvement; talent management, including diversity and inclusion; ethics and legal compliance; lobbying and political engagement; cybersecurity; data privacy; supply chain management; and materials compliance.



1.3 Key Updates to Our Sustainability Program

In 2024 and to date in 2025, our Sustainability program evolved in a number of ways, including:

Energy Efficiency and Decarbonization

- Achieved approximately \$36m in annual energy cost avoidance through our ECO50 energy reduction projects initiative (discussed in Section 2.3.1).
- Launched a new Global Energy Efficiency Tracker, which enables us to better track targeted initiatives to increase energy efficiency and monitor the implementation of energy efficiency initiatives and technologies at all our facilities.
- Improved our Energy Savings Case Study communication process to more effectively spread our successful energy saving strategies and technologies and drive additional energy saving projects.
- Revised our MAFACT 6.10 Energy Efficiency module to strengthen energy efficiency and energy reduction requirements, as well as promote the use of renewable energy on site, where feasible. We also reworked our MAFACT 6.11 Sustainability module to reinforce newly introduced supply chain sustainability topics, as well as providing tools to support Magna Divisions in developing long term sustainability strategies to reduce Scope 3 emissions. MAFACT is discussed in greater detail in Section 6 of our AIF.
- Launched a pilot project to integrate Artificial Intelligence into infrastructure equipment to increase energy efficiency through intelligent control and optimization.
- Enrolled Magna in a long-term renewables procurement program in Ontario, guaranteeing Magna a supply of renewable electricity and price security for the next 10 years. This arrangement will allow Magna Divisions to achieve 100% renewable electricity in Canada by 2028, two years ahead of Magna's global target.
- Increased engagement with Magna's R&D teams to examine development of more sustainable products and more sustainable processes for Magna Divisions.

Training and Capacity Building

- Rolled out mandatory enhanced compliance training for key functional employees on responsible sourcing and global supply chain laws, covering such issues as child labour, human trafficking, forced labour, and the responsible use of third party labour brokers.
- Developed a carbon literacy webinar series to help educate Magna employees regardless of location or background on carbon emissions. Topics include introduction to carbon emissions and emissions accounting, Scopes 1 and 3 emissions, Scope 1 emission reduction methods, deep dives into Scope 3 categories 1 and 11, and renewable electricity. The webinar series also includes an introduction to the UN SDGs, water usage and risks, and biodiversity.
- Implemented a new training and certification program to train our energy champions in five different modules covering different aspects of energy management.
- Conducted dedicated Scope 3 emissions accounting training for Magna Divisions globally to better understand how Scope 3 emissions are quantified and calculated and strategies for reducing such emissions.
- Developed new tools to track sustainability events, biodiversity projects, circularity & recycling projects and other UN SDG-relevant sustainability projects completed at Magna Divisions to highlight Divisional efforts that extend beyond energy reduction and renewable electricity.

Responsible Supply Chain Initiatives

- Expanded supply chain activities, including launching a new Supplier ESG (S-ESG) pillar in our supplier scorecard process and mandatory Magna Minimum Requirements (MMR) for our suppliers (discussed in Section 4.9.3.3).
- Introduced a Supplier Environmental Performance (S-EP) disclosure program for suppliers using the third party M2030 platform to support our science-based targets. This S-EP program will contribute to our decarbonization activities and enhance our transparency into our supply chain's Scope 3 emissions, as discussed in Section 1.4.5.
- Worked with Suppliers Partnership for the Environment (SP) to launch Transform Auto, a program to support the automotive supply chain procure renewable energy across North America. The program is positioned so it is scalable to additional regions.

Sustainability Reporting

- Completed Magna's first double materiality assessment and climate scenario analysis, as well as currently developing a climate transition plan.
- Published Magna's first Annual Report on Fighting Against Forced Labour and Child Labour in Supply Chains.

1.4 Magna's Net-Zero Commitment

1.4.1 Science-Based Targets

The fight against climate change is leading to major transformation in the mobility sector.

As a global leader within the industry, Magna has set ambitious targets as discussed under Magna's Climate Commitment on page 9.

Magna prides itself on continuous improvement and innovation. For almost 70 years, we have showcased our commitment to design by delivering some of the most sophisticated mobility solutions; and we continue to leverage this ingenuity and entrepreneurial spirit to tackle one of our world's most pressing challenges: climate change. Focus is needed on true decarbonization and elimination of carbon to keep global warming below 1.5 degrees according to the latest Intergovernmental Panel on Climate Change (IPCC) 2023 Climate Change Report. To meet our communities', customers', and stakeholder expectations, Magna has made science-based near-term and 2050 net-zero commitments.

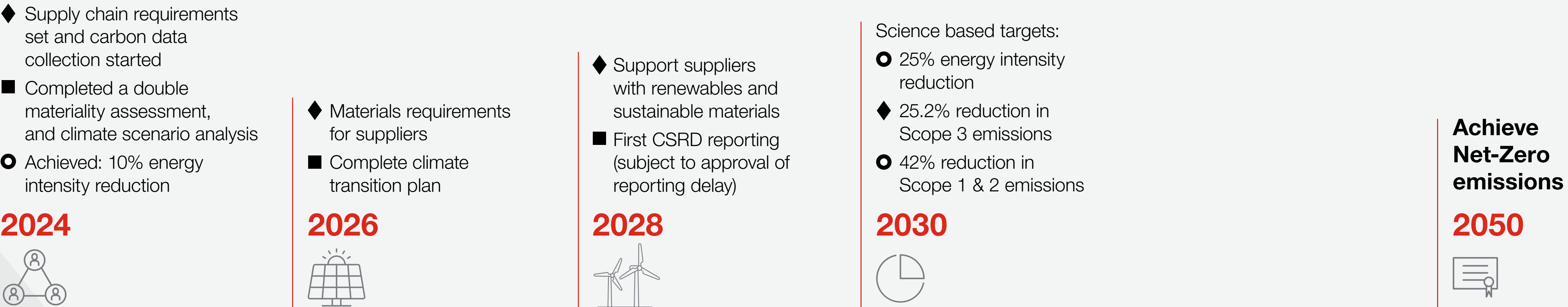
Magna's pursuit of net-zero begins with our near-term commitment of 42% reduction in Scopes 1 and 2 emissions, and 25% reduction in Scope 3 emissions by 2030, each from a 2021 baseline. Our near-term commitments are the launch point towards our net-zero by 2050 commitment which requires 90% reduction in Scope 1, 2 and 3 emissions from a 2021 baseline, as required by the SBTi Net-Zero Standard.

1.4.2 Roadmap for Fulfilling Our Commitment

Achieving net-zero is an ambitious and complex challenge. We have taken the first step to indicate our commitment and outline our net-zero emissions strategy. We have also developed a framework through collaboration with internal and external stakeholders.

By leveraging experts across all Operating Groups and Divisions to identify the most appropriate technical solutions, while monitoring for emerging technologies, we will continue to progress towards our net-zero goal. Our strategy and roadmap will continue to evolve, including through our climate scenario analysis, development of a formal climate transition plan, and our growing LCA activities, as discussed in Section 1.4.3 below.

Magna's Road to Net-Zero



2023

- Received CDP Score: B
- Achieved 10% energy intensity reduction
- Submitted SBTi net-zero targets
- Achieved 22% renewable electricity



2025

- 100% renewable electricity in Europe
- ◆ Value chain emissions - Roll out S-ESG Scorecard
- Goal: 222,000 MWh of energy saving projects



2027

- Goal: 20% energy intensity reduction



2029

- Integrated sustainability and financial reporting



2040

- 30% reduction in Scope 1 emissions focusing on comfort heating

We are focused on the following four pillars as we continue to evolve our Net-Zero roadmap:



As Magna carries out activities within each pillar, with support from Operating Groups and Divisions, our focus will continue to be on energy conservation and reduction. In the near-term, our net-zero commitment is supported by our goal of achieving 100% renewable electricity in Europe by 2025, in Canada by 2028, and globally by 2030. To support this effort, Magna's Global Energy Leads have been integrated directly into our global sustainability organization. Each Division's Energy Champion is critical to achieving our net-zero commitments working to deliver emission reductions, as well as cost savings and risk minimization. Progress is already being made in our manufacturing operations which implemented approximately 261,000 MWh of energy saving projects in 2024.

2024 Emissions and Energy Performance

In 2024, our absolute Scope 1 emissions decreased 1.3% compared to 2023 (to 418,963 metric tons). Our Scope 2 (market based) emissions increased slightly 0.7% compared to 2023 (to 1,158,866 metric tons). The increase in our Scope 2 emissions is attributable to an increase in Magna's energy consumption compared to 2023. The rise in energy consumption is due primarily to:

- the production ramp-up of several EV-related facilities in 2024;
- the vertical integration of a supplier's painting operation; and
- colder winter weather in certain regions.

Despite the increase in Magna's absolute energy consumption, we have achieved an approximately 19% reduction in energy intensity from our 2021 baseline, in large part due to the successful achievement of our 5% energy-saving project targets in each of 2023 and 2024. We also made significant efforts in 2024 with respect to renewable electricity, including:

- expanding on-site renewables – double the number of Divisions using on-site renewables in 2024 compared to 2021; and
- increasing renewable electricity procurement – a 60% increase in 2024 compared to 2021.

These efforts have led to a 3% reduction in non-renewable absolute energy consumption, and an 18% decrease in non-renewable energy intensity, each compared to 2021. We believe the anticipated achievement of our first regional renewable energy target (100% renewable electricity usage in our European Operations by the end of 2025), will significantly reduce our absolute Scope 2 emissions level compared to 2024 compared to our 2021 baseline.

Net-Zero Guiding Principles

Operational Emissions

Magna's operational decarbonization strategy is focused on energy conservation and renewable electricity procurement. We are working with our partners and stakeholders to identify emerging technology that will tackle energy-intensive processes.

1 Energy Transparency

Energy transparency refers to the openness and accessibility of information and data regarding energy consumption at all levels of use within a division. This is critical to the development of strategies and projects that minimize energy use and is the foundation of energy management.

2 Energy Efficiency

Through energy efficiency measures, machinery and equipment can be optimized and specific energy consumption improved. The aim is to reduce energy consumption to a necessary minimum.

3 Renewable Energy

A regional portfolio approach to renewable energy, including: Power Purchase Agreements (PPAs), Energy Attribute Certificates (EACs) and self-generation, where feasible.

3 Manage Emissions

Managing Scope 3 emissions sources is important for reducing emissions across the value chain and demonstrating a commitment to sustainability. It can also result in cost savings, improved efficiency, and reduced environmental impact.

2 Collect Data

Monitoring Scope 3 emissions sources is important for tracking progress towards reduction targets and improving transparency and accountability.

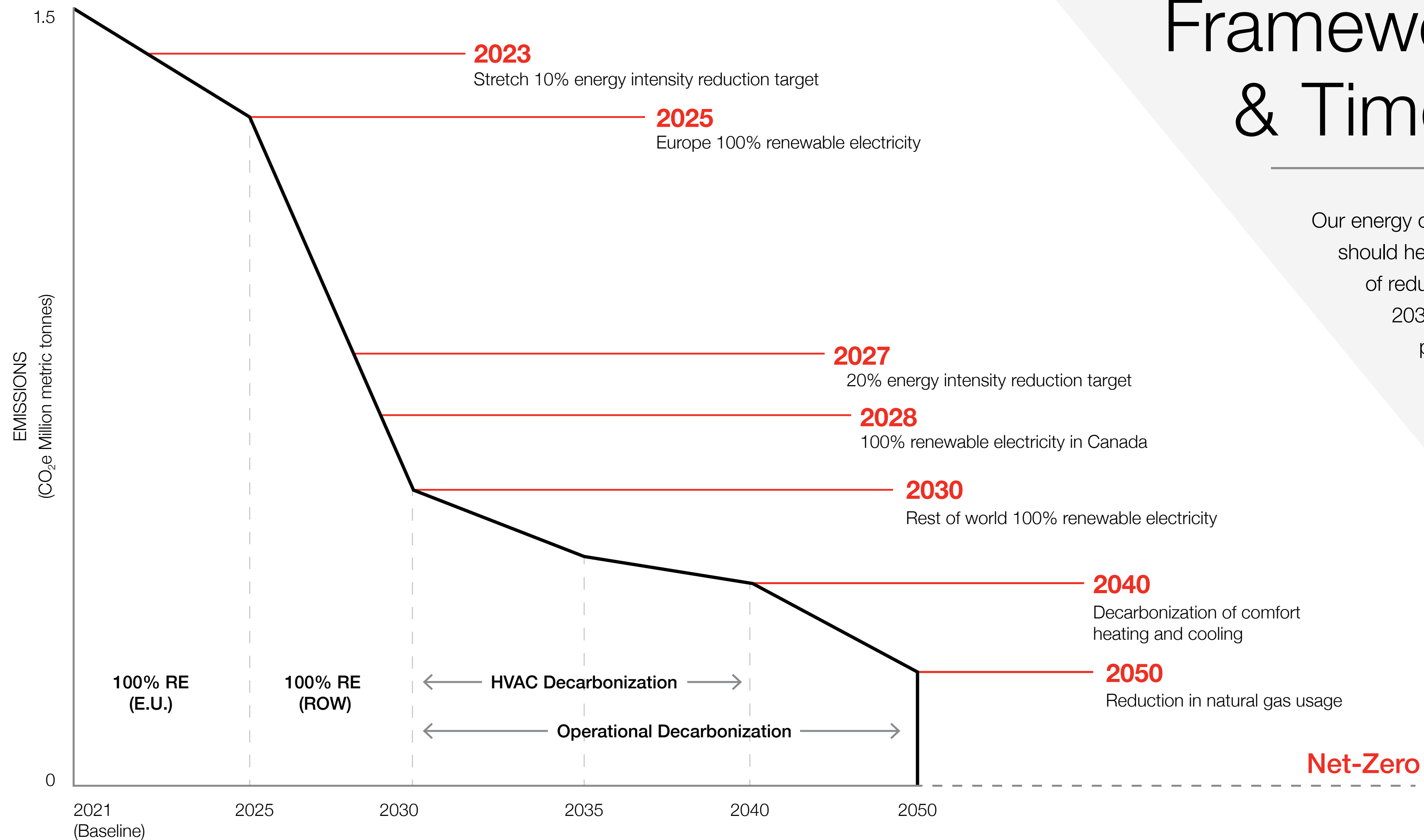
1 Develop Plan

Developing a plan for Scope 3 emissions reduction is important for identifying opportunities to reduce emissions across the value chain and for demonstrating a commitment to sustainability.

Net-Zero Guiding Principles **Value Chain Emissions**

While all value chain emissions may not be actionable for every Magna location at this time, the framework below is used to quantify and control value chain emissions globally. This framework will also be applicable for Scope 3 emissions projects at our divisions.

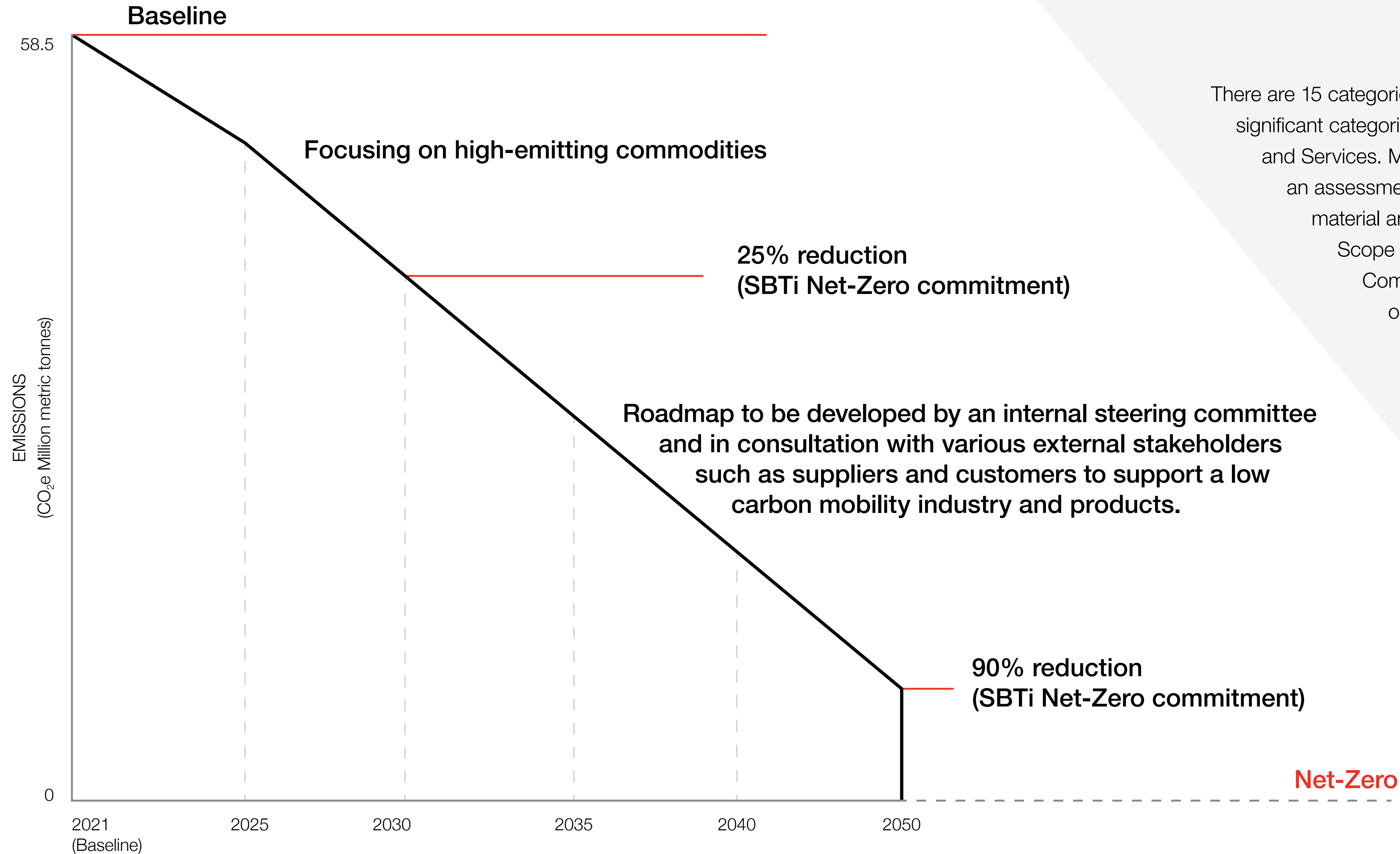
Operational Emissions



Framework & Timeline

Our energy consumption and renewable energy goals should help us achieve our SBTi near-term commitment of reducing Scope 1 and 2 emissions by 42% by 2030, against a 2021 baseline. Beyond that, we are prioritizing HVAC decarbonization and focusing on researching and implementing emerging technologies in HVAC, comfort heating and cooling, and manufacturing operations to achieve net-zero by 2050.

Value Chain Emissions



There are 15 categories of Scope 3 emissions. We know there are two significant categories for Magna: Use of Product and Purchased Goods and Services. Magna's Sustainability team is currently conducting an assessment to create a breakdown by supply chain category/material and an inventory of Magna products that impact our Scope 3 emissions. A Supply Chain Sustainability Steering Committee is developing the tools and will be reaching out to each group for consultation and rollout. While a detailed roadmap similar to the one made Scope 1 and 2 cannot be created at this time, our current commitments can show the scale of change required to hit our near-term SBTi targets and long-term net-zero goals.

1.4.3 Climate Scenario Analysis

In 2024, we conducted a detailed Climate Scenario Analysis to identify our risks & opportunities to help manage uncertainty, test business resilience, and inform our strategy. This analysis aligns with the CSRD, and ISSB's IFRS S2 climate-related disclosure standards.

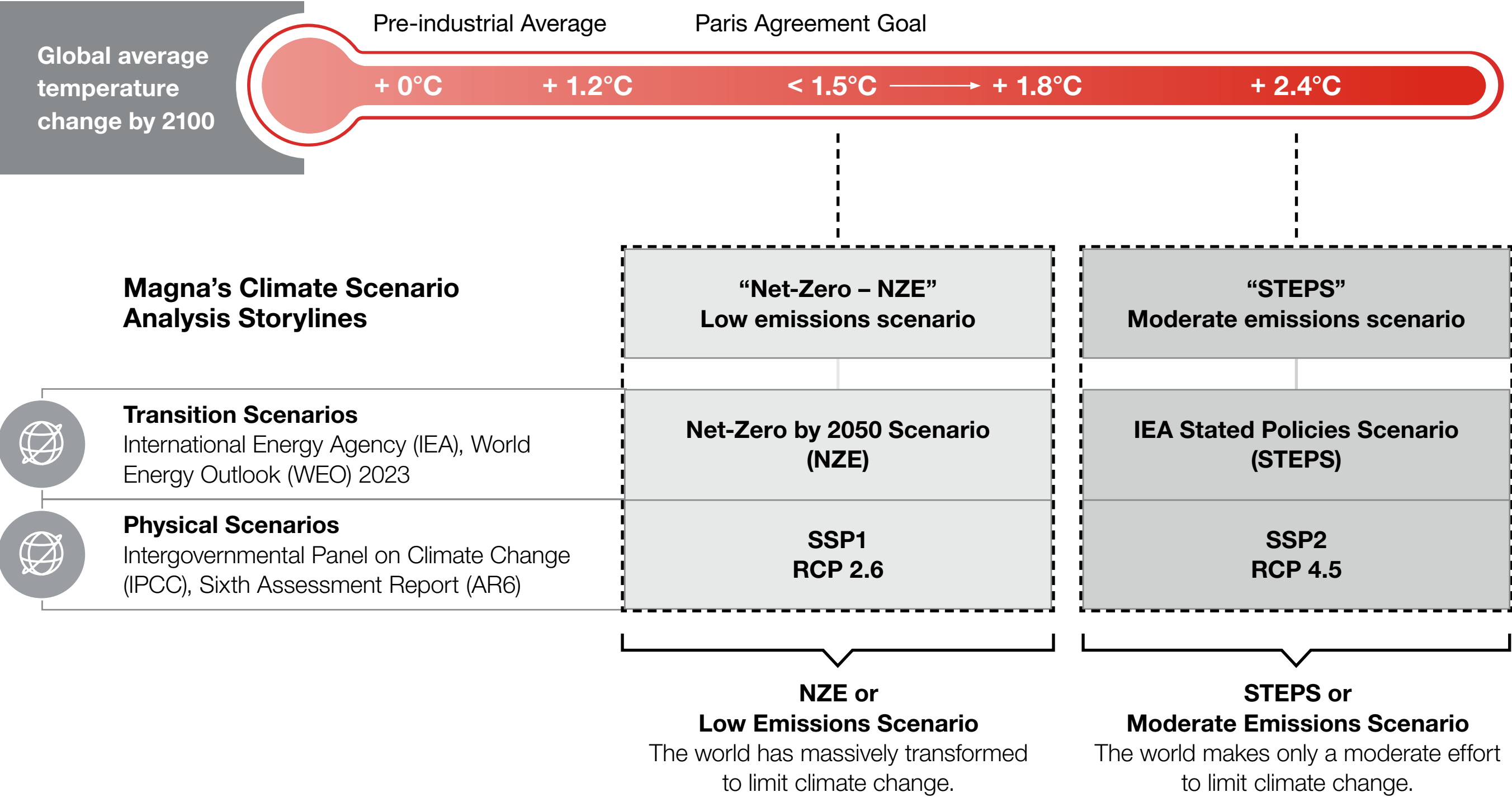
The Climate Scenario Analysis identified key climate risks and opportunities that could impact Magna's operations and value chain and will help Magna align its climate initiatives to relevant risks and opportunities to drive sustainable growth.

The Climate Scenario Analysis involved evaluating two storylines or scenarios comprising both physical and transition risks:

1. **Net-Zero (NZE) Storyline:** This represents a low emissions scenario consistent with a 1.5° C rise in temperature above pre-industrial levels in 2100. In this scenario, the world has massively transformed to limit climate change. The storyline derives transition scenarios from the International Energy Agency (IEA) and World Energy Outlook's (WEO) net-zero by 2050 Scenario, and uses physical scenarios based on the IPCC SSP1-RCP 2.6 scenario from their 6th Assessment Report.
2. **STEPS Storyline:** This represents a moderate emissions scenario where current measures continue but fall short of limiting warming, and the global temperature rise is on track for 2.4 °C above pre-industrial levels in 2100. In this scenario, the world makes only a moderate effort to limit climate change. The storyline is based on the IEA and WEO's IEA Stated Policies Scenario (STEPS) for transition scenarios, and on the IPCC SSP2-RCP 4.5 scenario from their 6th Assessment Report for physical scenarios.

Climate Scenario Analysis

This year’s scenario analysis uses storylines. Each storyline is comprised of a transition and physical scenario that are selected to align with a specific climate outcome (i.e., temperature rise).



These storylines were selected for the following reasons:

Regulatory Compliance	Satisfy framework and regulatory requirements.
Industry Alignment	Aligned to the industry we operate in.
Transparency and Relevance	Provide transparent and relevant data, as they are based on scenarios developed by globally recognized authorities.
Practical Future Trajectories	STEPS offers a status quo based on current global environment policies, while NZE represents an ambitious outlook capturing steps-to achieve Net-Zero emissions by 2050.

Going forward, we will work with key internal stakeholders to identify opportunities to integrate our climate scenario analysis into our existing risk management framework.

1.4.4 Sustainable Materials and Life Cycle Assessments

We are committed to advancing sustainability through the strategic use of sustainable materials and comprehensive LCAs.

During 2024 and to date in 2025, we completed a number of LCAs and LCA Data Sheets for our products at the request of our OEM customers. Our approach is designed to support our engineering and other departments in processing sustainable materials, setting internal targets, and meeting OEM customer requirements.

LCAs are integral to our sustainability efforts, providing a comprehensive evaluation of the environmental impacts associated with all stages of a product's life. This includes raw material extraction, manufacturing, distribution, use, and end-of-life disposal. By conducting thorough LCAs, we can identify opportunities for improvement, reduce our carbon footprint, and enhance the overall sustainability of our products.

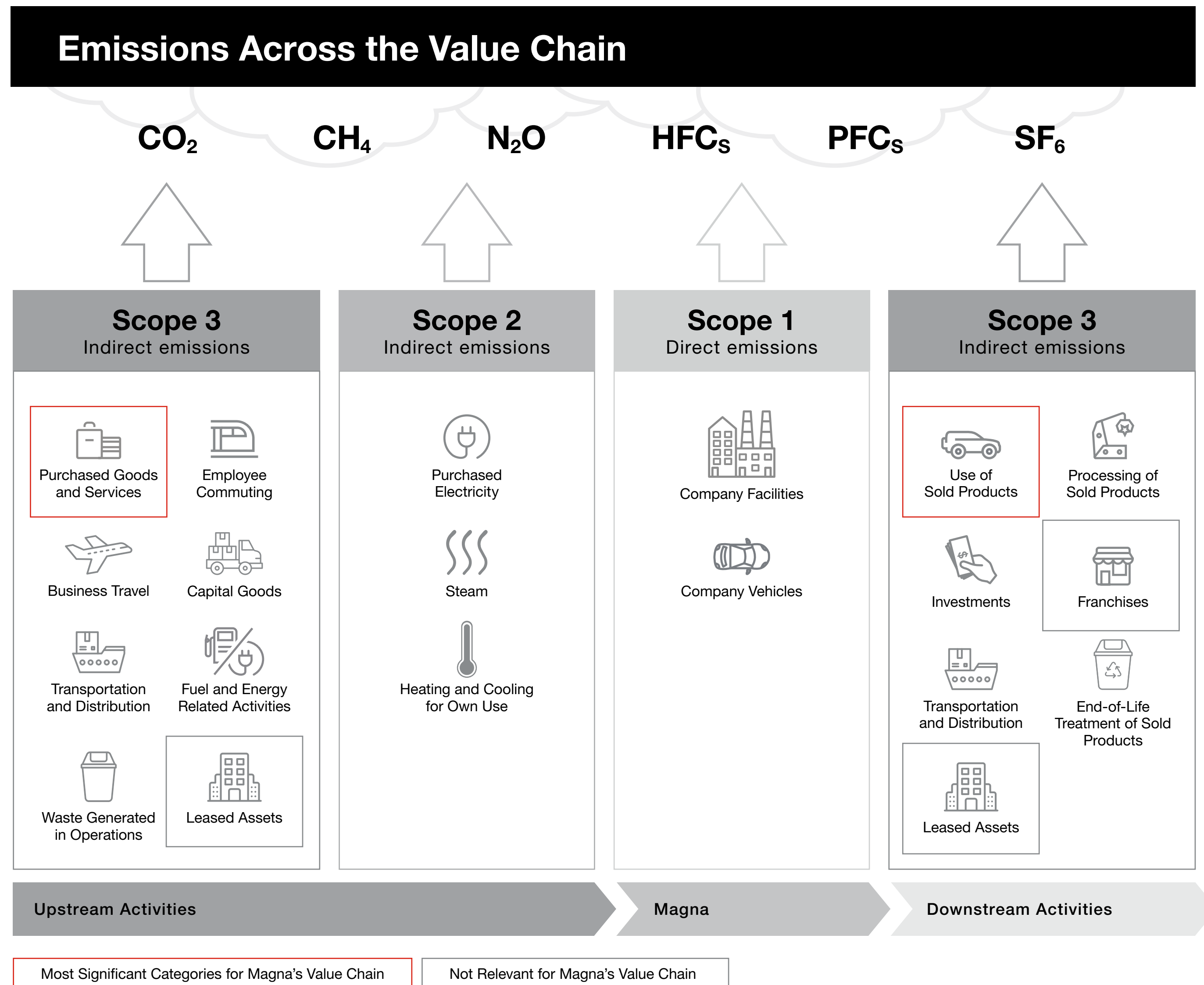
Our sustainable materials strategy is a cornerstone of our commitment to reducing our environmental impact and achieving our net-zero target. This strategy encompasses the development and implementation of a roadmap that guides our organization in making informed decisions about sustainable materials. By leveraging our collective expertise, knowledge, and innovation, we aim to accelerate the transition to a low-carbon economy and position Magna as a global sustainability leader.

Internally, our roadmap and guidelines serve as valuable resources for all departments, helping them understand what can and must be discussed with customers and suppliers. These documents are regularly updated to reflect the latest developments in the field of sustainable materials. We are also currently developing a sustainable materials standard that will be shared with our suppliers to support a consistent and standardized approach.

1.4.5 Addressing Scope 3 Emissions

Magna has established near-term energy saving goals (details in Section 2.3.1) and renewable electricity goals (details in Sections 1.4.2 and 2.3.1) to tackle our Scope 1 and 2 emissions. For Scope 3 emissions, our near-term and net-zero targets are reductions of 25% by 2030 and reductions of 90% by 2050, respectively, taking into account all 15 emissions categories (12 of which are relevant to Magna). While Magna intends to work on reducing the impact in all relevant categories; there will be a significant focus on category 1 (Purchased Goods and Services) and category 11 (Use of Sold Product) which account for approximately 90% of our Scope 3 emissions based on our current Scope 3 emissions inventory.

We maintain two working groups (discussed above): Sustainable Materials, and Supply Chain Sustainability that focus on supply chain decarbonization. In 2024 these cross-functional groups contributed in-depth knowledge on commodities and technologies that will be instrumental in executing our net-zero strategy.



In 2024, we also took concrete actions to assist our suppliers in their decarbonization efforts, including:

Manufacture 2030 Rollout

The roll out of Manufacture 2030 (M2030) platform to suppliers, which aims to improve the environmental performance of our supply chain. We are committed to reducing carbon emissions and improving the impact of our products for the benefit of our customers, partners, investors, and regulators. We know we cannot achieve this ambition alone. For this reason we are evolving our Carbon Reduction Program into an Environmental Performance Disclosure via M2030. The program is designed to help our suppliers reduce emissions and improve environmental performance in their facilities. We expect all our valued suppliers to submit an Environmental Performance Disclosure via M2030. In 2024 we hosted virtual events to engage with our supply chain on the benefits of M2030. The events focused on:

- The future of the industry: why carbon reduction is a strategic priority for the Automotive sector.
- The program: how our partnership with M2030 will align supplier targets and reduction plans to industry expectations.
- The benefits that M2030 can offer to suppliers of all sizes.

Transform Auto Initiative

Magna has collaborated with OEMs across the automotive industry to support decarbonization through the creation, and launch, of the Transform Auto initiative. This initiative is designed to support the automotive sector in its transition to renewable energy and it supports Magna's decarbonization initiatives because our supplier's Scope 2 emissions make up a portion of Magna's Scope 3 emissions.

The Transform Auto initiative is a comprehensive program aimed at promoting renewable energy adoption and sustainability practices among automotive suppliers. The initiative focuses on several key areas, including community solar projects, green tariff programs, and utility-scale renewable energy procurement. By engaging with suppliers and stakeholders, Magna aims to create a collaborative environment that fosters innovation and sustainable development. Key components of the Initiative are:

- **Community Solar Projects:** Transform Auto is actively supporting suppliers in contracting for community solar projects in Illinois and New York. These projects provide an opportunity for suppliers to access renewable energy without the need for on-site installations. The initiative includes educational webinars and feasibility assessments to help suppliers evaluate the potential benefits of community solar.
- **Green Tariff Programs:** Magna has evaluated various green tariff programs to identify those that offer the best fit for their sustainability goals. The focus is on programs that provide cost savings, flexible contract terms, and minimal penalties for termination. Magna's participation in programs like DTE's MyGreenPower has been highly successful, and the company is encouraging other suppliers to explore similar opportunities.
- **Utility-Scale Renewable Energy Procurement:** The initiative also explores options for utility-scale renewable energy procurement, such as offsite power purchase agreements (PPAs).



SUSTAINABILITY SPOTLIGHT

Leading the Way in Eco-Friendly Powertrains

Magna's powertrain advancements strengthen our role as a leader in eco-conscious automotive solutions – and underscore our commitment to enhancing vehicle fuel efficiency and reducing emissions through innovative technologies.

By developing efficient electric and hybrid powertrains, Magna is aligned with global efforts to decarbonize transportation and support the transition to sustainable mobility.

Technologies that are part of our growing hybrid and eDrive portfolio include:

- **Next-generation 800V eDrive solution:** Our latest high-power eDrive system achieves up to 93% efficiency in real-world driving conditions, significantly improving vehicle efficiency across a wide range of vehicle speeds.
- **Dedicated Hybrid Drive (DHD) Duo System:** This system offers a flexible architecture that supports various configurations, including range extender setups.
- **EtelligentEco Plug-In Hybrid System:** This system enables up to a 38% reduction in greenhouse gas emissions during real-world operation compared to current plug-in hybrid vehicles.

Magna's eco-friendly powertrains are produced using advanced lightweight materials and greener processes – and we work with our partners to ensure that our supply chain, starting with the mining of materials, adheres to green practices.

By integrating sustainability into every step, our investments in clean powertrain solutions position Magna for growth in an evolving market, ensuring long-term success while reducing environmental impact.



Climate-Related Opportunities



2.1 Corporate Strategy

To drive long-term success, Magna is focused on a number of key areas as part of its corporate strategy. One strategic area critical to climate-related opportunities is Magna's product portfolio.

Magna's approach to product involves viewing our portfolio through the lens of a long-term owner. As a starting point for this approach, each of our businesses must meet the following requirements:

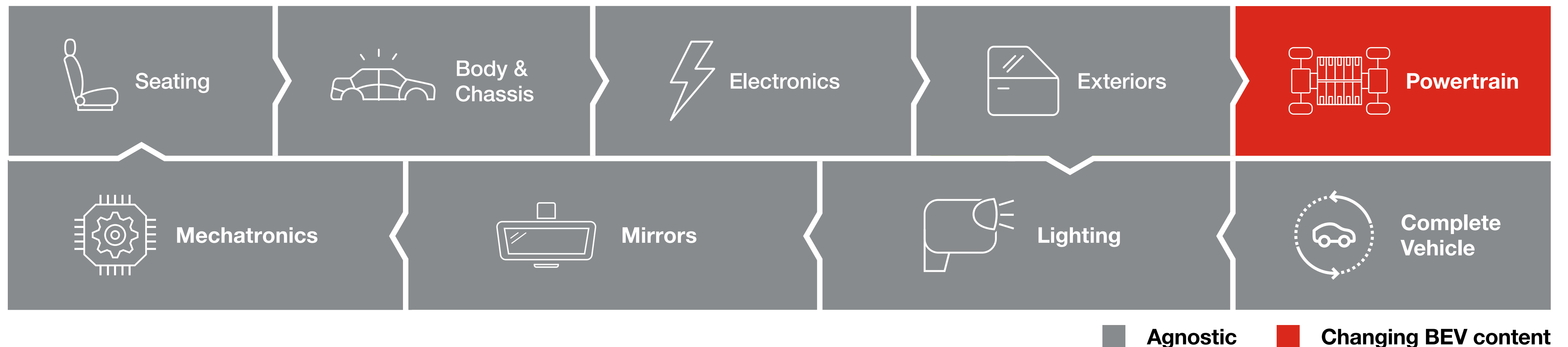
- operating in meaningful or growing markets with significant profit opportunities;
- having strong market positioning and profitable growth, or a path toward both;
- possessing sustainable competitive advantages.

These requirements for our product portfolio have already delivered scale and market leading positioning across a number of different businesses and markets. For example, our portfolio reflects:

- global leadership in body and chassis, all-wheel drive/front wheel-drive, transmissions, latches, mirrors and contract vehicle assembly;
- top five global positioning in ADAS;
- North American leadership in exteriors and top three market positioning in seating; and
- top five European market positioning in both exteriors and seating.

Employing strategic portfolio management, we seek to achieve strong performance in leading markets. Practically, this involves managing all our businesses for continuous improvement, while deploying capital investments to areas that are most aligned with our long-term portfolio priorities.

One such priority has been to focus on businesses that can deliver profitable growth while remaining agnostic to the vehicle's method of propulsion — this is currently the case for ~90% of our product portfolio.

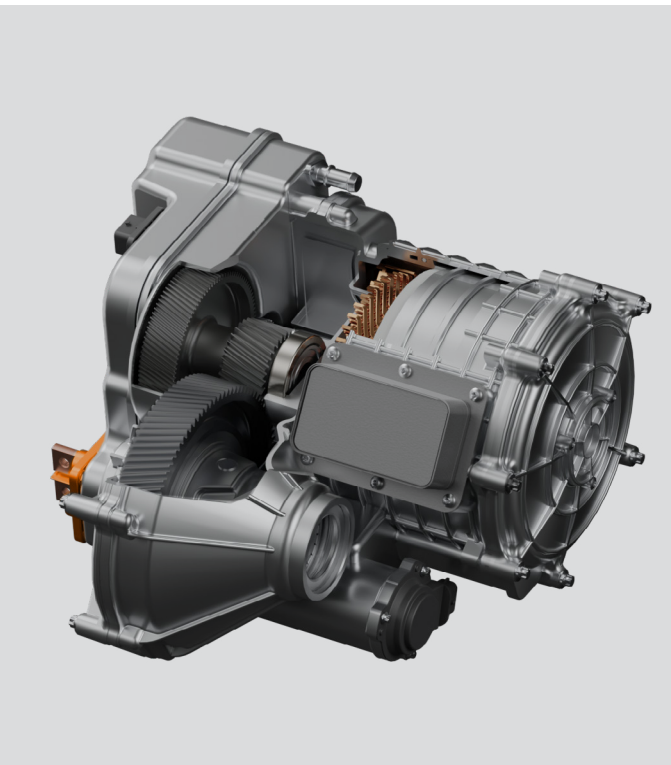


However, we believe that electrification provides growth opportunities, even though the pace of adoption may not be linear. As the proportion of vehicles on our roads transitions from ICE to EV, Magna is strategically positioned to increase the content and value we can deliver to our customers.

For a detailed description of Magna's corporate strategy, see Magna's current Annual Information Form on Magna's website (www.magna.com)

2.2 Markets & Products

The transition to a lower-carbon economy has provided, and is expected to continue to provide, opportunities to enter new product and service markets. Some recent new products developed to take advantage of opportunities from such transition include:



Next Generation 800v eDrive

Magna's next generation 800v eDrive solution is a drop-in solution that incorporates several advanced technologies, resulting in significant reductions in weight and size, enhanced performance, extended driving range and greater sustainability. The innovation offers enhanced flexibility due to its lightweight (75 kg) design and 20% reduction in height from Magna's prior generation eDrive. A key technology and a supplier industry-first advancement is the ability to rotate the eDrive 90 degrees around the drive axis, which allows

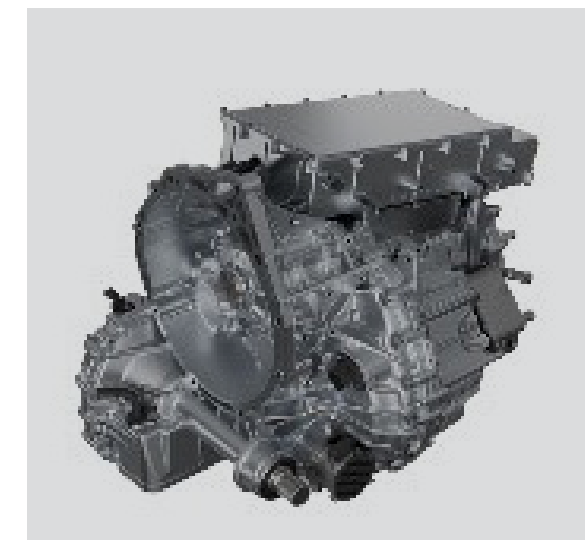
improved system integration in the front and rear vehicle space. Delivering peak power of 250 kW and a peak axle torque of 5,000 Nm, the system also achieves up to 93% efficiency in real-world driving (including Worldwide harmonized Light vehicles Test Cycles (WLTC) and highway driving), which significantly improves efficiency across a wide range of vehicle speeds. The eDrive system requires less aluminum and heavy rare earth materials, resulting in a significant reduction of CO₂ emissions during production by approximately 20% compared to previous generation eDrives.



Specialized eDrive System

Magna has secured a specialized eDrive system business award with a North American-based OEM, showcasing its ability to deliver tailored solutions for diverse market needs. This system is engineered to enhance performance and efficiency in electric vehicles (EVs), featuring state-of-the-art motor technology and integrated software controls. The specialized eDrive system is

compact, lightweight, and scalable, enabling automakers to optimize vehicle dynamics and energy efficiency. This innovation underscores Magna's commitment to advancing electrification and enhancing the performance of next-generation EVs.



Dedicated Hybrid Drive System

Magna continues to accelerate hybrid innovation with its first dedicated hybrid drive system award, designed to meet the evolving needs of global automakers. This innovative system combines electric motor technology with internal combustion engine efficiency, delivering a seamless transition between electric and hybrid modes. The system, which includes Magna's DHD Duo System (a

longitudinal front drive solution featuring an advanced dual e-motor and multi-speed design), offers enhanced performance, improved fuel efficiency, and reduced emissions, making it an adaptable solution for multiple vehicle platforms without the need for structural modifications. By leveraging advanced engineering and design, the dedicated drive system underscores Magna's commitment to providing scalable and flexible powertrain solutions for the hybrid market.

2.3 Resource Efficiency

2.3.1 Energy

Our aggregate global energy spend in 2024 amounted to approximately \$494 million broken down by type as follows:



Electricity: approximately
\$411 million



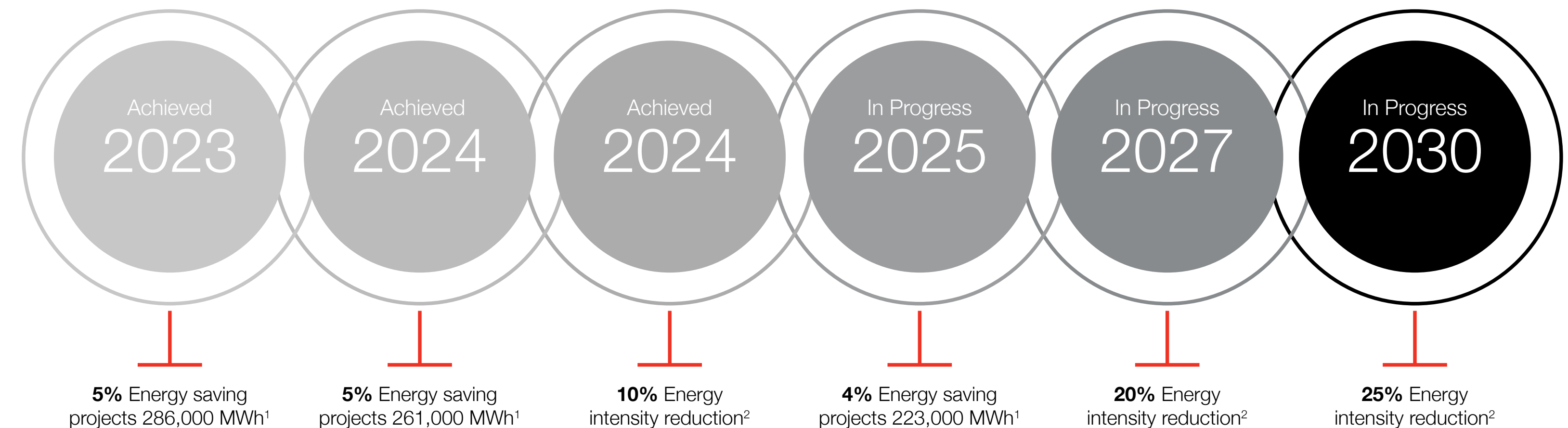
Natural Gas: approximately
\$62 million



Other (Propane; Liquid Petrol; Diesel;
District Heat; Steam; Coal Gas)
\$21 million

As part of our sustainability and operational efficiency efforts, we are focused on optimizing energy use, which may result in savings in overall energy costs. However, as we continue to forecast growth in Sales and number of facilities over the medium-term, we anticipate that our aggregate energy consumption may increase. Accordingly, we are focused on becoming more energy efficient (measured by energy consumption relative to Sales) so that, at minimum, our rate of increase in energy consumption slows.

In connection with our efforts to promote energy efficiency, we established energy reduction targets for each of our Operating Groups, as illustrated below. In 2023 we achieved our 1 year target, completing energy projects that amounted to a 5% reduction of each Operating Group's 2022 absolute energy usage and we exceeded our 1-year stretch target aimed at reducing energy cost intensity by 10% (achieving approximately 11%). In 2024, we mirrored our 2023 achievement by reaching another 5% reduction in absolute energy use through the completion of energy saving projects. We also achieved a 10% reduction in energy intensity compared to 2022.



¹ Energy savings projects value in MWh is based on comparison to previous year ² Energy intensity goals are calculated against 2022 (for 2024 goal) or Magna's 2021 baseline year (for 2027/2030 goals)

We have also developed a phased-in renewable energy strategy focused on Europe and the U.S. first, followed by Canada, and then the other markets in which we operate.

In 2024, 23% of our global electricity consumed was from renewable energy sources evidenced by renewable Energy Attribute Certificates (EACs) or from on-site generation from photovoltaic (solar panel) or solar thermal systems, where feasible. At the end of 2024, 140 of our facilities use renewable electricity in some form, a sixfold increase in Divisions since 2020, with 90 such Divisions using 100% renewable electricity.

Renewable Electricity Purchases

In 2024, we purchased approximately 736,000 MWh of renewable electricity, an approximately 60 percent increase since 2021. In the near – and medium terms, adoption of renewable energy may increase our energy costs, but we are working to offset the impact of such increases through energy use reductions. Our renewable electricity efforts are bolstered by strategic partnerships, such as our agreement with Ontario Power Generation to have 100% renewable electricity in our Canadian facilities by 2028 – two years ahead of schedule.

On-Site Renewable Electricity

We generated 51,283 MWh of on-site solar electricity in 2024 – five times more than in 2023. 36 of Magna’s facilities have on-site solar panel installations, three times the amount we had in 2023. Our renewable energy self-generation has grown over time, however, self-generation represents a more limited opportunity for us compared to the purchase of EACs, since the vast majority of our facilities are leased, as well as other factors such as, footprint constraints for

solar panels at certain owned facilities, and/or facilities in locations with relatively clean electrical grids that make self-generation economically unfeasible.

To support the acceleration of our renewable energy transition, Magna is actively integrating renewable electricity solutions across its global Divisions, reinforcing our commitment to sustainability and operational excellence. In addition to cutting carbon emissions and air pollution, we view renewable electricity as a smart investment – lowering operational costs and leading to long-term cost savings. Looking ahead, we are committed to achieving our 100% renewable electricity targets in Europe in 2025, Canada by 2028, and globally by 2030.

Energy Efficiency Activities

Approximately 99% of our Divisions have active energy teams pursuing energy efficiency measures in their respective Divisions. These teams are supported at the corporate level by a Global Energy Team which helps identify and promote energy reduction initiatives, including through: training courses designed to promote strategies for reduced energy use; regional benchmarking sessions; regular communication through newsletters; an internal energy savings collaboration site; and best practice sharing.

Some of the incremental changes made by our Divisions to their facilities and processes to reduce our energy consumption and improve energy efficiency include:

- Installation of LED lighting and installation of lighting controls into the building management system (BMS);
- Equipment start-up/shut-down/idling procedures to achieve energy-savings during production downtimes;
- Compressed air leak identification and repair initiatives;
- Use of ceiling fans to blend air temperatures evenly within our operations;
- Computer-controlled utility and HVAC systems to allow for improved performance and energy reduction;

- Installation of energy metering and monitoring systems, a requirement for all our manufacturing facilities;
- Door and dock seal repairs to reduce heat loss;
- High efficiency chiller and compressor upgrades;
- Integration of air economizers and heat recovery units into HVAC systems;
- Software-managed and occupancy-sensor-controlled lighting and energy efficient lighting retrofits;
- Use of solar panels at certain facilities;
- Installation of insulation mattresses on equipment and heating units;
- Recovery of waste heat from certain high heat processes for use in other areas;
- Installation of variable frequency drives on motors and pumps; and
- Participation in energy savings and incentives programs offered by utilities providers in some jurisdictions in which we operate.

In 2024, the energy team launched a new global energy efficiency tracker, which provides an overview of energy efficiency improvement activities at all sites and has introduced a scoring system that we expect will drive further continuous improvement and positively impact energy savings in the coming years.

Our efforts to reduce energy consumption and operate facilities on a more energy efficient basis forms part of our formal MAFACT system – the primary operational assessment audit tool used to support our operational excellence. The MAFACT system establishes standards for achieving operational efficiencies, identifies benchmarks and promotes best practice sharing among Divisions in Magna. The integration of energy management elements into a core operational assessment tool such as MAFACT is intended to reinforce the importance of energy management throughout the organization and help realize potential cost savings.

In 2024, we implemented over 1500 energy projects across all of our Operating Groups which resulted in approximately 76,000 tons of CO₂ equivalent in annual savings using the location-based method. Given the importance of energy optimization in meeting our net-zero targets and to further incentivize our Divisions, we have established a separate approval category for energy efficiency and sustainability-related capital improvements.

In 2024, we initiated The Energy Cost Optimization (ECO50) initiative, a campaign aimed at achieving \$50 million in annual savings through energy reduction projects and on-site renewable energy generation implemented in 2024 and 2025. The focus of the initiative has been operational efficiency, downtime energy usage, and onsite renewables. Completed project examples include:

- minimizing equipment working in passive mode in one of our Mexican Divisions;
- eliminating leaks in paint-shop spray booths in one of our Chinese Divisions;
- replacing a gas heating system with a heat pump in one of our Divisions in France;
- installing a 11,200 KWp on-site solar project at our Magna Steyr facility in Graz, Austria.

Twelve months into this twenty-four month campaign, the initiative had realized approximately \$36 million in annual energy costs avoidance. The initiative underscores Magna's commitment to integrating energy efficiency and sustainability into our operations.

2.3.2 Water

We have implemented a 1.5% per year water reduction target, with the aim of reducing water use 15% by 2030, in each case referencing 2019 as the baseline year. To date, we have met this target, having achieved a reduction of 17% at the end of 2024. While we are not a significant water user, achievement of water reductions would be expected to result in cost savings, potentially by offsetting (in whole or in part) any increase in the rates charged by applicable water utilities. Overall, we do not anticipate that any savings will be material. We have established a working group to drive the development of a new water strategy that we intend to roll out before the end of 2025.

2.3.3 Waste

We have also implemented a zero waste to landfill (“ZWTL”) target. Waste sent to landfill bears both an economic cost borne by Magna, and an environmental cost borne by society as a whole. Although achievement of our ZWTL target will help reduce or eliminate the economic cost, we do not anticipate any such savings will be material. In 2024 we diverted 96.1% of waste generated away from landfill.

2.3.4 Biodiversity

In 2024, Magna established a working group which is developing a strategy in 2025 aimed at assessing our potential impact on biodiversity.

We maintain a phytosanitation program aimed at preventing the introduction and spread of plant diseases (i.e., pests and mold) through the cross-border import/export process. Our phytosanitation policy which applies to suppliers and shippers aligns with the International Plant Protection Convention (IPPC) standard for treatment of wood packaging material (e.g., wooden

pallets), and includes the requirements of ISPM-15 (International Standards for Phytosanitary Measures). Our phytosanitation program includes training sessions for internal employees and suppliers, as well as reviews aimed at confirming compliance with our policy.

2.3.5 Packaging and Shipping

Magna’s Global Packaging and Shipping Guidelines are designed to promote safe and efficient packaging and shipping of materials to Magna facilities worldwide. These guidelines emphasize part quality, ergonomic considerations, and the use of sustainable materials to minimize environmental impact. Our suppliers are responsible for complying with these standards and ensuring material quality throughout the shipping process. The guidelines detail the development and approval process for packaging, outlining the responsibilities of both Magna and its suppliers. This includes defining preferred packaging systems, approving packaging plans, and ensuring compliance with local regulations. Specific requirements cover pricing, design, container selection, ergonomic considerations, and testing. Sustainability is a key focus, with guidelines promoting the use of recyclable materials and reducing waste. Magna encourages the use of resin identification codes for plastic packaging to facilitate recycling and discourages wasteful, excessive, or non-recyclable packaging. The guidelines follow a hierarchy of waste elimination: reduce, reuse, and recycle. Suppliers are expected to continuously identify and correct wasteful packaging practices, ensuring that all materials used are recyclable and contribute to a circular economy.

2.4 Resilience

The automotive industry as a whole is investing in innovations aimed at adapting mobility products and service solutions to a lower carbon economy.

The risk mitigation factors below in “Section 3 – Climate-Related Risks and Risk Mitigation” and initiatives to realize opportunities discussed in this Section of the Sustainability Report, together with factors addressed in “Section 4 – Our Business & Strategy” of our AIF, are expected to promote our ability to adapt and succeed in a lower carbon economy.



SUSTAINABILITY SPOTLIGHT

A Global Commitment to Pollinators

At Magna, sustainability and environmental stewardship efforts extend to the tiniest yet most essential workers on the planet: bees.

Protecting pollinators is critical because they play an essential role in healthy habitats, food production and even the global economy. Through employee-led initiatives, Magna is addressing the decline in bee populations by offering secure environments for these winged foragers.

Across many Magna divisions and offices, beehives hum with activity, thanks to an ongoing corporate commitment to biodiversity and a passionate group of employees who double as beekeepers. Their dedication exemplifies Magna's Core Values and culture of eco-conscious responsibility.

Saving the bees reflects Magna's broader mission to create a more sustainable future for current and future generations – one that thrives through technological innovation and conservation efforts.

By integrating beekeeping into its operations, Magna not only supports local ecosystems but engages employees in meaningful community activities, from educational opportunities to providing honey for food pantries. That's why beekeeping is a crucial element of Magna's sustainability goals.

Climate-Related Risks and Risk Mitigation



3.1 Transition Risks and Risk Mitigation

Magna maintains both top-down and bottom-up processes for identifying and assessing sustainability-related risks within the governance structure described in “Section 1 – Sustainability Governance” of this Sustainability Report. In order to fully understand the risks set out below, you should also carefully consider the risk factors set out in “Section 5 – Risk Factors” in our AIF.

3.1.1 Regulatory Policy Actions

Applicable near-term policy actions related to climate change generally fall into one of the following categories, each of which may have an indirect effect on Magna:

Average Fleet Emissions or Fuel Efficiency Regulations

Governments in key auto producing regions have set challenging average vehicle fleet emissions or fuel efficiency targets which OEMs must meet, including the European Union (“E.U.”), China, and the U.S., as detailed below. We regularly monitor changes in regulation relating to emissions and fuel efficiency as part of our strategic planning processes:

European Union: E.U. regulations generally require OEMs to achieve E.U. fleet-wide average emissions of 93.6 g CO₂/km for cars from 2025 to 2029 (153.9 g CO₂/km for vans), and 49.5 g CO₂/km (90.6 for g CO₂/km vans) from 2030-2034, each based on the Worldwide Harmonized Light Vehicles Test Procedure (WLTP). As part of the E.U.’s approved “Fit for 55” legislation, the target is a 100% reduction from 2035 onwards, meaning 0g CO₂/km for both cars and vans. Vehicle manufacturers with an average fleet economy in excess of the target must pay an excess emissions penalty for each vehicle registered within the E.U. Penalties levied on non-compliant OEMs may be passed on to vehicle-buying consumers, which could impact demand for such vehicles and thus demand for Magna products supplied for such programs. Additionally, E.U. regulations contain incentives aimed at promoting the development of Zero- and low-emission vehicles (“ZLEVs”). The CO₂ emissions targets applying to any particular OEM will be relaxed if its share of ZLEVs registered within the E.U. in any year exceeds 25%

from 2025 to 2029; however, such incentives will be eliminated under the Fit for 55 legislation from 2030 onwards.

China: China has maintained stringent (China VI) emissions regulations addressing particulate emissions since 2021. In 2023, a new phase of China's emission standards, known as China VI-B, was implemented whereby non-compliant vehicles are no longer allowed to be produced, imported, or sold in China (subject to a 6-month grace period that ended December 31, 2023). China is accelerating the development of the China VII vehicle emission standards, which are expected to be officially released in 2025. These standards are expected to drastically reduce NOx, particulate matter, and CO₂ emissions.

United States: The US EPA new vehicle emissions standards for passenger cars and light-duty trucks with model years 2023-2026 increase in stringency through that period, and would result in a fleetwide average fuel economy of approximately 40 mpg in 2026. In March 2024, the EPA issued its new emissions standards that would increase in stringency each year from model year 2027 to model year 2032. If maintained, the new standards would result in an industry-wide average target of:

- 85 grams/mile of CO₂ for light-duty vehicles by 2032, representing a 50% reduction in projected fleet average GHG emissions compared to 2026 model year standards, and
- 274 grams/mile of CO₂ for medium-duty vehicles by 2032, representing a 44% reduction in projected fleet average GHG emissions compared to 2026 model year standards.

In addition, in June 2024, the U.S. National Highway Traffic Safety Administration (NHTSA) announced the final corporate Average Fuel Economy (CAFE) standards - regulating how far vehicles must travel on a gallon of fuel for 2027 to 2031 model year vehicles. The standards would effectively bring the average light-duty vehicle fuel economy up to approximately 50.4 miles per gallon by model year 2031. In 2022, the U.S. also announced stricter standards on smog-forming emissions from trucks, vans and buses starting in the 2027 model year. The

new EPA rules are more than 80% stronger than current rules and represent the first update to clean air standards for heavy-duty vehicles in over 20 years.

However, the new US administration has taken steps to roll back policies supporting electric vehicles (EVs), including eliminating EV purchase incentives, revoking the prior administration's executive order targeting 50% of new vehicle sales to be zero-emission by 2030, and halting funding for EV infrastructure that had been earmarked in the US Inflation Reduction Act of 2022 and the Infrastructure Investments and Jobs Act. Additionally, the current administration has signaled plans to roll back some or all of the vehicle tailpipe emissions standards discussed above.

Globally, the EV market continues to grow, with nearly one in five cars sold in 2024 being electric. Countries like China and those in Europe are leading the charge with strong government support and incentives. At a global level, tightening emissions standards are intended to promote the transition to ZEVs. OEMs have been spending significant sums in R&D in order to meet the higher regulatory standards. Although production of ZLEVs/ZEVs is accelerating due to regulatory requirements, to the extent that ZLEVs/ZEVs do not sell at the levels expected, including as a result of governmental policy reversals, production volumes may need to be reduced. Lower than forecast production may impact our ability to recover various pre-production, tooling, engineering, and other costs incurred in advance of production, or to recover them within the timeframe initially contemplated in our business plan. Additionally, we may experience production inefficiencies, including as a result of unutilized or underutilized production capacity and/or disruptions to our workforce plans at affected facilities.

Phase-Out of New ICE Vehicles

In addition to more stringent fleet emissions and fuel efficiency standards, the number of national and subnational jurisdictions committing to, or accelerating existing commitments to, phase-out of the sale or registration of new ICE engines is growing. As part of its Fit for 55 legislation, the E.U. will require 100% reduction in CO₂ emissions by 2035 effectively banning the sale of new gasoline and diesel fueled vehicles in E.U. member countries by that date, with an interim reduction of 55% by 2030.

The United Kingdom introduced new regulations (the Zero Emission Vehicle (ZEV) Mandate) in January 2024 requiring 22% of all new cars and vans sold by OEMs in the UK to be zero emission, with the percentage rising to 80% by 2030, and culminating in the complete ban on the sale of new ICE vehicles by 2035.

In North America, Canada has accelerated its mandatory phase out of ICE and diesel powered vehicles through the Electric Vehicle Availability Standard that requires all new sales of light-duty vehicles to be ZEVs by 2035; with interim targets requiring 20% ZEVs from 2026, and at least 60% by 2030. Companies offering vehicles for sale in Canada will be required to offer a growing percentage of their fleet as ZEVs starting in 2026 and increasing to 100 per cent by 2035. The Canadian government is also investing in charging infrastructure to support the increased adoption of ZEVs.

In the US, the State of California's, California Air Resources Board (CARB) has adopted the Advanced Clean Cars II regulations. The regulations ban ICE-powered vehicles in California by 2035, and include progressive targets for ZLEVs in the intervening years. Several US States and the District of Columbia have existing laws that require state emissions policies to mirror those of California. Currently 17 US states have adopted all or part of California's low-emissions or zero-emission vehicle regulations. In addition, the following US states have adopted California's Advanced Clean Cars II regulations: Colorado; Delaware; Maryland; Massachusetts;

New Jersey; New Mexico; New York; Oregon; Rhode Island; Vermont; Washington and the District of Columbia.

Given the long lead times for vehicle development such regulation and proposed regulation are expected to increasingly impact OEM and automotive supplier product planning and development this decade, and have led to several OEM establishing EV targets for specific brands or their complete vehicle offerings. Although the number of EVs sold globally continues to grow, the rate of sales growth began to slow in 2024. As a result, certain OEMs (primarily in North America) have been updating their EV strategies by deferring or cancelling planned EV programs and/or reducing production volumes for current programs. As a result of these actions, we may be unable to recover various pre-production, tooling, engineering, and other costs incurred in advance of production, or to recover them within the timeframe initially contemplated in our business plan. Additionally, we may experience production inefficiencies, including as a result of unutilized or underutilized production capacity and/or disruptions to our workforce plans at affected facilities. Despite the program deferrals discussed above, each of our top six customers maintains ambitious targets for greater EV production by the 2030-2035 period. EVs accounted for approximately 13% of total of global light vehicle production in 2024, and are projected to reach 32% by 2030 (45% by 2035) based on current S&P Global (Autobase) light vehicle production forecasts.

Vehicle Restrictions in Congested Urban Centres

Municipal governments in a number of cities around the world have introduced restrictions on personal-use vehicles in congested urban centres, in an effort to reduce CO₂ emissions and improve urban air quality. Examples of the types of restrictions include: car-free zones; toll charges; and use restrictions by license plate. Continued expansion of such initiatives could reduce the demand for personal-use vehicles, which could affect our profitability.

We attempt to mitigate applicable policy risks relating to climate change-related regulation in a number of ways, including:

- monitoring and evaluating global regulatory developments;
- early-stage interaction with our OEM customers to understand their product priorities and regulatory compliance requirements;
- in-house R&D, including our ongoing analysis of industry and other trends, combined with investment strategies in mobility and technology start-ups; and
- strategic planning processes at both Operating Group and Corporate levels, including Board oversight of strategic plans.

In terms of direct policy actions affecting our operations, we anticipate continued strengthening of environmental regulations related to industrial emissions and discharge of pollutants to air, water and ground. We currently face strict environmental regulations in the countries where we operate and have developed a global environmental management program in order to comply with or exceed regulatory standards. Our environmental management program is regularly updated to address changing environmental laws and regulations. Refer to “Section 4.1 – Environmental Stewardship” in this Sustainability Report for a description of the program.

In considering the potential impact of the above or other climate-related policy actions, readers are encouraged to review the following risk factors in “Section 5 – Risk Factors” in our AIF:

- | | |
|--|---|
| • Threats to Free Trade Agreements | • Growth of EV-focused OEMs |
| • International Trade Disputes | • Risks of Conducting Business with Newer EV-Focused OEMs |
| • Geopolitical Risks | • Impairments |
| • North American Electric Vehicle Program Deferrals, Cancellations and Volume Reductions | • Changes in Laws |
| • Regional Volume Declines | • Market Shifts |
| • Deteriorating Vehicle Affordability | • Customer Purchase Orders |
| • Consumer Take Rate Shifts | • Customer Pricing Pressure/Contractual Arrangements |
| • Uncertain Pace of EV Adoption | • Environmental Compliance |
| • Evolution of the Vehicle | |

Over the medium-to long-term, carbon pricing initiatives may present a risk to our profitability. According to the World Bank, in 2024 there were 110 carbon pricing initiatives implemented or scheduled for implementation in 53 countries and 40 sub-national jurisdictions, which would cover emissions representing 24% of global GHG emissions.

Currently, some of our operations are impacted by two emissions trading schemes:

E.U. Emissions Trading Scheme (ETS): Our Magna Steyr complete vehicle assembly operations participate in the E.U. Emissions Trading Scheme which works on the ‘cap and trade’ principle. A cap is set on the total amount of certain GHG that can be emitted by the operators covered by the system. The cap is reduced over time so that total emissions fall. Within the cap, operators purchase or receive emissions allowances, which they can trade with one another as needed. The limit on the total number of allowances available ensures that

they have a value. The price signal incentivizes emission reductions and promotes investment in innovative, low-carbon technologies, while trading brings flexibility so that emissions are cut where it costs least to do so. After each year, an operator must surrender enough allowances to cover fully its emissions, otherwise heavy fines are imposed. If an installation reduces its emissions, it can keep the spare allowances to cover its future needs or else sell them to another operator that is short of allowances.

Ontario Emission Performance Standards (EPS) Program: While none of our facilities are currently mandated to join the EPS Program, two of our facilities in Ontario voluntarily participate in the Program, and several other of our Ontario facilities may also voluntarily opt in. The Province of Ontario Emissions Performance Standards Regulation is used to determine an emissions limit that industrial facilities must meet each year, with the intent of, among other things, encouraging Ontario's industrial sector to reduce greenhouse gas emissions. Facilities registered under the Ontario EPS must quantify and report their GHG emissions data to the authorities, have such emissions data verified and must comply with their emissions limits. The compliance obligation for a facility under the Ontario EPS program is the difference between its verified total emissions and its verified total annual emissions limit imposed by the Ontario EPS program. A facility can satisfy its compliance obligation either by reducing its GHG emissions or submitting a compliance instrument. The two compliance instruments available are (i) excess emissions units (EEUs) where the facility pays a carbon price per tons of CO₂e for exceeding the annual emissions limit; and (ii) emissions performance units (EPUs), which are credits earned by a facility for emitting less GHG than its annual emissions limit under the Program. The Program aligns carbon prices for future years with Canada's federal benchmark, which will result in the price of EEUs to increase annually.

The carbon pricing schemes discussed above have not significantly impacted our profitability to date. We are pursuing energy reduction measures and developing decarbonization strategies for our manufacturing facilities as detailed in this Sustainability Report. However, over the medium- to long-term, carbon pricing initiatives could affect our profitability to the extent we are unable to implement cost-saving or energy reduction measures within a timeframe and/or at a cost which enables us to offset or avoid the cost of carbon pricing initiatives.

3.1.2 Customer-Driven Policy Actions

A number of our OEM customers have set carbon reduction targets and are challenging Tier 1 Suppliers to support such targets. Some such OEM targets and expectations are more aggressive than our own decarbonization targets. In some cases, we are being asked to quote the supply of future programs based on 100% renewable energy use for production. Although we expect to meet or exceed our customers' expectations, the inability to do so within the timeframes expected could result in the loss of some future business.

3.1.3 Climate-Related Litigation

We do not currently believe that climate-change related litigation represents a significant legal risk for us. However, if OEMs are adversely impacted by climate-change litigation, there is a possibility that Tier 1 Suppliers like Magna could face additional pricing pressure. Readers are encouraged to review the "Customer Pricing Pressure/Contractual Arrangements" risk factor in "Section 5 – Risk Factors" in our AIF.

3.1.4 Technology

Investments in automotive technologies that support the transition to ZLEVs can be significant, particularly in product areas such as battery systems for hybrid and EVs. While our product strategy does not currently include battery systems or other components which generate or store energy for ZLEVs, we have been awarded several battery enclosure programs and currently offer a range of electrified drivetrain products, hybrid dual-clutch transmissions (“HDTs”), dedicated hybrid transmissions (“DHTs”), as well as complete electric-drive (“e-Drive”) systems. We have also expanded our product offering into other areas relevant to ZLEVs – for example, in conjunction with a joint venture partner, we can offer customers a complete EV platform. Our R&D spending for electrification solutions has been significant over the last few years and is expected to continue to be in coming years as electrification-related technologies continue to evolve. Additionally, our OEM customers are making significant investments in the development of ZLEVs, which is impacting their profitability and could lead to increased pricing pressure on us.

As ZLEVs increase their proportion of the overall vehicle market over the medium-to-long-term, we expect our sales of manual transmissions and traditional DCTs to decline, and sales of HDTs, DHTs and e-Drive systems to increase. The increasing adoption of electrified drivetrain solutions adversely impacts our AWD and 4WD businesses over the long term, since it is possible to achieve AWD through the use of electric motors in hybrid or fully-electrified drivetrains. However, OEM product plans show mechanical AWD and 4WD programs extending out for approximately the next decade. We seek to offset displacement of mechanical AWD and 4WD systems through increased sales of electrified product offerings such as e-Drive systems.

Overall, we believe that the range of products we offer our OEM customers provides us with a competitive advantage and an effective hedge against the market uncertainties associated with the transition to ZLEVs. As illustrated below, a substantial majority of our products are

“agnostic” with respect to the type of vehicle propulsion system used, and therefore remain relevant to ZLEVs. In the case of drivetrain products, we view the know-how gained from our mechanical drivetrain expertise as being critical to our ability to deliver innovative electrified solutions that meet our customers’ needs. In addition to continuing to offer a range of mechanical and electrified drivetrain products, we aim to mitigate technology transition risks through:

- early-stage interaction with our OEM customers to understand their product priorities and regulatory compliance requirements;
- in-house R&D including our ongoing analysis of industry and other trends, combined with investment strategies in mobility and technology start-ups; and
- strategic planning processes at both Operating Group and Corporate levels, including Board oversight of strategic plans.

In considering the potential impact of the above or other climate-related policy actions, readers are encouraged to review the following risk factors in “Section 5 – Risk Factors” in our AIF:

- | | |
|---|--|
| • Intense Competition | • Technology and Innovation |
| • Consumer Take Rate Shifts | • Changes in Laws |
| • Growth of EV-Focused OEMs | • Market Shifts |
| • Risks of Conducting Business with Newer EV-Focused OEMs | • Dependence on Outsourcing |
| • Deteriorating Vehicle Affordability | • Impairments |
| • Uncertain Pace of EV Adoption | • Customer Pricing Pressure/Contractual Arrangements |
| • Evolution of the Vehicle | • Investments in Mobility and Technology Companies |
| • Customer Purchase Orders | • Intellectual Property |
| • Restructuring Costs | |

3.1.5 Market

Some of the risks impacting the market for our products in the transition to a lower carbon economy are described above under “Section 3.1.1 – Regulatory Policy Actions” and “Section 3.1.4 – Technology”. Additionally, there are potential risks to the demand for personal mobility vehicles, and thus for our products, from technology-driven shared mobility solutions such as ride hailing and ride sharing.

To date, such shared mobility solutions have not had a material impact on the demand for new vehicles and no such adverse effect is expected in the near- to medium-term. In any event, our own strategy related to new mobility seeks to mitigate risks to our business and realize opportunities based on the breadth of capabilities we can offer new mobility customers.

Additionally, in order to enhance our understanding of potential shifts in consumer behaviour, we conduct our own analysis of various factors that are expected to drive future personal and shared mobility trends, including through:

- monitoring and analysis of social, digital, demographic, regulatory, industry, geopolitical and other trends which may create demand for and drive development of new automotive and mobility technologies;
- review of academic research;
- collection and screening of ideas submitted through innovation programs; and
- early-stage interaction with our OEM customers and new mobility market entrants to understand their product priorities.

We do not currently anticipate long-term supply constraints on key commodities required by us in our business, including steel, aluminum or resin. However, production processes for steel and aluminum are carbon intensive, with relatively scarce supply of low-carbon alternatives. As the entire industry’s decarbonization and net-zero efforts increase, the price of low-carbon steel and aluminum may increase in the near- and medium-terms until the supply of low-carbon product is sufficient to meet growing demand. In the near- and medium-term, the increasing production of ZLEVs may also strain supplies of the rare earth minerals and other metals required for vehicle battery systems, which we do not supply, including nickel, cobalt and lithium used in EV batteries, copper for EV charging infrastructure and rare earth metals for EV motor magnets.

Geopolitical events and trade disputes, can also significantly impact the supply of rare earth minerals by creating uncertainties and volatility in global markets. Such disputes often result in tariffs, export restrictions, or other measures that can strain supplies of critical materials. However, such supply constraints could help spur the development of alternative battery technologies or low carbon fuels and/or promote technological breakthroughs that could facilitate market penetration of hydrogen fuel cell or other technologies. We intend to continue developing and offering solutions such as e-Drive systems which are neutral as to electric power source (battery or hydrogen fuel cell stack) in order to mitigate potential risks related to supply constraints of rare earth minerals or other commodities needed for current ZLEV power source technologies.

In considering the potential impact of market risks, readers are encouraged to review the following risk factors in “Section 5 – Risk Factors” in our AIF:

- | | |
|--|---|
| <ul style="list-style-type: none">• North American Electric Vehicle Program Deferrals, Cancellations and Volume Reductions• Interest Rates• Intense Competition• Consumer Take Rate Shifts• Uncertain Pace of EV Adoption• Evolution of the Vehicle• Deteriorating Vehicle Affordability• Growth of EV-Focused OEMs• Risks of Conducting Business with Newer EV-Focused OEMs | <ul style="list-style-type: none">• Supply Chain Disruptions• Quote/Pricing Assumptions• Commodity Price Volatility• Technology and Innovation• Market Shifts• Dependence on Outsourcing• Customer Pricing Pressure/Contractual Arrangements• Investments in Mobility and Technology Companies |
|--|---|

3.1.6 Reputation

Since light vehicles are contributors to global GHG emissions, Tier 1 suppliers like Magna may face reputational risks from participation in the automotive industry. Examples of such risk types include potential loss of business from sustainability-focused customers, reduced investor demand for our shares, and challenges attracting talent. A number of our OEM customers are embedding sustainability criteria in their sourcing decisions and could reduce purchases from us if they perceive Magna to lag other suppliers with respect to sustainability. Stakeholders, including investors and employees, as well as prospective employees are increasingly focused on companies’ sustainability efforts. Investors may sell shares of investee companies perceived to be less sustainable. In addition, younger workforce demographics want to work in companies they perceive as sustainable, making it difficult for companies to attract such talent if the company is perceived as lagging. However, OEMs and Tier 1 Suppliers have been proactively adapting to climate change and transitioning to a lower carbon economy, as evidenced by the significant spending on R&D and technological innovation to reduce CO₂ emissions, particularly through electrification and powertrain efficiency, as well as the setting of decarbonization targets in their own operations. At the same time, particular OEMs may be viewed as more or less sustainable based on their sustainability strategies and commitment to transitioning to a lower-carbon economy. Equally, particular vehicle models or even entire vehicle segments may be perceived to be more or less sustainable. As a supplier of a broad range of systems to all major OEMs, we do not anticipate any consequences to our reputation by virtue of the fact that we may supply to any particular OEM, vehicle or vehicle segment. In any event, we believe that our R&D and technological innovation, which is focused on lightweighting, improved fuel economy and lower emissions, together with our sustainability strategy, including our net-zero commitments, and respectable ESG ratings, serve to mitigate potential reputational risks.

3.2 Physical Risks and Risk Mitigation

3.2.1 Acute

With the increased frequency and severity of extreme weather events associated with Climate change, including floods, windstorms, wildfires, tornados, tsunamis, hailstorms and other natural weather hazards, we face the risk that such an event could cause significant damage to one or more of our facilities or those of our customers and/or sub-suppliers.

While our primary concern in an acute climate event affecting one of our facilities would be the safety and well-being of our employees, property damage and business interruption would represent the primary financial risk.

An acute climate event that significantly damages one of our facilities, could disrupt our production and/or prevent us from supplying products to our customers. Such an event could lead to us incurring a number of costs, many of which may be unrecoverable, including: costs

related to the physical repair of any damage to our facility; costs related to premium freight or re-sourcing of supply; penalties or business interruption claims by our customers; loss of future business and reputational damage; and higher insurance costs going forward.

Extreme climate events could also disrupt supply chains for the entire industry over the near-, medium- and long-term. The National Centers for Environmental Information, a U.S. federal agency, estimates that the number of billion-dollar weather and climate disasters in the United States has risen significantly to an annual average of 23 in the last five years, from an annual average of three per year in the 1980s. In recent years, a number of supply disruptions resulting from extreme weather have occurred around the world, including:

- A hurricane in the U.S. Gulf Coast that caused delays in automotive component deliveries and production halts.
- Typhoons in Southeast Asia that damaged infrastructure and logistics networks in Vietnam and Thailand, impacting the supply of automotive components.
- Flooding in India and Bangladesh that disrupted production and delivery of raw materials needed for automotive manufacturing.

Such events can cause shortages of critical materials, which in turn drives prices higher. Efforts to mitigate the impact of such events often result in higher near-term costs until disruption of the affected material has been resolved, due to factors such as premium freight costs for substitute materials. As the frequency of such events increases, we may be forced to maintain higher inventories of various materials and components required for production, to minimize potential disruptions.

We maintain a global property risk control (PRC) program to support our efforts to mitigate risks to our employees' safety, physical property risks and potential for business interruption due to extreme weather events. The program, which includes risk engineering with support from a third party property risk engineering consulting firm, includes the following elements to promote the physical resiliency of our facilities and minimize the risk of disruption to our operations: pre-screening of facility site selection; acquisition risk assessments; periodic facility inspections; facility construction design review and recommendations; and training and education. Our third party risk engineering consultant typically engages in over 200 physical on-site assessments annually to evaluate various risks, including those relating to natural hazards and also conducts targeted analysis of areas of concern. Using the Swiss Re CatNet and Munich Re natural catastrophe databases, the advisor has analyzed over 400 unique Magna locations to assess climate related exposures, including: flood, wind, storm surge, wildfire, tornado, tsunami, hailstorm, lightning, temperature change, precipitation, sea level rise risk and water security. The results of the analysis form the basis of discussions with our PRC group regarding potential risk control recommendations to be implemented in our facilities.

In certain circumstances, the program extends the risk assessment to our direct suppliers by identifying and evaluating potential exposures to our direct supply chain (including natural hazards) which could potentially disrupt business operations. To augment our monitoring capabilities, we use a third party software platform that, among other things, includes live

monitoring of supply chain risks, including weather events such as drought, floods, earthquakes, landslides, and tropical storms. Where such supply chain exposures are identified, a more detailed assessment may be performed to better understand the supply chain risk, including further on-site assessment, where practicable.

In considering the potential impact of acute physical risks, readers are encouraged to review the following risk factors in "Section 5 – Risk Factors" in our AIF:

- Supply Chain Disruptions
- Semiconductor chip supply disruptions and price increases
- Regional Energy Supply and Pricing
- Legal and Regulatory Proceedings
- Climate Change Risks – Transition and Physical Risks

An extreme weather event that damages any of our manufacturing Divisions and results in injuries or fatalities among employees at such Division could have a material adverse effect on our reputation and could result in legal claims being brought against us.

Climate change considerations may impact the availability of and premiums for insurance coverage in general, and in particular, for properties in high-risk locations. Additionally, we may need to self-insure a higher level of risk, which could result in a material adverse effect on profitability in the event of an extreme weather event which causes damage to one or more of our facilities.

3.2.2 Chronic

As part of our PRC program, we have retained an advisor to map our global footprint against identified earthquake, wind exposed/ hurricane, flood exposed and wildfire zones, as well as areas with low water security, in order to assist us with footprint planning, as well as our understanding of, and efforts to address, potential risks associated with such types of natural catastrophes. This footprint mapping exercise provided the following conclusions:

Property Risk Concentrations: The top ten geographic regions in which we have large concentrations of property/asset risk, meaning multiple locations within a 35 km radius, comprise approximately 46% of the total insured value (“TIV”) under the property risk program. These geographic regions are located in Austria, Canada, Germany, Mexico and the U.S.A. All of the regions of concentrated property/asset value are considered to be “Low” seismic hazard zones and are not exposed to tropical cyclones.

Seismic Zones: Scientific research is increasingly linking the effects of climate change on seismic activity. More specifically, it is believed that changes in climate that alter ice and water loads could lead to more frequent fault movements and earthquakes due to rapidly changing stress conditions. We have operations in Austria, Germany, Slovenia, Slovak Republic, Morocco, Portugal, India, Turkey, Japan, Italy, Romania, North Macedonia, Serbia, China, the U.S., and Mexico comprising approximately 5% of the TIV under our property risk program, which are located in regions of “moderately high” or greater seismic hazard. There are no Magna operations in regions where the seismic hazard is considered “Very High” or “Extreme”.

Tropical Cyclone Zones: Tropical Cyclone Zones: Operations in certain parts of Mexico, Japan, China, India, and the U.S. comprising approximately 4% of the TIV under our property risk program are located in hurricane risk Zone 1 to Zone 5, with 2 locations in Mexico, 1 location in China, 1 location in India and 1 in the USA falling in Zone 3, as per Munich Re’s Natural Hazards Assessment Network (NATHAN) categorization. TIV by Tropical Cyclone Zones are as follows:

Munich Re (NATHAN) Tropical Cyclone Zone	Proportion of TIV
Zone 5: > 300 km/h	NIL
Zone 4: 252-300 km/h	NIL
Zone 3: 213-251 km/h	0.7%
Zone 2: 185-212 km/h	2.2%
Zone 1: 142-184 km/h	6.9%
Zone 0: 76-141 km/h	19.1%
No hazard: < 76 km/h	71.1%

Flood Zones: Flood risk is typically categorized as 50-year, 100-year, 200-year and 500-year flood risks. Definitions of these categories based on Swiss Re’s CatNet Global Flood Zone (GFZ) categorization showing the number of our locations and the proportion by TIV for each category are as follows. The information provides insights into possible flood hazards across the property portfolio. Site specific flood hazard determination requires highly precise geocoding, site finished floor elevation and other related construction details. In many cases, site-level review and validation were completed to confirm the exposure:

Category	Flood Probability	Number of Locations	Proportion of TIV within 5 km Radius
50 year	1 in 50 (2%) chance of occurring in a year	22	1.3%
100 year	1 in 100 (1%) chance of occurring in a year	70	10.1%
200 year	1 in 200 (0.5%) chance of occurring in a year	104	12.1%
500 year	1 in 500 (0.2%) chance of occurring in a year	38	2.7%
Outside	Outside recognized flood zones	532	73.9%

Climate change is associated with a rise in sea levels as well as an increase in the frequency and severity of flooding, which places properties located within a five kilometres radius of the current coastline at greater risk of coastal flooding.

A total of thirteen (13) of our Divisions are located five kilometres or closer to a coastline or body of water and thus may be at higher risk from the effects of climate-change related sea rise or flooding:

No. of Divisions	Location(s)	Body of Water
2	Michigan, U.S.	Lake Michigan
1	Ohio, U.S.	Lake Erie
1	California, U.S.	San Pedro Creek
1	Ontario, Canada	Lake Ontario
1	Liverpool, U.K.	River Mersey
1	Bari, Italy	Adriatic Sea
1	Kocaeli, Turkey	Lake Sapanca
1	Tangier, Morocco	Atlantic Ocean
1	Santa Catarina, Brazil	Rio Piral
1	Hangzhou, China	East China Sea
1	Taizhou, China	East China Sea
1	Kanagawa, Japan	Onda River

Two of such Divisions (Kocaeli, Turkey and Taizhou, China) representing less than 0.1% of TIV are located within one kilometre of a coastline.

Wildfires: One of our Divisions located in Brazil, representing less than 1% of TIV, is considered as being exposed to significant wildfire risk. All other wildfire risk is considered moderate to negligible. Wildfire risk is reviewed based on proximity to forests and grasslands with consideration of topography and climate conditions.

Tornadoes: The review of tornado hazard is based on the historical occurrence and the intensity of F2 to F5 (see F-Scale below) events based on meteorological data. Approximately 85% of property values fall within the moderate to “no tornado observed” categories, based on Swiss Re’s hazard data. The other 15% fall within the significant, high and very high categories, represent various locations in the U.S.

Fujita Scale (F-Scale)		Category	F2 – F5 Tornadoes per year (per 2,500 sq km)	Number of Locations	Proportion of TIV
F0	< 73 MPH	Very High	> 0.75	4	1.9%
F1	73 to 112 MPH	High	> 0.5 to < 0.75	18	5.8%
F2	113 to 157 MPH	Significant	> 0.35 to < 0.5	51	7.3%
F3	158 to 206 MPH	Moderate	> 0.2 to < 0.35	46	7.3%
F4	207 to 260 MPH	Low	> 0.1 to < 0.2	179	17.3%
F5	261+ MPH	Very Low	< 0.1	332	41.1%
		No Observation	Not in tornado zones	136	19.4%

Water Security: Water scarcity is a chronic condition in a number of regions of the world, and it is expected to be amplified due to the effects of climate change.

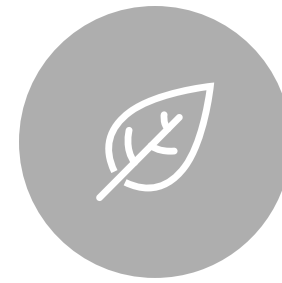
As part of our Property Risk Management program we conducted an assessment of water security risk in 2022. Water security suggests the reliability/ security of an acceptable quantity and quality of water, since water is a critical input in many production processes as well as the lifeblood of sprinkler protection systems. A reduction or failure of water supply could cause a significant impact on operations in the affected region. The methodology for determining

water security exposure was based on the “Baseline Water Stress” 4 of the World Resources Institute (WRI) Aqueduct Global Maps 3.0, that measures the ratio of water withdrawals to available renewable surface and groundwater at the catchment scale. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and non-consumptive uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. The indicator used is calculated by inverting the “Baseline Water Stress” scores and converted to a 0-100 scale to represent “Water Availability” as a percentage. Low values represent water stressed areas, due to either high water withdrawals or low water supplies.

The 2022 assessment showed that there were 61 locations in regions deemed to have “low” water security, comprising approximately 14% of 2022 TIV. The assessment indicated exposure locations in China, Germany, India, Italy, Mexico, Spain and the United States. However, Mexico represented the most significant region in terms of exposure to water security risks, as approximately 50% of the affected locations were in Mexico. While we currently attempt to mitigate the impact of water scarcity risks through water reduction and re-use activities, including the use of treated waste water for irrigation of green areas on a site, the water security analysis is used for additional discussions with our risk engineering consultant, including potential additional recommendations for action plans to mitigate water security risks in the affected regions.

In considering the potential impact of chronic physical risks, readers are encouraged to review the following risk factors in “Section 5 – Risk Factors” in our AIF:

- Supply Chain Disruptions
- Climate Change Risks – Transition and Physical Risks
- Regional Energy Shortages and Pricing



SUSTAINABILITY SPOTLIGHT

Powering Sustainability On-Site

On-site renewables are a key component of achieving sustainability goals at Magna while enhancing operational excellence and long-term cost savings. These include a focus on solar power and biomass energy that converts organic waste into usable energy.

Our dedication to on-site renewables at our 341 divisions helps to lower our energy costs by reducing reliance on grid electricity. They reduce our carbon footprint by cutting greenhouse gas emissions and boost our energy independence by providing a stable and self-sufficient power supply.

On-site renewables play an important role in our resilience and reliability by providing backup power during outages and ensuring continuous operations. There are approximately 155,000 solar panels in place at 60 Magna divisions around the globe. They are installed on rooftops and in parking areas, as we contribute to a brighter, greener future.

This is yet another demonstration of Magna's commitment to environmental responsibility, which resonates with our customers, investors and other stakeholders, as we work together to protect the planet.



Non-Climate Elements of Sustainability



4.1 Environmental Stewardship

270+

**Facilities ISO 14001
Certified**

25+

**Facilities ISO 50001
Certified**

Magna strives to be an industry leader in health, safety and environmental practices in all operations through technological innovation and process efficiencies to minimize the impact of our operations on the environment and to provide safe and healthful working conditions.

In furtherance of this objective, Magna's Health, Safety and Environmental Policy ("HSE Policy") commits Magna to, among other things:

- complying with, and exceeding where reasonably possible, all applicable health, safety and environmental laws and regulations and conforming with our internal standards based on generally accepted environmental practices and industry codes of practice;
- regularly evaluating and monitoring past and present business activities impacting on health, safety and environmental matters;
- improving the efficient use of natural resources, including energy and water;
- minimizing waste streams and emissions, including CO₂e;
- implementing environmental sustainability targets as defined in the Magna Environmental Principles which are available on our website;
- utilizing innovative design and engineering to reduce the environmental impact of our products during vehicle operation and at end of life;
- ensuring that a systematic review program is implemented and monitored at all times for each of our operations, with a goal of continuous improvement in health, safety and environmental matters and zero accidents or environmental incidents; and
- reporting to the Board at least annually.

The full text of the HSE Policy is located on Magna's website (www.magna.com).

4.1.1 Environmental Compliance

Magna is subject to a wide range of environmental laws and regulations relating to emissions, soil and ground water quality, wastewater discharge, waste management and storage of hazardous substances. Magna maintains a global environmental program which consists of

both internal and third party audits and inspections of our facilities for compliance with local regulations, internal corporate environmental requirements and industry best practices as detailed below:



Audits & Inspections



Risk Assessment & Action Plan

- Each finding identified in an audit or inspection is assigned a risk score, with the risk scores of all findings combined to establish an overall environmental performance rating for the Division
- The Division is provided a report containing recommendations which are prioritized based on the level of risk identified in the risk assessment
- The Division is required to develop a corrective action plan to address the identified risk



Oversight, Performance Tracking & Reporting

- Magna's Environmental Department provides ongoing assistance to Division personnel in resolving action plan items, including by reviewing and approving action plans that have been submitted to close-out identified risks
- Audit/Inspection findings are also communicated to our Operating Group management to enhance oversight and commitment to resolving action items
- A performance review takes place quarterly with Operating Group management
- An escalation process is in place to deal with findings that are not being resolved on a timely basis, with additional environmental risk awareness training provided to the relevant Division, where necessary
- Magna's Environmental Department provides periodic environmental compliance updates to the GNSC

General environmental awareness training is provided to employees by Division management as well as Magna's Environmental Department as part of ISO 14001 certification compliance. In addition, Magna's Environmental Department holds regular conferences for representatives of our manufacturing facilities in order to:

- reinforce Magna's commitment to environmental responsibility;
- communicate changes in local and regional regulations; and
- share best practices with respect to environmental protection, compliance and sustainability initiatives.

4.1.2 Hazardous Waste and Industrial Emissions

We operate a number of manufacturing facilities that use environmentally-sensitive processes and hazardous materials.

We believe that all of these operations meet, in all material respects, applicable governmental standards for management of hazardous waste and industrial emissions.

Occasionally our operations may receive a notice of violation or similar communication from local regulators during routine reviews. We have in the past and will continue in the future to address any such notices promptly. Based on our preliminary data, approximately four percent of the aggregate waste generated by Magna in 2024 was hazardous, similar to 2023. We attempt to reduce the amount of hazardous waste that ends up in secure landfills through: recycling, reuse or energy recovery initiatives. Approximately 94% of the hazardous waste generated by Magna in 2024 was diverted from secure landfills through such initiatives.

4.2 Fairness and Concern for Employees

4.2.1 Our Commitment to Magna Employees

We are committed to an operating philosophy based on fairness and concern for people. This philosophy is one in which employees and management share in the responsibility of ensuring our company's success. Our Employee's Charter, a foundational document in our business, sets out this philosophy through the following principles:

Job Security: Being competitive by making a better product for a better price is the best way to enhance job security. Magna is committed to working together with employees to help protect their job security. To assist employees Magna will provide job counselling and training, as well as employee and family assistance programs.

A Safe & Healthful Workplace: Magna is committed to providing employees with a working environment which is safe and healthful.

Fair Treatment: Magna offers equal opportunities based on an individual's qualifications and performance, free from discrimination or favouritism.

Competitive Wages & Benefits: Magna provides employees with information which enables them to compare their total compensation, including wages and benefits, with those earned by employees of their direct competitors and local companies their Division competes with for people. If total compensation is found not to be competitive, it will be adjusted.

Employee Equity & Profit Participation: Magna believes that every employee should share in the financial success of the company.

Communication & Information: Through regular monthly meetings between management and employees, continuous improvement meetings and through various publications and videos, we keep our employees informed about company and industry developments. We also conduct regular employee opinion surveys to help facilitate employee engagement and to receive valuable feedback from employees to help drive continuous improvement.

The Hotline: Should an employee have a problem, or feel the above principles are not being met, we encourage them to contact the Hotline to register their complaint(s). Those using the Hotline do not have to give their name, but if they choose to do so, it will be held in strict confidence. Hotline Investigators will respond to those using the Hotline. The Hotline is committed to investigating and resolving all concerns or complaints and must report the outcome to Magna's Global Human Resources Department. We also maintain a confidential and anonymous whistle-blower hotline for employees and other stakeholders that is overseen by our Audit Committee. See Section 4.5 – "Corporate Ethics and Compliance" below for further details.

We also maintain a Global Labour Standards Policy, which codifies our existing practices consistent with our Fair Enterprise culture. This Policy provides a framework for our commitment to fundamental human rights and international standards that help support positive employee relations, including:

- promoting the importance of diversity, inclusion, and respect for one another, regardless of personal differences;
- not tolerating harassment of any kind, including physical, sexual, psychological or verbal abuse;
- ensuring employees do not face discrimination in accordance with the protections afforded by applicable law, including discrimination based on race, nationality or social origin, colour, sex, religion, gender identity, disability or sexual orientation;
- condemning child labour;
- rejecting forced or compulsory labour;
- maintaining safe and healthy workplaces; and
- providing employees with appropriate rest and leisure time.

We publish a Slavery and Human Trafficking Statement setting out the steps Magna has taken to address the risk of slavery and human trafficking in our operations and supply chain. The statement can be found in the “Financial Reports & Public Filings” section of our website, at www.magna.com.

Our commitment to our employees continued to garner recognition, including:



Forbes: America's Best Large Employers (2025)



Forbes: Canada's Best Employers (2023 & 2024)



Built in: Best Places to Work (2023 & 2024)



Open Company: Certification from Glassdoor



Mercer China: Healthiest Workplace Awards (2024 & 2025)



Zhaopin: China Best Employer Award (2024)



Universum: Most Attractive Employer Award – Austria, Canada & Mexico (2024)



51job: 100 Excellence Employer of China of 2024; Excellence in Diversity and Inclusion (2024); Top Graduate Employer Brands (2024)

4.2.2 Collective Rights

We are committed to providing workplace environments that promote the dignified, ethical, and respectful treatment of our employees, as reflected in the standards contained in our Global Labour Standards Policy and our Code of Conduct and Ethics (“Code”).

Our Global Labour Standards Policy articulates our respect for employees’ right to associate freely and to choose for themselves whether or not they wish to be represented by a third party in accordance with local laws. We operate both unionized and non-unionized facilities across multiple regions, as well as having facilities where other forms of representative structures exist, such as works councils, and/or where industry-wide tariff agreements apply. In our core regions such as the Americas, Europe and Asia, we have a number of locations formally represented by trade unions, where local collective bargaining agreements are in place. Where such arrangements exist, we strive to maintain positive and productive business relationships with these organizations, resulting in competitive industry agreements.

Employees in our unrepresented facilities benefit from a system of progressive and people-focused human resources policies, coupled with consultative concern resolution programs which include our Fairness Committee, Employee Advocates, Employee Opinion Survey, Open-Door Process and our Hotline, all designed to proactively address individual and workplace issues in a constructive and respectful manner.

4.2.3 Magna’s Open-Door Process

Magna maintains a comprehensive Open-Door Process, whereby employees are empowered to bring issues and concerns forward to leadership at all levels of the organization, without fear of retaliation. This process enables management and employees to collaborate on resolving workplace issues together. This process includes regular use of Employee Opinion Surveys, focus groups, and local continuous improvement action plans, focused on maintaining a positive workplace environment.

As a part of our Open-Door Process, we maintain Fairness Committees in many of our North American and European manufacturing facilities, as well as at various manufacturing facilities in India and China. These Fairness Committees enable employees to have many of their concerns resolved by a peer review committee comprised of both management and fellow employees. Most of our North American manufacturing facilities also have an Employee Advocate who works with our employees and management to help address that any concerns that arise in the workplace are addressed quickly and in accordance with our Employee’s Charter, Global Labour Standards Policy and Operational Principles.

4.2.4 Leadership Development / Talent Management

Our talent management strategy is closely aligned with our current business objectives and the ongoing transformation in the automotive industry. Recognizing the increasing need for a lean and digitally adept workforce, we focus on building such an employee base through targeted attraction and recruitment, professional development and succession planning.

Central to our talent management strategy is our continuously evolving Leadership Development System designed to identify, train and develop future leaders with the skills and expertise needed to manage a rapidly transforming, complex, global business. This development framework is built on best practices in the business and manufacturing environment that includes multiple levels of programs, including our flagship Operations Management Accelerator (OMA) program.

The OMA program is designed to cultivate a talent pool of future General Managers and Assistant General Managers for our Divisions. The year-long program integrates instruction from university faculty with practical learning opportunities led by Magna's leadership team. Participants, who must meet stringent acceptance criteria, engage in comprehensive modules covering finance, manufacturing, and supply chain management, each consisting of virtual, in-person, and self-directed study components. The program also includes immersive in-plant learning sessions, providing hands-on experience in real-world settings. A key feature of the OMA program is the capstone project, where participants address a realistic problem or opportunity within their Division, ensuring that their learning is applied to tangible business challenges.

4.2.5 Employee Training & Learning Ecosystems

The training modules in the table below represent required baseline, Corporate-led training completed in 2024 by designated categories of employees – generally white collar employees with computer/email access – representing approximately 25% of our total workforce:

Course	Course Objective	Trainees (2024)
Ethics & Legal Compliance: Code of Conduct & Ethics	Reinforce the importance of Magna's Code of Conduct and Ethics and related policies, including scenarios based on working with customers, vendors and colleagues.	~47,400
Ethics & Legal Compliance: Conflicts of Interest	Work through scenario-based training regarding personal workplace relationships, sourcing business, and how to deal with gifts and entertainment.	~42,500
Labour, Human Rights and Environmental Compliance in the Global Supply Chain: Introduction to Global Supply Chain Laws	Provide overview of global supply chain laws and the implications for managing operations and global supply chains, as well as responsible sourcing related risk management practices and legal and regulatory risks associated with doing business with non-compliant suppliers.	~24,000
Labour, Human Rights and Environmental Compliance in the Global Supply Chain: Third Party Service Providers, Staffing Agencies & Labour Brokers – Reducing Forced Labour Risks	Review potential risks associated with in-sourcing contingent workers from third-party service providers, staffing agencies and labor brokers, as well as understanding of non-compliant labour practices, how to structure such arrangements in a lawful manner, and recognizing the warning signs of forced labor scenarios.	~23,500
Labour, Human Rights and Environmental Compliance in the Global Supply Chain: The Ethical Employment of Young Workers & Preventing Child Labour	Understanding international treaty and regulatory requirements surrounding the lawful employment of young workers, including the legal framework and obligations associated with employing young workers, ensuring compliance with appropriate terms of employment and conditions for training, apprenticeship, and educational programs.	~23,700
Information Security Risk: Mid-Year Training	Reinforces employees' role in securing Magna's information, including handling, classification and sharing of sensitive information and data privacy and protection.	~43,600
Information Security Risk: Secure the Intelligent Future	Reviews risks, policies and best practices relating to cybersecurity and social engineering and artificial intelligence security and data risks.	~42,500
Regulatory and Safety Training: Risk Mitigation	Reviews the Corporation's and employees' risks management responsibilities with respect to product quality and safety regulatory requirements.	~24,700
Regulatory and Safety Training: Risk Mitigation	Reinforces Magna's 'Culture of Quality' and the importance of regulatory compliance, Magna's "Speak Up" culture and the need to keep risk mitigation at the forefront of decision making.	~39,000

In addition to the foregoing training, we continue to promote a culture of sustainability through dedicated training that focused on our sustainability objectives and priorities. The Sustainability training was completed by ~5650 employees in 2024. We have also developed a carbon literacy webinar series to help educate Magna employees on carbon emissions as detailed in Section 1.3. In addition, we conducted dedicated Scope 3 emissions accounting training to help Magna Divisions globally better understand how Scope 3 emissions are quantified and calculated so that they can better understand strategies for reducing such emissions.

All new employees are required to receive compliance on-boarding training on Code and related topics as part of their on-boarding process when joining the company and all new people managers receive advanced ethics training. All customer-facing employees receive advanced antitrust training upon hiring.

Based on the training modules currently tracked in our Learning Management System, Magna employees completed over 520,000 hours of training in 2024 (an average of 7.5 hours per tracked employee). However, the vast majority of training provided to Magna employees occurs at the plant level through Operating Group/Divisional personnel or members of Magna's departmental subject matter experts. Although this plant-level training is not currently tracked globally, we aim to improve such tracking going forward as more of our training activities are centrally recorded in our Learning Management System. This plant-level training generally consists of, among other topics:

- Industrial hygiene;
- Use of equipment and compliance with safety protocols;
- General safety and awareness;
- Quality and product safety;
- Current and emerging legal requirements;
- Sustainability;
- Energy efficiency; and
- Employee health and wellness.

We also:

- Maintain continuous learning opportunities supported by a global team, with localized resources in our major footprint locations in the following areas for employees on the shop floor to senior management:
 - › Manufacturing operations, technical skills, and apprenticeships;
 - › Business and functional knowledge and skills;
 - › Leadership skills, interpersonal skills, mentoring , and coaching
- Provide a Leadership Excellence Program (LE) targeted to each level of leadership, built on best practices in the business and manufacturing environment.

In addition to the structured training described above, Magna's training and development ecosystem makes available a vast range of on-demand training and development resources for employees to enhance and future proof their technical and other skills through self-customized learning. Employees have access to a centralized learner dashboard which gives them access to different types of learning content, including mobile access for flexible learning; and provides personalized learning recommendations based on the employee job profiles. Over 83,000 items of learning content, in multiple languages, are available in Magna's Learning Hub catalogue covering: Culture and Engagement, Diversity & Inclusion, Engineering & R&D, Environment and Sustainability, Ethics, Legal and Compliance, Finance, Healthy & Safety, Human Resources, IT & Software, Leadership, MAFACT, Manufacturing, Professional Skills, Quality, Sales & Business Development and Supply Chain & Purchasing.

4.3 Diversity and Inclusion in our Workplaces

Magna is committed to attracting, retaining and developing under-represented talent across the globe. In order to pursue this commitment, Magna's identified strategic pillars for Diversity and Inclusion ("D&I") initiatives are reviewed and approved by our Executive Management through the Chairs of our Diversity and Inclusion Council. Periodic updates are provided to the Board of Directors about how the company is progressing the D&I strategy.

Our key D&I priorities in 2024 shifted to accelerating diversity, cultivating an inclusive culture, ensuring talent fairness, and being a company of choice as discussed below:

4.3.1 Accelerating Diversity

Our Executive Management continues to reinforce the importance of an inclusive and diverse organization. We continue to roll out facilitated workshops to all leadership levels to better equip leaders with tools and resources to drive inclusive behaviour. We have provided D&I training for employees and have made various D&I tools and resources available for all employees. To further advance our D&I progress, we have implemented three employee-led, volunteer resource communities: Race & Ethnicity (EDGE); LGTBQ+ and Allies (PRIDE); and the Women's eXchange. These communities support the execution of Magna's D&I strategy, raise awareness and help foster a more inclusive environment. The employee resource communities provide, among other things, opportunities for mentoring and career development.

4.3.2 Cultivating an Inclusive Culture

All of our employees are critical stakeholders in our business. We also recognize that the diversity of our employees helps us drive operational excellence. The principle of Fair Treatment, outlined in our Employee's Charter – one which we reinforce through employee meetings, training and communications – has been a key element in fostering an inclusive workplace at Magna. Any employee who feels that we are not living up to the principles of the Charter can seek redress through the Magna Hotline.

We seek to abide by all applicable labour and employment laws, including those prohibiting discrimination and harassment and those providing for the reasonable accommodation of differences. We are committed to providing equal employment and career advancement opportunities, without discrimination based on sex, race, ethnic background, religion, disability or any other personal characteristic protected by law. This is addressed in our Code of Conduct documentation and training, which all Magna employees must complete. Building on the foundation of awareness, education, and constructive dialogue established at Magna, we continue to prioritize inclusion programs to support our employees along additional dimensions of diversity.

4.3.3 Talent Fairness

We strive to ensure that all employees have equal opportunities to join and grow in the organization, as promised in our Employee's Charter. To drive progress, we seek to embed relevant inclusion practices through our talent attraction and management processes. As part of our succession planning program, we continue to identify high-potential candidates and equip

them with development plans to support their progression to advanced roles. We have put in place guidance for talent and succession discussions with the goal of providing succession-eligible candidates receive proper focus. We also provide relevant D&I training for employees and have made various D&I tools and resources available.

4.3.4 Company of Choice

We are focused on being a company of choice and key contributor to society, communities and the planet. We are advancing our initiatives in this area through strategic partnerships, and by working with D&I thought leaders, associations and non-profit organizations dedicated to the advancement of women, racial minorities, and employees of diverse backgrounds; promotion of inclusive work cultures; as well as strategies and actions to address the needs of a diverse workforce. These partnerships help us to benchmark our activities and progress, as well as provide insight into best practices and emerging topics for our D&I agenda. Recognizing the importance of improving gender diversity within key technical career streams and to support the development of the next generation of the talent in science, technology, engineering, and mathematics (STEM), we have formed strategic partnerships with a number of organizations that promote gender diversity in technical career streams. Our current strategic partnerships include: Automotive Women's Alliance; Build a Dream; Centre for Automotive Diversity, Inclusion & Advancement (CADIA); Catalyst; FIRST Robotics – Girls in STEM; her Career; Institute of Electrical and Electronic Engineers (IEEE); Indspire; Inforum; KnowledgeStart; National Society of Black Engineers (NSBE); Queen's University Engineering Society; Society of Hispanic Professional Engineers; Society of Women Engineers (SWE); WISE (Women in Science and Engineering); and Women in Manufacturing. We also participate in various automotive advisory groups to help keep the focus on Diversity and Inclusion in the industry strong. We are leveraging the experience of organizations focused on inclusion to ensure Magna continues to be positioned as a company of choice.

4.3.5 Gender Diversity

We are continuing to progress our agenda to increase the number of women in Magna. On a global basis, approximately 29% of the employees in our wholly owned operations are women. A total of approximately 5,579 employees in our wholly owned operations occupy critical roles with 1,037 of such employees, or 19%, being women. Both the percentage of women in our wholly owned operations, and the percentage of women in critical roles remained flat compared to the previous year. Underrepresentation of women in our workforce is most pronounced in IT, operations, and product engineering career streams, which is a consistent trend throughout the automotive industry. We recognize that there are improvements to be made and we are pursuing strategies to accelerate the progression of women, in director and managerial level roles, and in our most critical operational and technical roles, where there is the greatest level of underrepresentation.

In addition, the Board as a whole continues to advocate for improved gender representation and other diversity in leadership and other critical roles, as well as STEM career streams. In addition to their strong advocacy, the female directors of the Board, currently representing 38% of our Board of Directors, have also sought opportunities to mentor and share their experiences with the company's high-performing female employees. Recognizing the important example set by the Board with respect to its own composition, the Board maintains a Board Diversity Policy (located in the Board Charter). Consistent with the recommendations of the Canadian Coalition for Good Governance, gender parity is achieved if the balance between male and female directors ranges between 40% and 60% over a rolling three-year time frame. Assuming election of all Board nominees at Magna's annual and special meetings of shareholders on May 8, 2025, the percentage of women on the Board will be 38%. In addition to the Board gender representation discussed above, 38% of nominees for election at Magna's annual meeting of shareholders are diverse nominees (based on LGBTQ+ or being an underrepresented minority in their home country).

4.4 Occupational Health and Safety

190+

Facilities ISO
45001 Certified

4.4.1 Health and Safety Standards and Compliance

Our health and safety program at our Divisions must include specific areas of risk assessment and evaluation that at a minimum includes: machinery and equipment safety; incident and accident management; personal protective equipment; emergency preparedness policies and action plans; fire protection; ergonomics; mental health/stress; industrial hygiene and handling of chemical/biological substances; and working at heights and confined space.

Our commitment to providing a safe and healthful work environment is fulfilled through a regular program of health and safety audits and inspections of our global facilities. These audits and inspections cover the specific minimum topics listed above. Audits are designed to address documentation requirements, while inspections assess physical hazards. Audits and inspections are conducted on-site and followed with a report requiring the facility to develop an action plan to address deficiencies or best practices. The action plans are reviewed quarterly by senior Operating Group management.

The compliance program incorporates international and regional standards, including: ISO 45001, Canadian Standards Association (CSA), American National Standards Institute (ANSI), Conformité Européenne (CE), as well as country-specific standards. Audits and inspections are conducted by specialists with knowledge of Magna's standards and country-specific requirements. Legislative changes, accident trends and changes to industry standards are incorporated into the program as part of the annual review of the program and updates of audit requirements are conducted every three years.

The key elements of the program are detailed below:



Audits & Inspections



Risk Assessment & Action Plan

- Each action item identified in an audit or inspection is assigned a risk score, with the risk scores of all action items combined to establish an overall health and safety performance rating for the Division
- The Division is provided a report containing recommendations which are prioritized based on the level of risk identified in the risk assessment
- The Division is required to develop a corrective action plan to address the identified risk



Oversight, Performance Tracking & Reporting

- Magna's Health and Safety Department provides ongoing assistance to Division personnel in resolving action plan items and also reviewing action items that have been submitted for closure from Divisions
- Audit/Inspection findings are also communicated to our Operating Group management to enhance oversight and commitment to resolving action items
- A performance review takes place quarterly with Operating Group management
- An escalation process is in place to deal with action items that are not being resolved on a timely basis, with additional health and safety risk awareness training provided to the relevant Division, where necessary
- Magna's Health and Safety Department provides periodic health and safety compliance updates to the TOCC

Our Health and Safety Department holds regular conferences with representatives of our Divisions to reinforce our commitment to providing a safe and healthful work environment, as well as to share best practices with respect to occupational health and safety. An employee who believes we have not fulfilled our promise to provide a safe and healthful working environment can seek redress through the Magna Hotline.

4.4.2 Ergonomics Program

Magna is committed to minimizing and eliminating ergonomics risk factors. A key program for supporting employee well-being is our ergonomics program which aims to reduce the risk of musculoskeletal injuries. Managed by each Division's ergonomic committee and with the support and guidance of corporate ergonomists, the program regularly evaluates Division ergonomics against a set of established criteria.

4.5 Corporate Ethics and Compliance

4.5.1 Code of Conduct and Ethics

We are committed to conducting business in a legal and ethical manner globally. Our Code, which applies equally to all our directors, executive officers and employees, articulates our compliance-oriented values and expectations. The principles of the Code have been and continue to be reinforced by our Chief Executive Officer, Executive Management, Operating Group management and the Board.

The Code addresses standards of conduct in a number of specific areas, including:

- how to report suspected violations of the Code, and prohibiting retaliation against persons who report such violations in good faith;
- respect for human rights, diversity and inclusion;
- conducting business with integrity, fairness and respect;
- complying with all laws and regulations, including anti-corruption/bribery and antitrust/competition laws;
- lobbying and political contributions;
- full, accurate and timely public disclosures, including financial reporting;
- prohibiting insider trading;

- compliance with environmental, and occupational health and safety laws;
- protecting personal data;
- respect for human rights, diversity and inclusion;
- careful communication, and protecting confidential and personal information;
- managing conflicts of interest;
- giving and receiving gifts and entertainment; and
- compliance with related corporate policies.

The Code, which is disclosed on the “For Employees” section of our website (www.magna.com) and posted on our employee intranet in 28 different languages, is reviewed regularly with all amendments approved by the Board. We have also supplemented the requirements of the Code through the adoption of policies covering specific topics, including: bribery and improper payments, tooling practices, gifts and entertainment, anti-retaliation, careful communication, conflicts of interest, sanctions and trade embargoes, antitrust and competition, data privacy, and the conduct of internal ethics investigations (all of which are also available on our website (www.magna.com)).

4.5.2 Global Compliance Program

In order to help our employees understand the values, standards and principles underlying our Code, we have implemented a global compliance program (the “Program”) overseen by the Audit Committee, which includes training of employees through different modalities (e-learning live in-person, and virtual instructor-led) on various topics relating to compliance and ethics. We also provide specialized compliance training modules which target specific functional audiences and high-risk regions. In addition to providing training on compliance and ethics topics generally, these specialized modules are designed to be interactive and incorporate real-life scenarios and exercises, which we believe amplify our Program expectations and resonate more powerfully with participants.

The Program is supervised by the Magna Compliance Council (“Compliance Council”), a body that includes key corporate officers representing our finance, legal, human resources, operations, internal audit, sales and marketing, technology, information, research and development, and compliance functions. The Compliance Council is tasked with, among other things, providing overall direction for our Program, approving key initiatives and ensuring that the required elements of our Program are being carried out globally by our cross-functional Operating Group Compliance Committees.



In 2025, for the fourth year in a row, Magna was selected as a World’s Most Ethical Companies Honoree® by Ethisphere, a global leader in defining and advancing standards of ethical business practice.



4.5.3 Magna Hotline

The Magna Hotline is a whistle-blower hotline. The Hotline is confidential and reporters can remain anonymous (except where local law requires disclosure of a reporter’s identity), and is available for employees and other stakeholders such as customers and suppliers at all levels of our supply chain to make reports by phone or online at any time in 29+ languages. Reports are received and tracked by an independent third party service provider. Reports to the Magna Hotline (other than reports of an HR nature) are reviewed by our Internal Audit Department and, when appropriate, an investigation is conducted in accordance with our Policy on Internal Ethics Investigations. Investigations are conducted by Magna’s Internal Audit Department, Corporate Security team, In-House lawyers and/or external counsel (where applicable). We maintain an Investigations Oversight Committee, a sub-committee of the Compliance Council, which meets quarterly (and on an ad hoc basis, as needed) to review such investigations to maintain consistency of discipline and promote early awareness and oversight. The Audit Committee receives quarterly presentations from the Vice-President, Internal Audit regarding Magna Hotline activity and details of compliance, fraud, financial reporting, and other investigations (other than HR-related investigations).

4.6 Product Quality and End User Safety

4.6.1 Our Ambition

At Magna, our ambition is to lead the automotive industry in product quality and end user safety. We are committed to delivering innovative, reliable and safe products that exceed customer expectations and contribute to a sustainable future. Our integrated management system aims to embed quality and safety in every stage of our product lifecycle, from design and development to manufacturing and delivery.

Our overarching goal is to achieve zero recalls. We aim to eliminate product defects and enhance the reliability of our products through continuous improvement, rigorous testing, and proactive risk management. By focusing on quality and safety, we strive to protect the end user and maintain our customer's trust in our brand.

4.6.2 Product Compliance

Our product design and development processes incorporate all relevant local, national, and international regulations and standards. Our commitment to compliance is reflected in our continuous monitoring and improvement efforts, where we regularly evaluate and update our compliance measures to incorporate the latest technological advancements and industry best practices.

Maintaining certifications such as IATF 16949, ISO 9001, and ISO 45001 is part of our commitment to high-quality standards. At the end of 2024, all Divisions that supply products to OEMs were IATF certified. We also work closely with our suppliers to support their adherence to our stringent compliance requirements.

4.6.3 Integrated Product Management System

Ensuring the safety of our products is paramount at Magna. Our comprehensive approach to product safety includes:

Safety Management Systems: Implementing proactive and robust systems that include risk assessment, hazard identification through error proofing, and mitigation strategies to prevent accidents and promote product safety throughout its lifecycle. In support of our ambition we use the following systems:

- Error proofing technology to proactively identify issues;
- Crisis management systems are in place and supported by appropriate senior management oversight;
- Our Global Warranty Management System (GWMS) identifies customer claims data to monitor trends, anomalies, and potential field escapes. We work collaboratively with our customers on end user safety.

Incident and Recall Management: Establishing efficient incident and recall management processes to swiftly address any safety concerns, minimize risk to end users, and prevent recurrence via benchmarking, read across and lessons learned activities.

Annual Employee Training: Providing ongoing training for employees and suppliers on safety standards to support a thorough understanding and consistent application of best practices. Every year we train over 100,000 employees on risk mitigation and safety compliance.

Customer Engagement: Actively engaging with customers on product safety and performance, and then using this information to drive continuous improvement and innovation. We continuously track our performance against customer-specific requirements. The strength of our engagement program is demonstrated by the 109 customer awards focused on delivery quality that we received last year.

4.7 Lobbying & Political Engagement

Magna is committed to upholding the highest standards of integrity in our lobbying activities and political engagement. Our approach to conducting such activities in accordance with applicable law and ethical norms, and in alignment with our sustainability commitments, is as follows:

4.7.1 Core Commitments

Our core commitments in this area are:

- **Lobbying:** Magna pledges to comply with applicable law and uphold the highest levels of integrity in all lobbying efforts. Our lobbying strategies and practices are designed with the best interests of our stakeholders in mind. We are committed to honest and ethical engagement with policymakers.
- **Political Engagement:** Magna is committed to being a responsible corporate citizen, which includes ensuring compliance with applicable law regarding political contributions and expenditures.
- **Comprehensiveness of Commitment:** Our commitment to integrity in lobbying is holistic, encompassing all areas of our business and supported by senior management. A dedicated governance structure supports adherence to this strategy, with accountability assigned at the corporate level.

Our strategy supports Magna's interest in promoting public policies relevant to Magna and educating policymakers about our business, while complying with all relevant laws and

regulations governing lobbying and political contributions, and expenditures involving government officials, including the reporting and disclosure of such amounts.

4.7.2 Implementation Measures

In order to give effect to our commitments we undertake a number of measures:

- **Disclosure:** Detailed information about our lobbying activities as required by law.
- **Approval Procedures:** Magna has established a pre-approval procedure ("Disclose It" reporting system) for expenditures involving government officials.
- **Stakeholder Engagement:** While our strategy is comprehensive and supported by senior management, we recognize the importance of involving stakeholders in the implementation of our lobbying strategies at the corporate level. Efforts to enhance stakeholder involvement are ongoing.

Magna will comply with all applicable laws and regulations governing campaign finance, political contributions, and other related expenditures, including reporting and disclosure requirements. Magna regularly consults internal and external legal counsel regarding compliance of its political expenditures and other political and lobbying activities with applicable law. Magna's lobbying strategy is subject to regular review and updates to reflect changes in legal requirements, and industry best practices.

4.8 Data Security, Cybersecurity and Privacy

4.8.1 Enterprise Cybersecurity

Our enterprise cybersecurity strategy was developed by our Information Security, Risk and Compliance Department (“ISRC”) which ultimately reports to our EVP and Chief Digital and Information Officer. The strategy has been designed using guiding principles from our Code as well as enterprise risk considerations and aligns with industry standards including the National Institute of Standards and Technology, relevant ISO standards, and applicable customer requirements. Our Board has risk oversight responsibility for Magna’s enterprise IT/information security systems and cybersecurity program and receives reports regarding the program at periodic meetings.

We are committed to working with our customers and other stakeholders so that appropriate cybersecurity standards and requirements are continually monitored and implemented as required. In addition, we ensure that we comply with all governmental rules and regulations regarding cybersecurity or privacy regulations (such as GDPR as defined and detailed below), which directly affect cybersecurity requirements. Our selection process for third party (e.g. Cloud-based) services includes a due diligence approach that ensures that such services are evaluated using industry standard security assurance approaches to assess and address the risks associated with third party technology services and aligns with our overall approach to cybersecurity.

We regularly evaluate and adjust our information security management strategy based on a variety of considerations including risk assessments, continuous monitoring and periodic independent cybersecurity maturity evaluations. This enables the ISRC to identify and prioritize responses to residual risk arising from changes to our business or the ever-changing threat landscape. Magna has developed and implemented centralized enterprise cybersecurity policies, compliance measures, as well as training and awareness programs designed to support execution of our cybersecurity strategy to minimize our exposure.

Our cybersecurity initiatives are based on five key considerations:



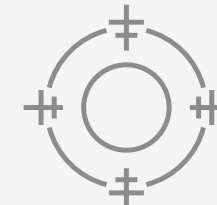
Identify

Develop an organizational understanding of cybersecurity risk to systems, people, assets, data, and capabilities.



Protect

Develop and implement appropriate safeguards to ensure against cybersecurity risk and continue to deliver critical services.



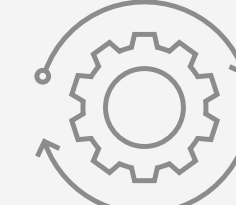
Detect

Internal and external 24 x 7 monitoring of all information traffic for cyber-attacks, including ransomware and other malware.



Respond

Our Security Operations Centre has appropriate incident response plans/ processes and the necessary resources and expertise to respond to detected threats.



Recover

Our Security Operations Centre works with IT operations to recover as quickly as possible by rebuilding affected systems and restoring data back-ups.

Governance of cybersecurity over our shared global telecommunications and computer infrastructure is centralized under the ISRC. The ISRC facilitates identification of our risk exposures and mandates the implementation of appropriate security controls. We have processes in place for upgrading our IT systems, including patching and other protective measures, in a timely manner.

4.8.2 Product-Embedded and Solution Software Cybersecurity

In addition to the above centralized initiatives, our decentralized operating model assigns cybersecurity accountability to our Operating Groups with respect to risk/security issues inherent in products. However, the ISRC provides various standards-based approaches to assist our Operating Groups in assessing their respective product cybersecurity risk and maturity. From this assessment, our Divisions and Operating Groups are then able to determine appropriate cyber solutions that may be required. Our Technology Committee supports the Board through the committee's risk oversight responsibility for Magna's product-embedded or solution software cybersecurity.

4.8.3 Privacy

Magna is committed to preserving the privacy of our stakeholders in accordance with applicable laws. Our Code articulates our approach to the privacy of our employees and protection of their personal information. We only collect, use and disclose personal information for legitimate business or employment purposes, as required by law, or with an individual's consent. In addition, like any other asset, confidential information which includes trade secrets and proprietary information is a valuable part of our business and we aim to safeguard it.

Magna has established a data privacy organization and program in our divisions in the E.U., Morocco, Brazil, Thailand, China, and India. The program includes the issuance of policies and procedures, employee training, gap assessments and the implementation of a data privacy management system.

In addition to our general privacy and confidentiality commitments, our Global Data Privacy Policy (the "Privacy Policy") has been established. The Privacy Policy is designed to guide our compliance with, among others, the E.U. General Data Protection Regulation ("GDPR"), China's Personal Information Protection Law, the Brazilian General Data Protection Law, Thailand's Personal Data Protection Act and India's Digital Personal Data Protection Act.

The Privacy Policy sets out general data protection principles, responsibilities of data controllers and processors, circumstances under which personal data can be transferred, rights of data subjects and actions that must be taken in case of data breach, as well as addressing data retention periods. The Privacy Policy is accompanied by a variety of formal and comprehensive procedures, developed and overseen by our Compliance Council.

A training program has been implemented to address general data privacy awareness for all employees and provide more specific rules for those employees who are handling personal data as part of their daily work. Finally, those employees across our organization responsible for handling privacy requests by data subjects or for addressing data breaches have been provided with the tailored training and resources to carry out such responsibilities.

Furthermore, Magna continues to monitor legislative and regulatory developments in the fast-changing data privacy landscape in other regions with Magna operations.

4.9 Supply Chain Responsibility

Requirements for transparent, sustainable, and responsible supply chains are rapidly evolving. More rigorous laws and regulations have been, and continue to be, introduced in jurisdictions around the world. The evolving regulatory landscape includes more extensive obligations regarding due diligence, supply chain mapping, commodities/product tracing, and reporting.

Magna is committed to responsible and ethical sourcing in its supply chain, and aims to implement sustainable, long term sourcing strategies. Magna's commitment is supported by its governance structure, comprehensive policy/contractual framework, supplier engagement activities, and supplier risk monitoring and analysis through live monitoring, supplier self-assessment questionnaires (SAQs), and where necessary, supplier audits.

4.9.1 Policy and Contractual Framework

4.9.1.1 Supplier Code of Conduct

We hold ourselves and our suppliers to high ethical standards. Our Supplier Code of Conduct and Ethics ("Supplier Code") is a foundational document in our business relationships with suppliers. It outlines the principles we apply internally at Magna through our Code, as well as expectations we have for every company that supplies goods or services to Magna, relating to, among other things:

- ethical business conduct, such as compliance with antitrust/competition, anti-corruption/bribery and export controls laws; conflict minerals reporting; avoidance and reporting of conflicts of interest; and protection of Magna intellectual property and confidential information;
- employee rights, including those rights set out in our Employee's Charter, Global Working Conditions and Global Labour Standards Policy; and
- environmental responsibility and compliance.

4.9.1.2 Global Labour Standards

All Magna employees and suppliers are required to abide by our Global Labour Standards, which articulate our commitment to various internationally recognized frameworks that govern workers' rights, including the UN Universal Declaration of Human Rights, ILO Fundamental Conventions (which include conventions prohibiting forced and child labour-related practices), and ILO Declaration on Fundamental Principles and Rights at Work. The Global Labour Standards have been incorporated into our Supplier Code.

4.9.1.3 Human Rights & Environmental Standards

Our Human Rights & Environmental Statement (the "Human Rights Statement") is a comprehensive summary of Magna's values and commitment regarding human rights and environmental standards, and internal and supply chain requirements. The Human Rights Statement outlines our human rights and environmental risks identification and assessment processes, as well as the manner in which we control, prevent, and if necessary, remediate issues.

This policy framework forms an integral part of our overall contractual relationship with our suppliers. It articulates our fair enterprise culture and serves as a general endorsement of the human rights and international labor standards reflected in the United Nations Universal Declaration of Human Rights, International Labour Organization ("ILO") Fundamental Conventions, and ILO Declaration on Fundamental Principles and Rights at Work. The framework also reflects an express and unequivocal prohibition on the use of forced or child labor – both internally and by suppliers. Pursuant to these policies, as well as applicable Purchasing Terms and Conditions, our suppliers are required to cooperate with audit and investigation activities to validate their adherence to these standards. In accordance with the Supplier Code, suppliers should also require their own suppliers and sub-suppliers to establish similar policies to facilitate a consistent commitment.

We expect the standards set out in the Supplier Code, Global Labour Standards, and Human Rights Statement to be met by our suppliers, even in jurisdictions where meeting such standards may not be considered part of the usual business culture and a failure to do so can result in the termination by Magna of the supply relationship. The full texts of these policies are available on our website (www.magna.com).

We also continue to support and participate in industry efforts to develop common standards relating to business ethics, environmental standards, working conditions and employee rights. We will continue to engage with our suppliers to raise awareness of the importance of sustainability and compliance with regulatory standards and compliance with regulatory standards and Magna's core values. For example, we are a member company of the German automotive industry dialogue ("Branchendialog Automobilindustrie"), a multi-stakeholder forum consisting of relevant participants from the automotive industry as well as civil society with expertise on human rights risks in automotive supply and value chains.

4.9.2 Human Rights and Global Working Conditions in our Supply Chain

Respect for human rights is a part of our core company values and we recognize our responsibility with respect to preventing forced/child labour and promoting socially responsible business practices.

Magna is committed to conducting business in a legal and ethical manner globally and we seek to fully comply with all applicable labor and other laws in all jurisdictions in which we operate. While such jurisdictions have a range of different laws, Magna's policy framework applies equally to all our operations across the globe to establish a common and consistent baseline for the fair treatment of our own employees, as well as those in our supply chain. We hold our own employees to high ethical standards and expect the same commitment of our suppliers, vendors, consultants, independent contractors, agents, or any third party engaged on our behalf.

We expect that our supply chain will adhere to our Global Labour Standards, our Supplier Code, and our Human Rights Statement, which have a strong focus on protection of human rights and working conditions, including strict prohibitions on the use of child, underage, slave or forced labour. Our Global Working Conditions are an integral part of our supplier package

that emphasize the importance of maintaining global working conditions and standards that result in dignified and respectful treatment of all employees within all our global operating locations, as well as those of our supply chain. A failure by any of our suppliers to comply with its terms can result in the termination by Magna of the supply relationship.

With respect to third party service providers and staffing agencies, we maintain a number of oversight and due diligence practices, including:

- a global policy on "Doing Business with Staffing Agencies and 3rd Party Service Providers" that sets out best practices when doing business with 3rd party vendors supplying labour-related services to Magna, including: due diligence requirements; prohibition on the use of fees or worker debt arrangements that might result in conditions leading to debt bondage; requirements for transparent employment terms; and conducting checks on contract workers for the purposes of verifying ethical and legally compliant employment conditions;
- service agreement templates for use with 3rd party labour suppliers to ensure that contingent workers are subject to the same ethical standards applicable to Magna's regular full-time employees. The service agreement templates include, among other things, robust audit and investigation provisions;
- a system for reporting non-compliant suppliers designed to help prevent business with prohibited suppliers;
- conducting over 2,600 'manpower' audits of labour related suppliers; and
- a global Labour and Employment Audit program designed to assess HR compliance-related issues, policies, and practices at the local Divisional level and adherence to both Magna policy and local laws, in a variety of areas, including fair working conditions and prevention of forced and child labour.

4.9.2.1 Governance

In addition to setting the “tone from the top” regarding our commitment to human rights and working conditions, Executive Management approves the implementation of the policies, procedures, systems, and tools described in this Sustainability Report, including through the Magna Compliance Council, which provides regular and ad-hoc updates on measures implemented to comply with relevant laws and regulations covering social risks.

Several of Magna’s Corporate functions centrally manage policies and, in some cases, implementation of activities aimed at social risks generally, and forced/child labour risk in particular. These include:

- Magna’s global Human Resources function (including Magna’s Health, Safety and Environmental department), is responsible for ensuring respect for working conditions and employment standards compliance, human rights, safety and employee wellness, as well as environmental standards, within our own business, as well as managing various due diligence and audit processes;
- a Human Rights Officer (HRO) oversees our compliance with the German Supply Chain Due Diligence (Lieferkettensorgfaltspflichtengesetz (LkSG)) (the “German Act”). We also have a global advisory board comprised of senior Magna leadership that provides guidance and receives periodic reports on the activities of the HRO and the German Act compliance team;
- Magna’s global Procurement and Supplier Management function is responsible for directing due diligence processes within the supplier base as described in subsection 4.9.3;
- our Ethics and Compliance function oversees our ethics and compliance program, updates to key policies such as our Code of Conduct, and Supplier Code, and Ethics and Compliance training, as well as related investigations and remedial action;

- other specialist functions provide regular and ad-hoc reports to their function leadership; and
- overall support for ESG policy, practices and initiatives is also provided by our global Sustainability team.

Magna’s Compliance Council supervises our ethics and compliance program, including whether the required elements of our compliance Program are being carried out globally by our cross-functional Operating Group Compliance Committees.

Day-to-day responsibility for effective implementation and execution of compliance activities relating to human rights are managed by each of Magna’s Operating Groups and their respective business divisions and partners within our overall policy framework and with the support of the Magna Corporate functions referred to above.

Board-level oversight is provided by the Governance, Nominating and Sustainability Committee of Magna’s Board of Directors (with respect to supply chain risks) and the Talent Oversight and Compensation Committee (with respect to health and safety risks and social risks related to our own workforce). Our Audit Committee oversees our global compliance program.

We annually report our activities with respect forced labour/child labour pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Canadian Forced Labour Act”). The report is available on our website ([🔗 www.magna.com](https://www.magna.com)).

We maintain cross-functional working groups to coordinate implementation of activities to meet obligations under laws and regulations addressing human rights and social risks, including the German Act, Canadian Forced Labour Act, the U.S. Uyghur Forced Labor Prevention Act, the E.U. Corporate Sustainability Due Diligence Directive (CSDDD); and E.U. Regulation on Prohibiting Products Made with Forced Labour on the Union Market.

4.9.2.2 Training and Capacity Building

Given the importance of human rights, we implemented mandatory enhanced compliance training for designated categories of employees on responsible sourcing and global supply chain laws, covering such issues such as child labour, human trafficking, forced labour, and the responsible use of third party labour brokers. The training is mandatory for employees across various functional areas with responsibility for hiring and supplier/vendor selection and oversight, such as Human Resources, Purchasing, Legal, and Quality, as well as other functional leadership. Additional detail regarding each training module, as well as number of trainees who completed the training in 2024, can be found in Section 4.2.5.

Magna communicates the standards expected of its suppliers through a variety of mechanisms, including: supplier conferences/roundtables; direct buyer interactions; correspondence with suppliers; our Corporate website and Supplier information portal; and corrective action plans generated from self-assessment questionnaires or audits we request suppliers to complete (as discussed in Section 4.9.3.4).

Our Supplier Roundtables engage key suppliers on topics including energy reduction, decarbonization, sustainable materials and products, supply chain resiliency, and human rights and working conditions. We are currently developing a roadmap to enhance training opportunities for our suppliers and further build supplier awareness of sustainability and supply chain responsibility.

4.9.3 Supply Chain Management

Our supply chain management system is designed to improve the supply chain resilience; enhance transparency into our supply chain; improve supplier sustainability performance; and meet regulatory requirements.

4.9.3.1 General

Magna's supply chain management group focuses on a number of elements that we believe are integral to world class supply chain management, such as: standardized supplier quality and delivery performance ratings; specific roles and responsibilities; processes and standards; global training; and risk management. The supplier quality and delivery performance ratings have been established to help optimize business award decisions. We use cross-functional sourcing teams, in the majority of our sourcing decisions, to help support compliance with our internal standards when we place new business within our supply base. In order to promote awareness of the key elements of our supply chain risk management program, including the requirements in our Supplier Code, we provide global on-line training on an ongoing basis to internal purchasing employees.

We continue to increase digitization of our supply chain management, including focusing on spend analytics and online transportation risk tracking, as well as electronic tagging and tracing of certain assets.

As part of our strategy to improve sustainability performance across our supply chain, we are developing an ESG component for our program award criteria, as discussed under "Supplier Reviews" below.

Our governance framework and key activities with respect to supply chain ESG risk management is set forth below:

<div>Governance</div> <div>Cross-functional team led by Supply Management, a function within Procurement, with cross-functional representation from legal, ethics and compliance, human resources, sustainability and other functions, that determines Magna standards and oversees global implementation and execution of key due diligence and other supply chain activities</div>			
<div>Policies</div> <ul style="list-style-type: none">• Supplier Code• Global Labour Standards• Human Rights and Environmental Standard• Terms & Conditions• Sourcing Requirements	<div>Engagement</div> <ul style="list-style-type: none">• Day-to-day direct interactions with suppliers• Dedicated Supplier ESG Roundtables• Communications through Supplier portal• Integrated Supply Management with Operating Group Procurement leaders• Live “All supplier” communications	<div>Assessment & Monitoring</div> <ul style="list-style-type: none">• Supplier Self- Assessment Questionnaires (“SAQs”)• Third-party AI platform for supply chain mapping, supplier scoring, and live alert monitoring• Supplier emissions reporting platform• Other third party tools and databases• RSCI on-site audits, where necessary• Internal or customer initiated risk assessments• Grievance mechanism (“Magna Hotline”) with dedicated supplier tier• Internal Supplier ratings to support sourcing/desourcing decisions	<div>Investigation & Remediation</div> <ul style="list-style-type: none">• Investigation and case management system to gather information and execute control and oversight of any necessary mitigating actions• Corrective action plans generated through SAQs and on-site audits• Potential desourcing of supplier, where warranted

4.9.3.2 Risk Assessment, Monitoring and Supply Chain Mapping

We identify, evaluate and prioritize risks based on the likelihood of the risk occurring, severity of the impact should a risk materialize, and the extent of our contribution to the risk, if any. Within our supply chain, prioritization of certain risks may also include considerations relating to our proximity to the risk and our ability to influence mitigation of the risk by a supplier. Our analysis and prioritization of supply chain risk incorporates a number of inputs, including: expertise from internal function experts; information and trends derived from due diligence tools we utilize, such as our third party live alert risk monitoring platform; regulatory areas of focus, including regulations/enforcement activity aimed at specific entities, geographies and/or commodities; supplier-specific information from SAQs and audits, and public sources, such as independent reports or databases (i.e., human rights indices).

Our risk analysis and due diligence activities are informed by global or industry standards and frameworks, including: the UN Guiding Principles for Business and Human Rights, the UN Universal Declaration of Human Rights, the OECD Due Diligence Guidelines for Multinational Enterprises, the ILO conventions/declarations referenced in our Global Labour Standards; and the AIAG/Drive Sustainability's Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain (its Automotive Sustainability Practical Guidance).

We have implemented a third party supply chain risk monitoring and mapping tool (Prewave), which monitors and provides real-time alerts affecting supply chains covering 34 categories, including: human rights risks (i.e. forced/child labour), operational issues, financial or legal issues, CSR incidents (i.e., environmental incidents, poor working conditions), industrial accidents, product incidents (i.e., recalls), cyber risks, natural disasters, governance risks (i.e., corporate wrongdoing), labour unrest, and political unrest. Through the tool's supply chain mapping capabilities, Magna is able to conduct a periodic analysis of specific risk areas through bottom-up mapping over and above the day-to-day live supply chain risk monitoring conducted through the platform. In 2024, we performed targeted supply chain mapping

on a periodic basis relating to key commodities (e.g., semiconductors and aluminium), as well as entities identified on the UFLPA Entity List from time to time. We are currently conducting a pilot project in conjunction with Prewave to further enhance our Tier n mapping capabilities through the tool.

4.9.3.3 Supplier Reviews

Magna's review process for production suppliers is designed to assess their overall operational, performance and financial health. We use a scorecard to provide ongoing monitoring and assessment of suppliers, which tracks (among other things) whether suppliers have certain industry-recognized environmental and health and safety certifications, such as ISO 14001 and ISO 18001. In 2025 the supplier review scorecard was enhanced to include a mandatory supplier ESG ("S-ESG") rating. This fourth rating pillar establishes key ESG elements as a minimum requirement for future business with Magna. The S-ESG rating is based on supplier scores received in the industry-aligned third party self-assessment questionnaire (discussed in detail below) and Magna Minimum Requirements (MMR) for human rights and working conditions. The S-ESG assesses our suppliers' environmental impact and commitment to sustainability, including evaluating suppliers' labor practices, human rights, and occupational health and safety standards, as well as corporate governance structures, compliance with global regulations, and responsible supply chain management. The S-ESG score is mandatory for all existing and potential new direct material suppliers.

Additionally, in 2025, disclosure of environmental performance (such as emissions, waste and water consumption) through the M2030 platform (discussed in Section 1.4.5) will become an essential prerequisite for participation in RFQ processes and awarding of future business. This represents a critical step to enhancing our Scope 3 emissions inventory and facilitating Magna's activities for reducing Scope 3 emissions in order to meet our near-term and net-zero science-based targets.

Suppliers that do not achieve a sufficient S-ESG rating, or with deviations or violations may be required to undertake a number of steps, including, among other things: providing additional information to Magna to verify findings; participation in an onsite audit; and/or implementing corrective action plan/timeline for improvement. A deviation from the Magna Minimum Requirements could result in termination of the supply relationship. No production suppliers were terminated in 2024 as a result of a violation of working conditions or human rights. We have terminated business relationships with a number of temporary staffing/labour agencies that did not meet the requirements of our global staffing agency policy discussed in Section 4.9.2 above.

4.9.3.4 Assessing and Auditing Suppliers

In support of our new S-ESG rating, we invited approximately 4,800 suppliers (representing approximately 75% procurement spend) to complete the NQC SAQ, a third party supply chain management and auditing organization that collects and analyzes supplier responses and grades their overall performance via their SupplierAssurance platform. The number of in-scope suppliers required to complete an SAQ is expected to expand in 2025 to over 90% of procurement spend. The self-assessment questionnaires (currently SAQ 5.0) is a standard automotive industry sustainability questionnaire developed by global OEMs. The SAQ which Magna Divisions also complete for requesting OEM customers annually, requires information, including documentation, relating to several topics, including, among other things: sustainability management; working conditions and human rights; health and safety; business ethics; environmental compliance; supplier management; and responsible sourcing of raw materials, as well as questions specifically addressed to compliance with specific legislative requirements, such as the German Act (as defined below). In addition to requiring supplier completion of the SAQ, each of Magna's own operating Divisions complete the self-assessment.

In addition to the SAQ scoring process, all of Magna's production suppliers are included in our Prewave third party risk monitoring and mapping tool. Each supplier has a risk scorecard that includes an overall rating and ratings for each of the 34 categories monitored in the platform.

With respect to audits, Magna is a founding member of the Responsible Supply Chain Initiative (RSCI), an association of automotive OEMs, Tier 1 Suppliers and industry associations, which has established a standardized assessment program for due diligence in the automotive supply chain relating to social compliance, occupational safety and environmental protection. Magna initiated RSCI audits of six (6) suppliers in 2024 following our risk assessment process. Four (4) suppliers completed the full RSCI audit in 2024 and one supplier completed an initial audit, with a follow-up audit expected in Q1 2025, and one supplier is not proceeding to a follow-up audit as they are no longer a strategic supplier of Magna. The four auditee suppliers with completed audits were awarded a full or interim RSCI label demonstrating compliance with the RSCI Assessment Standard. Audited suppliers that do not receive an RSCI label undergo remediation activities. Magna expects that it will continue to grow its audit program in 2025, with a focus on key commodities and critical geographies.

4.9.3.5 Supplier Grievance Mechanism

We maintain a whistleblower mechanism, the Magna Hotline (discussed in detail in section 4.5.3). The Hotline includes a separate submission tier for our supply chain. Following investigation, corrective measures to eliminate and remediate would be initiated if a violation is confirmed.

4.9.4 Responsible Materials

Magna is focused on responsible raw materials sourcing, and management of substances of concern to comply with applicable regulations, meet customer and industry specifications, and reduce environmental and social risks associated with raw materials extraction/processing. To this end, we have implemented due diligence and reporting practices aimed at meeting obligations relating to responsible sourcing of raw materials, as well as responsible management of chemical substances in our products.

4.9.4.1 Raw Materials Compliance

Conflict Minerals / Extended Minerals

Pursuant to U.S. Securities and Exchange Commission (SEC) rules, we are required to report annually regarding our due diligence activities relating to “conflict minerals” (tin, tantalum, tungsten and gold, also known as 3TG) that originated in the Democratic Republic of Congo or an adjoining country. Consistent with the approach taken by our customers, suppliers and other industries, we are engaged in an annual process of determining whether any products which we make or buy contain such “conflict minerals”. We request all relevant suppliers to report to us using a standardized Conflict Minerals Reporting Template, including identifying smelters and refiners of 3TG in our supply chain. Our suppliers are requested to cascade the same requirement throughout their supply chain.

We have designed our conflict minerals activities in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Planned enhancements to our Conflict Minerals Program in 2025 are expected to improve supplier response rates and further enhance our red flag analysis and remediation capabilities. Our activities with respect to extended minerals currently include collecting information regarding Cobalt and Mica. Our extended minerals diligence program will be extended in 2025 to include collecting information regarding copper, natural graphite, lithium and nickel.

The full details of our Conflict Minerals Program can be found in our latest conflict minerals report, available on our website (www.magna.com) and on the SEC’s EDGAR website (www.sec.gov/edgar). We continue to engage with our suppliers to increase awareness, and accuracy, of “conflict minerals” reporting requirements and, through our membership in the Responsible Minerals Initiative (RMI), support continuing cross-industry efforts to identify and validate conflict-free smelters and refiners.

European Union Deforestation Regulation (“EUDR”)

The EUDR aims to prevent products consumed within the E.U. from contributing to deforestation or forest degradation globally. The Regulation prohibits the placing on the E.U. market, the supply and export of certain raw materials and related products unless such commodities/products are “deforestation-free”, and comply with the relevant legislation of the production country. For Magna, the most relevant commodities/products covered by the EUDR are leather and natural rubber, as well as, potentially timber.

Magna is currently working on implementation of systems and processes aimed at compliance with the EUDR’s stringent risk assessment, due diligence, traceability and reporting requirements which are effective December 2025.

4.9.4.2 Responsible Management of Substances in Products

REACH and Other Chemicals Legislation

Magna has implemented a comprehensive program aimed at compliance with the E.U.’s REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulation and other global chemicals regulation, including the E.U. End-of-Life Vehicle Directive, the Stockholm Convention on Persistent Organic Pollutants, US Toxic Substances Control Act (TOSCA), the Canadian Chemicals Management Plan, Japan Chemical Substances Control Law, US Proposition 65). This program focuses on identifying and managing the use of chemicals in products and processes, and ensuring that they meet the stringent requirements set forth by chemicals management regulations. Magna’s approach to chemicals management, includes risk assessments, continuous monitoring, and collaboration with suppliers and OEM customers for the safe use of chemicals in automotive products.

PFAS

Per- and polyfluoroalkyl substances (PFAS) (also known as “forever chemicals”) are a group of approximately 10,000 synthetic chemicals with unique properties (low friction, heat resistance, chemical/fuel stability, low permeation and durability). Such chemicals do not break down easily, and stay in the environment for long periods of time. As a result, they can pose significant risks to human health and ecosystems. PFAS regulations vary significantly across different countries, reflecting diverse approaches to managing the risks associated with these persistent chemicals. Some jurisdictions, such as Canada has imposed stringent reporting requirements for PFAS with a view to establishing baseline data to support future regulatory actions. Other jurisdictions such as the US and Europe have, or have proposed, regulations banning or phasing-out PFAS in certain products. In addition to compliance with existing reporting obligations, Magna currently monitors current and emerging PFAS regulations, and is developing tools and processes to allow our Operating Groups to assess and address the potential impact of PFAS regulations on its product portfolio and to commence substitution activities in cooperation with our supply chain, where alternatives are available.

4.9.5 Supplier Diversity

To support the supplier diversity efforts which form part of our supply chain management program, we participate as a corporate member of several industry-recognized supplier diversity organizations, including:

- the National Minority Supplier Development Council (NMSDC)
- the Canadian Aboriginal and Minority Supplier Council (CAMSC)
- Women Business Enterprises Canada Council (WBE Canada)
- Michigan Minority Supplier Development Council (MMSDC)
- National Veteran Business Development Council (NVBDC)
- the National LGBT Chamber of Commerce (NGLCC)
- Great Lakes Women's Business Council (GL-WBC)
- Women's Business Enterprise National Council (WBENC)
- Disability: IN
- WEConnect International

In addition, we are supporters of the Michigan Hispanic Chamber of Commerce (MHCC), the US Hispanic Chamber of Commerce (USHCC), the Asian Pacific American Chamber of Commerce (APACC), the Detroit LGBT Chamber of Commerce, the Upstate SC LGBT+ Chamber of Commerce, the Veteran Owned Business Roundtable (VOBRT), the Council of

Supplier Diversity Professionals (CSDP), the Memphis Minority Business Council (MMBC), and the National Business League. We are also involved with a number of supplier diversity advocacy events, conferences, and procurement fairs, including many organized by our OEM customers, such as GM Supplier Inclusion Board, Stellantis MatchMaker, BMW Supplier Diversity Conference, Toyota Opportunity Exchange and Honda Network Partnership.

4.10 Contributing to Communities in Which we Operate

4.10.1 Commitment to Communities and Society

Magna recognizes the importance of giving back to society. We have a long history of supporting many global social and charitable causes, primarily in the communities around the world in which our employees live and work.

While much of our corporate giving is to general philanthropic causes, we have identified seven United Nations Sustainable Development Goals that most directly relate to our business. Examples of Magna's activities and accomplishments with respect to each relevant Development Goal is as follows:



Ensure healthy lives and promote well-being for all at all ages

- Since 2017, more than \$2M has been raised from employee donations and Magna's Matching program through annual participation in the World Vision Global 6K for Water, which aims to bring life-changing clean water to communities in need. The Suppliers Partnership for the Environment (SP) – an association of global automakers and their suppliers working together to advance environmental sustainability through the automotive supply chain – previously awarded Magna SP's Community Impact Award for our support of the Global 6K for Water challenge.
- Magna's corporate wellness initiatives help support the ongoing physical and mental health of employees globally.
- Magna has contributed over \$25M toward medical infrastructure and over \$1M to the Red Cross and other organizations to aid with global disaster relief efforts. Magna's Employee Disaster Relief Fund provides financial assistance to eligible employees and their families in the event they are victims of a disaster. In 2024, the program helped 133 employees in Austria, Brazil, Canada, China, Germany, Hungary, India, Italy, Mexico, Morocco, Poland, Serbia, Spain, Thailand, and the United States.
- In addition, thousands of employees in Spain and the United States were supported with humanitarian aid relief funding and supplies after Hurricane Helene (South Carolina) and the Spanish Floods (Valencia) destroyed local Magna communities.
- Magna locations around the globe organize food drives and fundraisers to support local foodbanks and to address food security.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- Magna sponsors and actively participates in FIRST Robotics globally to encourage students to consider careers in science, technology and engineering. FIRST organizes mentor-based programs that help participants build science, engineering and technology skills while also fostering self-confidence, communication skills and leadership.
- Magna embraces a culture of learning, including a program that pays for employees to pursue job- related certificate programs and university degrees.
- Employees can access Magna-sponsored scholarships for their children to pursue university degrees.
- We have partnerships in several countries with universities and technical institutions to develop a talent pipeline and help promote skilled trades development.
- Magna sponsors several regional and international skills competitions through WorldSkills to enhance technical trades development and growth opportunities for students.
- We support the Canadian Institute for Advanced Research a Canadian-based global research organization that brings together teams of top researchers from around the world to address important and complex questions.
- We support Skills USA and Ontario, organizations that champion and stimulate the development of world-class technological and employability skills for youth.
- We support Relay Education's Renewable Energy STEM (Science, Technology, Engineering, and Math) workshops which provide support for over 7,000 across 7 countries Magna operates in. These workshops bring interactive STEM experiences to students who otherwise may not have access to such programming.



Achieve gender equality and empower all women and girls

- Magna's Women's eXchange Employee Resource Community strives to empower, develop and recognize its female employees and encourage students to pursue STEM careers. In 2024, members of Wx were more likely to be promoted and more likely stay with Magna than their peers.
- Magna's Board maintains a Board Diversity Policy targeting gender parity (achieved if the balance between male and female directors ranges between 40% and 60%, assessed over a three-year timeframe). Currently, 38% of our Board members are women.
- Since 2016, Magna has spent more than \$2.38 billion with women-owned businesses/ suppliers as part of its overall supplier diversity program.
- Magna celebrates and honours the many contributions of women around the world, including annually celebrating International Women's Day through live global events for employees to connect with and honour outstanding women in the company.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Magna:

- completed thousands of energy/sustainability projects in recent years, resulting in significant and ongoing energy, emission, and costs savings throughout its global operations. In 2024, we implemented approximately 261,000 MWh of energy saving projects.
- created a Global Bold Perspective Award to showcase student vehicle designs of the future. The automotive design competition annually selects a winner from entries from students in North America, Europe and China.
- sponsored the development of The Scanlon Creek Nature Centre in Ontario. Based on universal design and net-zero carbon principles, construction of this new building will create a community hub where people of all ages and abilities can access award-winning, innovative programming that connects them to nature while building environmental knowledge and awareness.
- continued to grow our annual Commitment to Sustainability Awards, which are open to Magna's Divisions globally and focus on three categories: (i) product excellence and innovation; (ii) process improvements that advance lean and sustainability efforts; and (iii) people – programs that overcome employee and community challenges in the areas of education and training, health and safety, diversity and inclusion, and other areas of social impact.



Reduce inequality within and among countries

- Magna's race and ethnicity-focused (EDGE), LGBTQ+ and Allies (PRIDE) Employee, and Women's eXchange Resource Communities, support employee-led learning opportunities to foster open dialogue and understanding, as well as opportunities for mentoring and career development.
- 38% of Board nominees for election at Magna's annual meeting of shareholders are diverse nominees (based on LGBTQ+ or being an underrepresented minority in their home country).
- Since 2016, Magna has spent more than \$3.7 billion with Minority-owned businesses/suppliers as part of its overall supplier diversity program.
- Unconscious bias training is required for all managers and available to any Magna employee.
- Magna partners with various United Way agencies in North America to support a broad number of organizations that are delivering community-based solutions to address poverty and inequalities.
- Magna has partnered with other industry leaders to support a variety of poverty-reduction efforts in the Greater Detroit and Greater Toronto Areas, including support for Pope Francis Center and Inn from the Cold, organizations that provide vital services to people experiencing homelessness.



Ensure sustainable consumption and production patterns

Magna:

- has implemented a zero waste to landfill target. Approximately 94% of total waste outputs from operations in 2024 were recycled or diverted from landfills, rising to approximately 96% if energy recovery is included.
- consumed 23% of its global electricity from renewable electricity sources (approximately 14% of our global energy purchase was renewable).
- reduced its energy intensity by approximately 10%, (compared to 2022), meeting the 2-year 10% goal set for 2024.
- met its long-term (2030) water use reduction target, having achieved a 17% reduction in water withdrawals in 2024 against our 2019 baseline.
- has received Performance Standard certification from the Aluminum Stewardship Initiative (ASI) for five of its Divisions in Europe. ASI is the only voluntary sustainability standard for the aluminum value chain. ASI's independent third-party certification focuses on material stewardship, including as it relates to product design, life cycle assessments, management of process scrap, and recycling of products at end-of-life.
- recognized one of our US Exteriors Divisions with a Commitment to Sustainability Award for its innovative process enhancement that resulted in the reduction of paint line operational air flow leading to significant energy savings.

- recognized Divisions from our MML and Exteriors groups with a Commitment to Sustainability Award for developing an innovative recycling process that reduces waste and promotes the reuse of materials in the manufacturing process. This work was also recognized externally, winning a 2024 Sustainability Award from Business Intelligence Group.
- is pursuing several packaging and logistics initiatives and aligning with industry partners to limit the overall use of materials and to increase transportation efficiency across the supply chain, including publication of automotive packaging guidelines through a committee of the Suppliers' Partnership for the Environment which Magna Co-Chairs.



Take urgent action to combat climate change and its impacts

Magna:

- has approved near- and long-term science-based emission reduction targets with the SBTi, and the SBTi has verified our net-zero science-based target by 2050.
- is committed to achieving 100% renewable electricity usage by 2025 in its European operations, by 2028 in its Canadian operations, and by 2030 in its global operations. 140 Divisions currently use renewable electricity, with 90 Divisions at 100% renewable electricity.
- is a financial sponsor of the Technical Office of the International Sustainability Standards.

Sustainability Metrics



In this Sustainability Report we report according to the SASB framework, and the ISSB IFRS S2 Climate Related Disclosures Standard in relation to Scope 1, 2 and 3 emissions. SASB establishes and maintains industry-specific standards that assist companies in disclosing sustainability information to investors.

SASB metrics indicated below are identified by the relevant SASB Auto Parts Sustainability Accounting Standard code. We currently obtain independent, third party validation of our Scope 1 and 2 emissions data, as well as our water withdrawal data. We are committed to continuing to enhance both the data collection/validation processes and thus the quality of the data, in the coming years.

5.1 Energy Management and Emissions

5.1.1 Energy

Energy management data is set out below.

SASB Accounting Metric (TR-AP-130a.1)	2024 ⁽¹⁾	2023	2022
Aggregate amount of energy consumed by Magna	20,243,182 GJ 5,623,106 MWh	20,077,657 GJ 5,577,127 MWh	19,859,666 GJ 5,516,574 MWh
Percentage of energy consumed by Magna that was supplied from grid electricity	58.8%	59.0%	58.0%
Percentage of energy consumed by Magna that is renewable energy	14.0% ⁽²⁾	12.9% ⁽²⁾	8.8% ⁽²⁾

Notes:

(1) Preliminary data.

(2) The percentage of renewable electricity used in 2024 was 23% (22% in 2023; 17% in 2022).

Energy intensity relative to Sales is as follows:

	2024	2023	2022
Energy Intensity (MWh/Sales (USDm))	131 MWh/ USDm	130 MWh/ USDm	146 MWh/ USDm

In connection with our efforts to promote energy efficiency, we developed the energy reduction targets as detailed in Section 2.3.1 above.

5.1.2 Emissions

Energy consumed can be converted to CO₂ emissions based on regional conversion factors. In order to help us and our stakeholders better assess trends related to the emissions we generate, we track emissions “intensity” on the basis of total sales, employee headcount and aggregate square footage of our facilities and offices. These intensity metrics assist us in determining whether we are becoming more efficient by normalizing emissions on a per dollar of sales, per employee and per square footage basis. The raw data for Scope 1 & 2 emissions, together with intensity metrics are set out below. Magna adheres to the GHG Protocol Corporate Accounting and Reporting Standard (“GHG Protocol”) for its Scope 1 and 2 reporting. Magna adheres to the GHG Protocol Corporate Value Chain (Scope 3) Standard and guidance from the SBTi for its Scope 3 reporting. We use commonly accepted emission factors such as those available from the GHG Protocol, International Energy Association (IEA), United States EPA, including its eGrid database, United Kingdom Department for Energy Security and net-zero, ecoinvent and CEDA (Comprehensive Environmental Data Archive), as well as other local or regional references. Our Scope 1 and 2 emissions data is verified annually by an independent third party verification firm.

ISSB S2, 29(a)(i)	2024	2023	2022
Scope 1 Emissions (metric tons)	418,963	424,561	433,636
Scope 2 Emissions (metric tons) ⁽¹⁾	1,158,907	1,150,656	1,168,803
Scope 1 & 2 Emissions (metric tons) ⁽²⁾	1,577,870	1,575,217	1,602,439
Sales (USD, millions)	42,836	42,797	37,840
Sales Intensity (CO ₂ metric tons/\$ Sales)	0.0000368	0.0000368	0.0000424
Employees	170,000	179,000	168,000
Employee Intensity (metric tons/employee)	9.3	8.8	9.5
Square Footage (million sq. ft)	85.3	83.8	84.4
Square Footage Intensity (metric tons/sq. ft.)	0.0185	0.0188	0.0189
Scope 3 Emissions (metric tons)	— ⁽³⁾	57,842,606	56,561,629

Notes:
(1) Market-based emissions calculation method.
(2) Sales Intensity, Employee Intensity and Square Footage Intensity are calculated based on combined Scope 1 and 2 Emissions.
(3) 2024 Scope 3 emissions inventory not available at time of preparation of this Sustainability Report. These emissions will be reported in our annual CDP submission.

In connection with our net-zero commitment and submission of near-term and net-zero targets to SBTi for validation, we submitted our Scope 1, 2 and 3 baseline emissions for 2021 as per the table below:

Emission Type	2021 Baseline Year
Scope 1 (tCO ₂ e)	436,267
Scope 2 (tCO ₂ e)	1,089,730
Scope 3 (tCO ₂ e)	58,655,441
Total	60,181,438

5.2 Water and Waste Management

5.2.1 Water

We have implemented a 1.5% per year water reduction target, with the aim of reducing water use 15% by 2030, in each case referencing 2019 as the baseline year in which we withdrew 7,740 ML of water. Our water withdrawals in 2024 represent a 17% reduction from our 2019 baseline, exceeding our overall 2030 target. Water withdrawal data is verified annually by an independent third party verification firm.

Water withdrawal data is set out below:

Description	2024	2023	2022
Water withdrawals (ML)	6,409	6,571	6,292

5.2.2 Waste Management

Waste reduction and scrap elimination are important considerations in our manufacturing activities, including as part of our efforts to achieve operational excellence in our facilities globally. We have implemented a zero waste to landfill target, with the aim of eliminating landfill-bound waste.

Waste data is set out below:

SASB Accounting Metric (TR-AP-150a.1)	2024 ⁽¹⁾	2023	2022
Aggregate amount of waste generated from manufacturing by Magna	1,520,274 t	1,365,712 t	1,476,282 t
Percentage of waste generated by Magna that is hazardous	4.0% ⁽²⁾	3.9% ⁽²⁾	4.3% ⁽²⁾
Percentage of waste generated by Magna that was recycled	89.2% ⁽³⁾	91.8% ⁽³⁾	87.2% ⁽³⁾

Notes:
(1) Preliminary data.
(2) Approximately 94% of such hazardous waste was diverted from secure landfills through recycling, reuse, or energy recovery initiatives in 2024 (92% in 2023; 90% in 2022).
(3) For 2024, this figure would be 96.1% if energy recovery was also included as a category of recycled waste (96.2 in 2023; 90.9% in 2022).

5.3 Environmental Remediation

The aggregate costs incurred in complying with environmental laws and regulations, including the costs of clean-up and remediation, have not had a material adverse effect on Magna to date and are set out below.

DESCRIPTION	2024	2023	2022
Annual remediation expenses	<1.5m	<\$1.0m	<\$1.0m
Aggregate remediation balance for known events	\$20.0m	\$18.8m	\$16.3m
Environmental Violations > \$10,000 USD	0	1	0
Amount paid (in USD) as a result of such Environmental Violations	N/A	\$30,000	N/A

5.4 Product Safety

Magna is at risk for product warranty, product liability and recall costs, and is currently experiencing increased customer pressure to assume greater warranty responsibility. Certain customers seek to impose partial responsibility for warranty costs where the underlying root cause of a product or system failure cannot be determined. For most types of products, we only account for existing or probable product warranty claims. However, for certain complete vehicle assembly, powertrain systems and electronics contracts, Magna also records an estimate of future warranty-related costs based on the terms of the specific customer agreements and/or Magna's warranty experience. Product liability and recall provisions are established based on Magna's best estimate of the amounts necessary to settle existing claims, which typically take into account: the number of units that may be returned; the cost of the product being replaced; labour to remove and replace the defective part; and the customer's administrative costs relating to the recall. Where applicable, such provisions are booked net of recoveries from sub-suppliers and along with related insurance recoveries. Due to the uncertain nature of the net costs, actual product liability costs could be materially different from our best estimates of future costs. In 2024, our warranty expense (net) increased by \$64 million compared to 2023. See Note 15 of our consolidated financial statements for the year ended December 31, 2024, which have been filed on SEDAR+ (www.sedarplus.ca) and are on Magna's website (www.magna.com).

For a description of our activities relating to quality and end user safety, see Section 4.6.

5.5 Fuel Efficiency

Our product strategy, which is discussed in "Section 4 – Our Business & Strategy – Our Corporate Strategy" of this AIF, includes as a core element the supply of product solutions which support our customers' objectives of increased fuel efficiency and reduced vehicle CO₂ emissions.

We are currently examining the requirements using the E.U. Taxonomy for environmentally sustainable economic activities, in connection with upcoming reporting obligations under the E.U. CSRD reporting regime. Our preliminary analysis indicates that the potentially relevant categories under the E.U. Taxonomy are: (i) 3.18: "Manufacture, repair, maintenance, retrofit, reuse and upgrade of mobility components for zero-emission personal mobility aids". This would include components we produce that are "essential for providing and improving the environmental performance of the vehicle", namely our electrified powertrains produced by our Magna Powertrain operating Group. Our high voltage portfolio covers the entire range for pure electric vehicles, from single components to complete systems – from eAxles and eDrive transmissions up to highly integrated eDrives; (ii) 3.3: "Production of low-carbon technologies for transport", which could include complete Electric Vehicle assembly by our Magna Steyr operating Group; and (iii) 3.4: "Manufacture of batteries", which could include manufacture of respective components such as battery casings/enclosures via our body and chassis group.

5.6 Materials Sourcing

The SASB Auto Parts Standard identifies critical materials as defined by the U.S. National Research Council (NRC) of which cobalt, magnesium, tantalum and tungsten are most relevant to our products. We do not purchase such materials in their raw form, however, they may be present in components and sub-assemblies that we purchase.

Our key purchased raw materials are steel, resin and aluminum, and our key purchased components include: stampings, electronics, chips, molded parts, die casting, forging, coverstock, and wire harnesses.

See the discussion in “Section 6 – Description of the Business – Manufacturing & Engineering – Key Components and Raw Materials” of our AIF.

We address strategic risks regarding critical materials with more limited supply and key commodities/raw materials in a number of ways, including: diversification of suppliers; carrying excess inventory, where appropriate; and, designing and engineering our products to minimize the use of scarce/limited materials, where not constrained by customer specifications.

We are a member of the Aluminum Stewardship Initiative (ASI), and five of our Powertrain Divisions have received certification under ASI’s Performance Standard, which supports responsible aluminium supply chains by among other things: providing a common standard for assessing ESG performance in the aluminium value chain, and establishing requirements that can be independently audited to provide objective evidence for meeting the criteria for certification, including product design, life cycle assessments, management of process scrap, and recycling of products at end-of-life. Additionally we are exploring certification against the ASI Chain of Custody standard, which represents a higher level of commitment, and we are part of Catena-X, a collaborative initiative aimed at implementing standardized processes for sustainable materials across our supply chain.

With respect to reputational risk related to critical materials, we maintain a conflict minerals program, including an annual process of determining whether any of our products contain conflict minerals, and through our membership in the responsible mineral initiative (RMI) supporting continuing cross-industry efforts to identify conflict-free smelters and refiners. We also report to requesting OEM customers with respect to Cobalt and Mica.

5.7 Competitive Behaviour

Magna’s policy is to comply with all applicable laws, including antitrust and competition laws and we have implemented a robust compliance training program to mitigate against the risk of an antitrust violation.

Our Global Compliance Program is described in Section 4.5 – “Corporate Ethics and Compliance” of this Sustainability Report.

We previously completed a global review focused on antitrust risk and do not currently anticipate any material liabilities in connection with the review. See “Section 10 – Legal Proceedings” of our AIF.

SASB Accounting Metric (TR-AP-520a.1)	2024	2023	2022
Total amount of monetary losses incurred as a result of legal proceedings associated with anti-competitive behaviour regulations	NIL	NIL	\$1.2m ⁽¹⁾

Note:
(1) June 2022 settlement with the Conselho Administrativo de Defesa Economica (CADE), Brazil’s Federal competition authority, in connection with an administrative proceeding commenced in 2019 into alleged anticompetitive behaviour regarding the supply of automotive door latches and related products.

5.8 Health & Safety

We are committed to providing a safe and healthful workplace for our employees. This commitment is fulfilled through a regular program of health and safety audits and inspections of our global facilities. In connection with our health and safety program we track the frequency and severity of workplace accidents and conduct post-accident reviews to develop action plans to reduce/eliminate similar accidents in the future.

Description	2024 ⁽¹⁾	2023	2022
Accident Frequency Rate ⁽²⁾⁽⁴⁾	0.47	0.55	0.64
Accident Severity Rate ⁽³⁾⁽⁴⁾	9.15	13.48	15.75

Notes:
(1) Preliminary data.
(2) Frequency 1.0 translates to 1 injury or illness per 100 employees working 40 hours/week, 50 weeks/year.
(3) Severity 10.0 translates to 10 lost work days per 100 employees working 40 hours/week, 50 weeks/year. Severity Rate is reported as of February 13, 2025, but could change, including as a result of employees who continue to accrue lost work days in relation to an accident.
(4) Global production facilities and certain engineering locations.

The occurrence of injuries and fatalities is a matter of significant concern for both management and the Board. The TOCC reviews the circumstances related to significant injuries and all fatalities of employees or third parties on Magna properties and reports same to the Board. There were no employee fatalities at Magna facilities in 2024.

5.9 Diversity

Diversity within our employee population is important to us and we strive to create an inclusive work environment throughout our company. As part of our efforts to promote an inclusive workplace, we track metrics relating to gender diversity in our workforce.

DESCRIPTION	2024	2023	2022
Percentage of global employees who are women (wholly owned operations)	29.0%	28.0%	28.0%
Women in critical roles	19.0%	18.0% ⁽¹⁾	18.0%
Women on the Board of Magna	42.0%	38.0% ⁽²⁾	42.0%

Notes:
(1) 1037 women in critical roles out of 5579 such roles.
(2) As of February 14, 2025, the percentage of women on the Board is 38%, following the appointment of Mr. Peter Sklar to our Board on that date.

5.10 Other Sustainability Reporting

In addition to this Sustainability Report, other key sustainability-related public reports, include an:

- Annual CDP report which provides investors and customers with information relating to corporate GHG emissions, water use, deforestation risk and perceived corporate risk due to climate change.
- Annual conflict minerals report, in accordance with SEC requirements.
- Annual report on fighting against slave labour and child labour in supply chains.

Each of these reports is available on our website (www.magna.com).

Magna also provides ESG information directly to our customers. These assessments are supplier requirements and typically follow common reporting templates approved by automotive industry associations in North America (Automotive Industry Action Group) and Europe (CSR Europe/Drive Sustainability) or third party platforms such as Ecovadis.

We also continue to prepare for the ESRS and CSRD which will include extensive ESG reporting requirements for relevant Magna entities based on our DMA.



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