MAGNA INTERNATIONAL INC.
SLAVERY AND HUMAN TRAFFICKING STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2021

April 11, 2022

Magna International Inc.´s ("Magna") Slavery and Human Trafficking Statement (the "Statement") is made in compliance with the California Transparency in Supply Chains Act and the United Kingdom's Modern Slavery Act 2015 "Transparency in Supply Chains" (the "Acts"). This Statement covers the financial year from January 1, 2021 – December 31, 2021 and sets out the steps Magna and its subsidiaries have taken to address the risk of slavery and human trafficking taking place within their own operations and supply chain. While this statement covers Magna as a whole, for clarity, it includes our UK subsidiaries in "Appendix A".

OUR ORGANIZATION

Our Company[1]

Magna is more than one of the world's largest suppliers in the automotive space. We are a mobility technology company with more than 158,000 entrepreneurial-minded employees, 343 manufacturing and assembly operations and 91 product development, engineering and sales centres in 28 countries. We have complete vehicle engineering and contract manufacturing expertise, as well as product capabilities that include body, chassis, exteriors, seating, powertrain, active driver assistance, electronics, mechatronics, mirrors, lighting and roof systems. A more detailed description of the automotive supply industry, our company and our products can be found in our Annual Information Form dated March 24, 2022, which is available on Magna's website www.magna.com.

Employees

We had over 158,000 employees globally, as at the time of publication of our latest Annual Information Form in March 2022.

SLAVERY AND HUMAN TRAFFICKING RISKS WITHIN MAGNA´S OPERATIONS

Responding to the Requirements of the Acts

In connection with our obligations under the Acts, we have established a cross-functional working group (the "Working Group") comprised of corporate and operating group human resources, purchasing, compliance, and legal personnel. The Working Group meets periodically and is tasked with overseeing Magna's response to the Act, including:

- risk assessment of our operations with respect to slavery and human trafficking;
- preparation of this Statement;
- monitoring regulatory developments and evolving industry best practices with respect to slavery and human trafficking prevention and/or reporting; and
- reviewing Magna's policies and practices that relate to slavery and human trafficking.

Risk Assessment

Magna has conducted a preliminary risk assessment based on a comparison of its geographic operating footprint against countries identified in Walk Free's Global Slavery Index (the "Slavery Index"). Our risk assessment focused on countries identified in the Slavery Index as having an overall score over 40 in terms of vulnerability to modern slavery (112 of 167 countries analyzed). We operate in certain of the countries present on the focus list and thus potentially representing higher risk relating to modern slavery.

The Working Group continues to assess ways to enhance due diligence relating to slavery and human trafficking risks in our operations, including an emphasis on operations in the countries discussed above.

[1] These figures include manufacturing operations, product development, engineering and sales centres and employees in certain equity-accounted operations.

Magna's Approach to Addressing Slavery and Human Trafficking

Magna has a number of processes and practices in place that seek to address the risk of slavery and human trafficking as well as human rights in general, including:

A. Our Commitment to our Employees and Fair Labour Practices

We are committed to operating our business in a way that is based on fairness and concern for people. This philosophy is part of our ''Fair Enterprise'' culture in which employees and management share the responsibility to help ensure our success. Our Employee's Charter, a foundational document in our business, outlines the key principles of these commitments including Fair Treatment, a Safe and Healthful Workplace and Competitive Wages and Benefits.

We have also adopted a Global Labour Standards Policy, which codifies our existing practices consistent with our Fair Enterprise culture and provides a framework for our commitment to fundamental human rights and positive labour relations. In particular, the Global Labour Standards Policy sets out key commitments with regard to:

- maintaining respectful work environments where our employees feel safe and welcome, with opportunities for personal and professional growth;
- zero tolerance for harassment of any kind, including physical, sexual, psychological or verbal abuse;
- treating, compensating, and promoting employees without discrimination based on race, nationality or social origin, colour, sex, religion, gender identity, disability, sexual orientation, or any other ground protected by applicable law;
- condemning and rejecting child, forced or compulsory labour;
- maintaining safe and healthy workplaces and providing employees with appropriate rest and leisure time; and
- respecting the right of employees to associate freely and to bargain collectively where permitted by local laws and regulations.

Our Code of Conduct and Ethics (''Code''), which applies equally to all our directors, executive officers, employees and those acting on behalf of Magna, articulates our compliance-oriented values, our expectations generally, and our commitment to conducting business in a legal and ethical manner globally. It also clearly and unequivocally expresses our support for human rights, our intention to comply with human rights laws and regulations and zero tolerance for use of child or forced labour in our supply chain. Our policies with respect to our supply chain are discussed below.

B. Employee On-Boarding and Training

In order to help our employees understand the values, standards, and principles under our Code, we have implemented an ethics and compliance training program ("ELC Program"), which includes both web-based training and live through an online classroom platform. In addition, the onboarding process for new employees includes training with respect to the Code.

C. Our Expectations of our Suppliers

Like other automotive suppliers, Magna´s supply chain is highly complex and consists of a substantial number of suppliers globally in any given year. The structure, size, and breadth of our supply chain, presents inherent challenges in efficiently assessing and addressing supply chain issues, such as human rights risks. As a result, our primary efforts to address slavery and human trafficking risks within our supply chain is focused on our direct suppliers.

We actively manage the relationship with our direct suppliers. Our Global Terms & Conditions (Global T&Cs), including our global standard supplier requirements manual, establish clear contractual requirements. We have also introduced a Supplier Code of Conduct and Ethics (''Supplier Code'') which 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. The Supplier Code includes our expectations of suppliers regarding human rights and acceptable working conditions. Together with our Global Working Conditions, the Supplier Code forms an integral part of our overall contractual relationship with our suppliers. We expect the standards set out in the Supplier Code 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 text of our Supplier Code is available on our website (www.magna.com). Magna communicates the standards expected of its suppliers through a variety of mechanisms including: supplier conferences; direct buyer interactions; correspondence with suppliers; and through our Corporate website and Supplier information portal.

From a risk management standpoint, we aim to review all new production suppliers in order to assess their overall quality and financial health. During any assessment, we also consider the presence of any internal policies and programs that suppliers have in

place to address issues concerning, among other things, health and safety. No suppliers were terminated in 2021 as a result of a violation of working conditions or human rights.

D. Mechanisms for Reporting Unethical Behaviour

We maintain a culture that encourages the reporting of unethical behaviour. We provide several avenues for reporting of stakeholder concerns, including those related to human slavery and trafficking concerns. These avenues include our Open Door Process for employee communication with all levels of leadership, our employee Fairness Committees, Employee Advocates, and our confidential and anonymous whistle-blower Hotline for stakeholder reporting of a broad range of issues, including those relating to slavery and human trafficking. The Hotline is available for employees and other stakeholders such as customers and suppliers to make submissions online or by phone at any time, in 27 languages. Submissions are received and tracked by an independent third-party service provider. 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. The Hotline is committed to investigating and resolving all concerns or complaints and must report the outcome to Magna's Global Human Resources Department.

In addition, our Corporate Human Resources Department conducts regular Employee Opinion Surveys ("EOS") at each of our facilities, every 12 to 18 months. This confidential and anonymous survey process assists us in evaluating local employment practices, and responsible leadership, with various sections requesting employee feedback on fair treatment, safety, compensation, and ethical business practices. Flowing out of our EOS process is a requirement that facility management participate in local employee focus groups, where management works in cooperation with our stakeholder employees to identify and improve local workplace issues of concern.

EVOLVING OUR EFFORTS

Magna will continue to examine ways to improve its assessment of risks relating to slavery and human trafficking. This includes the following:

- We are currently in the process of implementing a global Human Resources Information System ("HRIS"). This multi-year project will provide strategic support to our global Human Resources function, allowing for a greater degree of compliance related oversight with respect to manpower management, the use of contingent workers, and local hours of work, compensation, and working conditions.

- Our Human Resources Department has developed a corporate audit tool designed to assess HR compliance related issues, policies, and practices at the local divisional level, ensuring adherence to both Company policy and local laws, in a variety of areas, including prevention of forced labour and fair working conditions. This tool is intended to be implemented and to be conducted periodically at each facility in order to ensure responsible employment practices.

- We have for the first time, engaged key suppliers to respond to self-assessment questionnaires (currently SAQ 4.0), a standard automotive industry sustainability questionnaire developed by global OEMs. The SAQ, which will provide further transparency into our supply chain, requires information/documentation, relating to several topics, including, among other things: working conditions and human rights; health and safety; and responsible sourcing of raw materials.

- Assessing opportunities to provide additional awareness, training, best practices or other assistance to our suppliers with respect to the requirements of the Acts and slavery and human trafficking risks and prohibitions in general.

- Maintaining support for industry initiatives aimed at improving supply chain transparency.

- Periodically evaluating opportunities to enhance our approach to addressing slavery and human trafficking risks including by monitoring best practices adopted by peer companies and automotive customers, and those developed by industry organizations.

- Continual monitoring of legislative landscape regarding slavery and human trafficking. To this end we:

    - Have been working on implementation of the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz (LkSG)) (the "German Act"). The German Act, which comes into force January 1, 2023, imposes a duty on companies to make reasonable due diligence efforts to determine if there are violations of human rights in their own business operations or in their supply chain. We have established a cross-functional working group that includes representatives from various functions and meets regularly to analyze and provide guidance on the coming requirements of the German Act. The working group has established a project plan for compliance with the German Act based on a completed gap-analysis of Magna's relevant processes and policies. The working group reports its activities and progress to a Steering Committee comprised of members of Magna senior leadership led by Magna's Global Vice President, Procurement.

- Are monitoring developments related to the publication, in February 2022, of a draft E.U. Corporate Sustainability Due Diligence regulation that, like the German Act, would mandate supply chain due diligence relating to human rights and environmental matters.

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Forward-Looking Statements

This Statement contains forward-looking statements relating to actions that we may take in the future with respect to addressing modern slavery and human trafficking. Such statements are based on the current expectations of our management and are not promises or guarantees of future performance of such actions. The forward-looking statements represent management's expectations as of the date of this Statement. Subsequent events and developments may cause management's views to change.

"AARON D. MCCARTHY"

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Aaron D. McCarthy
Executive Vice-President & Chief Human Resources Officer

Appendix A

A list of UK Subsidiaries covered in this statement

- Magna Exteriors (Banbury) Limited
- Magna Exteriors (Liverpool) Limited
- Magna International Holding (UK) Limited
- Stadco Ltd