

BorgWarner Wins Silver and Bronze Brandon Hall Group Excellence Awards

Auburn Hills, Michigan, August 29, 2024 – BorgWarner, a global product leader in delivering innovative and sustainable mobility solutions, won several coveted Brandon Hall Group™ awards: a silver award in the category of Best Learning Program Supporting a Change Transformation Business Strategy, and two bronze awards for the categories of Best New Hire and Onboarding Program, and Best Competencies and Skill Development.

BorgWarner's wins were announced on August 22, 2024. You can view the complete list of winners here: <https://excellenceawards.brandonhall.com/winners/>.

The company's silver award in Best Learning Program Supporting a Change Transformation Business Strategy was for its Power to Evolve (P2E) skill agility program, which partners with leading universities to teach existing engineers to work on eProducts through hands-on training modules.

The company's first bronze award in Best New Hire Onboarding Program was for its global, comprehensive preboarding and onboarding program, including three distinct platforms: The Bridge, One BorgWarner and Workday Enterprise Onboarding. These platforms focus on connecting newly hired and acquired employees with BorgWarner's global culture to foster a sense of belonging and empowerment and to set them up for success.

The company's second bronze award in Best Competencies and Skills Development was for enhancing employee well-being and resilience through a multifaceted approach. The initiative includes partnering with world-class vendors to bring well-being training to employees, as well as re-branding our employee total rewards benefit packages in a way that highlights how they support overall employee well-being.

"I'm very proud of our team for their dedication to investing in our people as we navigate through the ever-changing mobility landscape," said Tania Wingfield, Executive Vice President and Chief Human Resources, BorgWarner. "We're honored to receive recognition from Brandon

Hall Group, as these awards highlight our team’s phenomenal work to continuously grow the talents and skills of our colleagues and provide them with the needed tools and resources to thrive today and beyond.”

“Excellence Award recipients have consistently demonstrated their commitment to employee growth and well-being through innovative human capital strategies. These organizations have implemented HCM programs that drive outstanding business results and create a positive and empowering work environment. Our rigorous evaluation process has confirmed these programs as industry-leading in their effectiveness and impact on employee satisfaction,” said Brandon Hall Group Chief Operating Officer Rachel Cooke™, HCM Excellence Awards® program leader.

Entries were evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group analysts, and executives based on these criteria:

- Alignment to their business need and environment.
- Program design, functionality and delivery.
- Adoption, integration, user experience, innovation and creativity.
- Overall effectiveness, impact, and measurable benefits.

Excellence Award winners will continue to be honored at Brandon Hall Group’s HCM Excellence Conference, January 28-30, 2025, at the Hilton West Palm Beach, Florida. Select winners will also serve as presenters in breakout sessions, sharing their leading practices during the conference.

“Our award recipients demonstrate an unwavering commitment to excellence in human capital management,” said Brandon Hall Group™ Chief Executive Officer Mike Cooke. “This year, we’ve witnessed some of the most groundbreaking applications of HCM strategies in our organization’s history. Many of these innovations leverage cutting-edge technologies and foster unprecedented levels of cross-functional collaboration, resulting in remarkable improvements in operational efficiency and employee engagement.”

About BorgWarner

For more than 130 years, BorgWarner has been a transformative global product leader bringing successful mobility innovation to market. With a focus on sustainability, we’re helping to build a cleaner, healthier, safer future for all.

About Brandon Hall Group™

Brandon Hall Group™ is the only professional development company that offers data, research, insights and certification to Learning and Talent executives and organizations. The best minds in Human Capital Management (HCM) choose Brandon Hall Group™ to help them create future-proof employee development plans for the new era.

For over 30 years, we have empowered, recognized and certified excellence in organizations worldwide, influencing the development of over 10 million employees and executives. Our HCM Excellence Awards® program was the first to recognize organizations for learning and talent and is the gold standard, known as the “Academy Awards of Human Capital Management.”

The awards recognize the best organizations that have successfully developed and deployed programs, strategies, modalities, processes, systems and tools that have achieved measurable results. We are honored to receive applications from organizations worldwide ranging from small, medium, large and global enterprises to government, not-for-profits and associations.



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Forward Looking Statements: This press release may contain forward-looking statements as contemplated by the 1995 Private Securities Litigation Reform Act that are based on management’s current outlook, expectations, estimates and projections. Words such as “anticipates,” “believes,” “continues,” “could,” “designed,” “effect,” “estimates,” “evaluates,” “expects,” “forecasts,” “goal,” “guidance,” “initiative,” “intends,” “may,” “outlook,” “plans,” “potential,” “predicts,” “project,” “pursue,” “seek,” “should,” “target,” “when,” “will,” “would,” and variations of such words and similar expressions are intended to identify such forward-looking statements. Further, all statements, other than statements of historical fact, contained in this press release regarding matters that we expect or anticipate will or may occur in the future regarding our financial position, business strategy and measures to implement that strategy, including changes to operations, competitive strengths, goals, expansion and growth of our business and operations, plans, references to future success and other such matters, are forward-looking statements. All forward-looking statements are based on assumptions and analyses made by us in light of our experience and our perception of historical trends, current conditions and expected future developments, as well as other factors we believe are appropriate in the circumstances.

Forward-looking statements are not guarantees of performance, and the Company's actual results may differ materially from those expressed, projected, or implied in or by the forward-looking statements.

You should not place undue reliance on these forward-looking statements, which speak only as of the date of this press release. Forward-looking statements are subject to risks and uncertainties, many of which are difficult to predict and generally beyond our control, that could cause actual results to differ materially from those expressed, projected or implied in or by the forward-looking statements. These risks and uncertainties, among others, include supply disruptions impacting us or our customers, commodity availability and pricing, and an inability to achieve expected levels of recoverability in commercial negotiations with customers concerning these costs; competitive challenges from existing and new competitors, including original equipment manufacturer ("OEM") customers; the challenges associated with rapidly changing technologies, particularly as they relate to electric vehicles, and our ability to innovate in response; the difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth; potential disruptions in the global economy caused by wars or other geopolitical conflicts; the ability to identify targets and consummate acquisitions on acceptable terms; failure to realize the expected benefits of acquisitions on a timely basis; the possibility that our 2023 tax-free spin-off of our former Fuel Systems and Aftermarket segments into a separate publicly traded company will not achieve its intended benefits; the failure to promptly and effectively integrate acquired businesses; the potential for unknown or inestimable liabilities relating to the acquired businesses; our dependence on automotive and truck production, which is highly cyclical and subject to disruptions; our reliance on major OEM customers; impacts of any future strikes involving any of our OEM customers and any actions such OEM customers take in response; fluctuations in interest rates and foreign currency exchange rates; our dependence on information systems; the uncertainty of the global economic environment; the outcome of existing or any future legal proceedings, including litigation with respect to various claims, or governmental investigations, including related litigation; future changes in laws and regulations, including, by way of example, taxes and tariffs, in the countries in which we operate; impacts from any potential future acquisition or disposition transactions; and the other risks noted in reports that we file with the SEC, including Item 1A, "Risk Factors," in our most recently filed Annual Report on Form 10-K and/or Quarterly Report on Form 10-Q. We do not undertake any obligation to update or announce publicly any updates to or revisions to any of the forward-looking statements in this press release to reflect any change in our expectations or any change in events, conditions, circumstances, or assumptions underlying the statements.

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