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MEET Lorenzo

Lorenzo has been a Magna employee for 17 years. He currently works at Magna Decofinmex in Heroica Matamoros, Mexico as a Quality Engineer. In this edition, Lorenzo shares his passion for volunteering and how it has improved his social well-being and mental health.

Lorenzo has been involved with his local church for two years. It was at this church where he connected with others who share his core value of helping others.

Together, they started a group called Vagos de la Montaña. The members of the group first came together because of their shared love for hiking and sports. However, what started as a hobby group quickly grew into a team that impacts the broader community. Today, Vagos de la Montaña members volunteer their time supporting local nursing homes, hospitals, Central American migrants, and others in need.

Lorenzo and the group regularly visit a local nursing home to socialize with the residents. Lorenzo reflected on how he has spent much of his time there listening to residents talk about their life stories. He has witnessed the joy brought to residents as they share their memories with him. In turn, their stories about their loved ones have uplifted his spirits as well.

In February, with the support of Lorenzo's Magna coworkers, Vagos de la Montaña raised money to support the Central American migrants living in their community. The money they raised was used to purchase food

and clothing for these people in need. Volunteers dressed up as superheroes to deliver the supplies and visit with the children. Lorenzo and the volunteers shared with these children a message of love and encouragement for a bright future. Lorenzo said he was sad when he witnessed these families in poverty and heard their stories of struggle, but he was glad that the supplies they delivered would bring some relief to the families. These volunteering experiences have changed his perspective by providing him greater gratitude for the life he leads.

Lorenzo believes that one of the most valuable things you can give to others is your time. He has found that change often comes from being face-to-face and truly listening to others. The work Lorenzo has accomplished has enriched his life as well as the lives of those around him. Lorenzo's advice to anyone thinking about getting involved in their community is to always approach these opportunities with all their love.

DID YOU know?

EMOTIONAL SUPPORT

means extending care and compassion to another person.

Exchanging emotional support is vital to caring for members in your community. Providing this type of support can be improved with practice.

Here are a few tips to provide emotional support effectively:



Be fully present when you are talking to someone



Ask people what they need



Refrain from interrupting during a conversation



Avoid judgement



Follow up afterward



FOLLOW MAGNA WELLNESS

on Instagram @magna_int

COMMUNITY:

What Brings Us Together.

What communities are you a part of? For example, you may be part of families, workplaces, countries, or nationalities. Even Magna is a community! Within each community, you likely share common interests, values, and goals with others. Being involved with a community can bring a sense of belonging and purpose that improves our mental well-being.



What is Community?

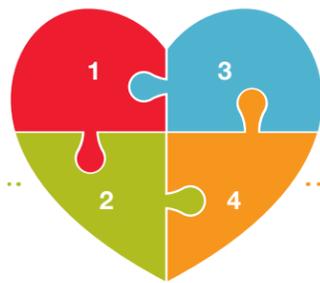
Communities come in many varieties and can be broken down into four main parts.

1. Place

A place is a sense of region and boundaries. It could refer to a building, a city, or a neighbourhood where a community takes place.

2. Sharing

Sharing refers to common interests and shared perspectives that contribute to a sense of community. Some shared interests include goals, values, activities, or passions.



3. Joint Effort

Being in a community involves joint effort which is typically the source of the community's unity. Some joint efforts include socializing, volunteering, competing on a team, or planning activities together.

4. Social Ties

Social ties are the foundation of community. The personal connections made during joint efforts are what hold communities together long-term.

These parts influence one another and when all of them are strong, the members of a community can flourish. For example, when community members have shared interests, social ties form more easily, which in turn allows members to better come together for effective joint effort. If you are looking to strengthen a community you are involved with, take a close look at the state of each of these parts.

Getting Involved

If you are looking to get involved in a community, it is essential to learn what types of communities are out there. Communities are each based on one or more of these features:

Where they are

Physical boundaries can define a community. Some examples include neighborhoods, towns, villages, regions, or nations.

Who they are

Members of a community may have shared characteristics which join them together. Some examples include religion, culture, ethnicity, gender, and 2SLGBTQI+ identity.

What they do

A joint effort may be the basis of a community. These communities can be formal or informal, ranging from clubs and sports teams to defined social movements like women's rights.

If any of these features brought a specific community to your mind that you are interested in, take this as a sign to pursue it! Everyone deserves to get involved in communities that are fulfilling to them. Collaborating with others is a vital part of the human experience, and community involvement is an incredible way to do that.

The Importance of Community

Being an active member of a community has many advantages. Building relationships has an impact on our social, physical, and mental health. Community can provide members with the following benefits:

New inspiration and ideas

Although community members often have things in common, you can also find a lot of diversity. Engaging in a community exposes you to different viewpoints, ideas, and personalities, which helps new ideas form that not one person could develop alone. Sharing ideas can help both you and the community grow.

A Support Network

Having community members for support can improve well-being through helping each other cope with stress, anxiety, and depression. These networks provide a sense of belonging, which helps reduce loneliness and increase resilience.

Empowered decision-making

Community members often empower one another through trust and respect. This increases sense of control which can inspire people to make positive changes.



DID YOU know?

Technology can be a useful tool for community building – for example, we can join groups on social media or call someone across the world using a cell phone.

However, overusing technology can limit social ties if we are not mindful of how we use it.

Here are two tips to limit potential negative effects of technology:

1

Get face-to-face time.

Choose in-person gatherings or video calls when possible, to see the other person's body language when talking.

2

Minimize phone distractions.

Checking your phone shows someone that you are checked out from the conversation. Mute notifications or put your phone away when talking to other people, if possible.



COMMUNITIES AT MAGNA

Individuals, groups, and committees at Magna join together to promote community in the workplace. Below are some of the initiatives that contribute to community building at Magna:

EMPLOYEE RESOURCE COMMUNITIES (ERCs)

- EDGE is the Race and Ethnicity ERC that focuses on improving the work experience for visible minority employees by breaking down barriers, providing opportunities, and giving back.
- The Women's Exchange ERC aims to empower women at Magna by helping them develop leadership skills and connect with one another.
- The Pride ERC creates a safe space for LGBTQ+ employees to network and share ideas.

You can find information on how to propose new ERCs in the ERC Charter on SharePoint. Membership for the Women's Exchange and Pride ERCs are not yet fully available for employees without Magna emails, but they plan to expand access in the future. ERC membership enrollment can be found on SharePoint, magna.com/join-edge for EDGE, or you can ask your Human Resources department about any ERC opportunities in your division including attending local events or group viewing parties.



FAIRNESS COMMITTEES AND EMPLOYEE ADVOCATE PROGRAMS

Both of these programs support Magna's Open-Door process. They improve lines of communication between employees and management. Fairness Committees aim to resolve workplace issues and complaints. The Employee Advocate listens to employee concerns and then works with division leadership to address problems quickly. Both programs help to maintain trust throughout the workplace community. Note: The Employee Advocate program operates in many divisions across USA and Canada.

COMMUNITY OUTREACH AND FUNDRAISING

On Magna's communications streams, you will find countless examples of community outreach efforts from employees! Read more about the Magna Matching Program in this newsletter to learn how Magna and employees work together to fundraise in our communities.

SOCIAL COMMITTEES

Social committees across Magna organize social events for their employees. Those involved collaborate to boost community through events and celebrations at their workplace.

WHY IS COMMUNITY AT MAGNA IMPORTANT TO YOU?



"We are such a diverse group with various backgrounds and experiences. When we come together and celebrate those things, everyone can learn and grow together."

– Robin Brandon, Dortec Bradford



"The community-building activities we run are not only fun, but they also raise money for our yearly charity. I strive to promote a positive energy that helps create a work environment that employees will enjoy and be proud of."

– Wendy Humbarger, Engineered Glass

Look into your division's resources to find examples of community or seek to establish community building opportunities yourself!

MENTAL HEALTH CORNER:

How Giving Back Helps Your Mental Health

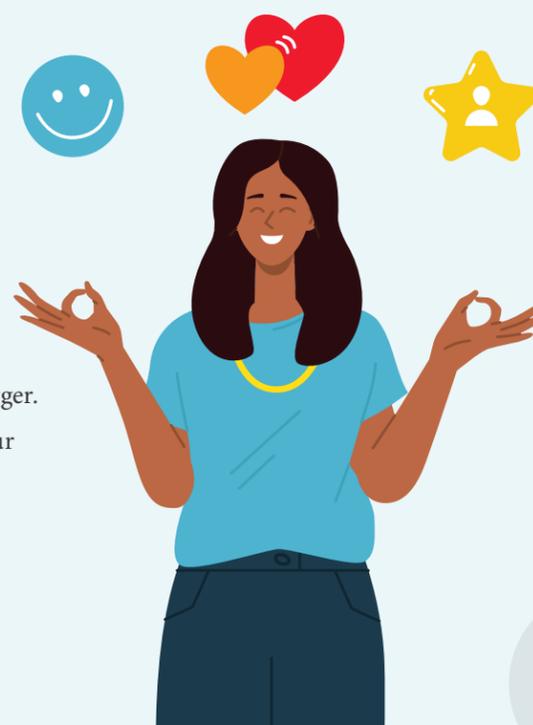
When you give back to your community, you are not only making a difference, but also boosting your mental well-being. Here are some potential benefits of helping others in need:

Boost Happiness and Stress Less: When you help others, your brain releases feel-good chemicals that improve your mood in the moment. Regularly offering support to your community can help bring more joy to your life.

Connection: Getting involved in your community can help you form a social network and feel more connected. Loneliness can be tough on your mental health, but giving back can help you feel like you are connected to something bigger.

Sense of Purpose: Doing charitable work and seeing the positive impact you have on others can bring meaning to your life. Helping others can also motivate you to take more positive actions in the future.

So, when you help others, you are not just making the world a better place, you are also doing something great for your own mind. Giving back is a win-win!





Healthy GREEN BEAN CASSEROLE

SERVES
6

NUTRITIONAL FACTS

per serving

249 calories

21.3 g carbohydrates

8.1 g dietary fibre

4.5 g total sugars

14.3 g fat

13.6 g protein

322 mg sodium

INGREDIENTS

2 LBS green beans (trimmed)

Topping

1 TBSP olive oil

1 yellow onion (thinly sliced)

½ CUP almond meal (or all-purpose flour)

¼ CUP parmesan cheese (grated)

¼ TSP sea salt

Sauce

1 TBSP olive oil

8-10 cremini mushrooms (thinly sliced)

4 cloves garlic (minced)

3 TBSP chickpea flour

½ CUP low sodium chicken broth

1 CUP unsweetened almond milk

⅓ CUP parmesan cheese (grated)

½ TSP sea salt

¼ TSP ground black pepper

DIRECTIONS

1. Preheat oven to 375°F and bring a large pot of water to a boil.
2. Grease a large casserole dish with oil. Set aside.
3. Add the green beans to the boiling water. Boil until just tender. Drain the beans then transfer to a bowl filled with ice water.
4. Heat oil in a large pan over medium-high heat. Add the onions and cook, stirring occasionally, until they start to brown. Transfer onions into a medium bowl.
5. In the same pan, toast the almond meal until it turns lightly golden. Add into the bowl with the onions.
6. In the same bowl, stir in the ¼ cup cheese and salt. Toss until combined.
7. In the frying pan, heat more olive oil and add the mushrooms. Cook until tender. Add the garlic and cook until fragrant.
8. Sprinkle the chickpea flour over the mushrooms. Gradually add the chicken broth. Whisk until smooth.
9. Whisk in the almond milk and bring the mixture to a simmer. Cook until thickened, approximately 2-3 minutes. Stir in the remaining ⅓ cup cheese, salt, and pepper.
10. Transfer the beans into the pan with the sauce. Toss until combined.
11. Pour the green bean mixture into the greased casserole dish. Top evenly with onion topping. Bake uncovered for 25-30 minutes until golden brown. Enjoy!

Recipe adapted from [A Sweet Pea Chef](#)

THE MAGNA MATCHING PROGRAM



The Magna Matching Program will match donations to qualified, nonprofit initiatives 1:1 for funds that a group of Magna employees has raised.

For example, if \$500 dollars were fundraised and donated, Magna will match the \$500 to make the total contribution **double to \$1,000!**

To access the application, please visit the Magna Matching Program page on SharePoint or contact your division's human resources department for more information.

Magna Matching Program donations must adhere to some specific criteria:

- Request must benefit a registered charity, nonprofit, community group, or qualified individual.
- Request must meet one of Magna's Strategic Giving Priorities: Community Building, Diversity & Inclusion, Education, Environmental Sustainability, or Healthcare.
- Charitable or social cause must be active in a community where Magna has operations.
- Request must be to match funds raised by a group of 10 or more regular or part-time employees on indefinite contracts.
- Request must be submitted within one year of the completion of the fundraising initiative.
- Proof of funds raised and employee participation must be provided.
- All applications must be validated by the employee's General Manager and Human Resources Manager.

FOR MORE articles, employee stories, quizzes, and recipes, please visit magnawellness.com

WE WOULD LOVE TO HEAR FROM YOU!

Send your suggestions/comments to Magna Wellness at:

375 Magna Drive, Aurora,
Ontario L4G 7L6

E wellness@magna.com
P (905) 726-7490

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