



## **BorgWarner Certified as Top Employer China for Fifth Consecutive Year**

- *Certified for outstanding performance in creating an exceptional corporate culture*
- *Company embraces a culture focused on diversity, equity and inclusion*
- *Consistent efforts taken to ensure employee satisfaction*

Shanghai, China - January 17, 2023 - BorgWarner was certified as a "Top Employer China 2023" for the fifth consecutive year, in recognition of its contributions to and innovation in talent development, employee care, digital enablement and corporate social responsibilities. Among 130 companies assessed, BorgWarner was number 2 on this year's list.

"I am proud that BorgWarner achieved the Top Employers China certification for the fifth consecutive year in such a dynamic context," said Tom Tan, Vice President of BorgWarner Inc. and President of BorgWarner China. "The prestigious award underlines our firm commitment to creating a corporate culture that fosters diversity, equity, inclusion and collaboration, as well as building a talent pipeline that is dependable. At BorgWarner, we also focus on improving our employees' sense of pride and satisfaction. Under our Charging Forward strategy, we embrace changes and work collaboratively for a cleaner, more energy-efficient world."

### **Focus on employee satisfaction**

Over the past year, BorgWarner has made efforts to improve its employee experience. For example, the company launched a biennial *Be Heard Engagement Survey* in 2021 and developed and implemented an action plan based on results to improve employee satisfaction. The survey sought employee feedback in 12 areas, including clearly defined goals, trust in leadership, quality and customer orientation, respect and recognition.

In 2022, the company launched the "*I am BorgWarner*" employee recognition platform in which employees' pride and sense of belonging can be enhanced through mutual recognition, gratitude, messages, etc.

### **Talent development for diversity, equity and inclusion**

BorgWarner focuses on a corporate culture that embraces diversity, equity and inclusion. The company continues to build a diversified talent pool and provide fair opportunities for employee up-skilling and promotions, which is key to attracting and retaining employees. Likewise, it is accelerating talent and empowering employees by creating unique professional development opportunities including re-skilling its workforce around electrification and software.

Recognizing employees desire for a more flexible workplace, BorgWarner launched its Agile Work concept globally. This provides opportunities for employees to work in different ways (in person, remotely, flextime, or hybrid) where appropriate.

BorgWarner also values the health and well-being of its employees. Its employee assistance program (EAP) provides employees and their family members with physical, mental and spiritual care and help.

### **Acting on social and environmental responsibilities for a sustainable future**

BorgWarner is steadfast in its efforts to fulfill economic, social and environmental responsibilities. Beyond its EAP, BorgWarner has many other programs in place to help encourage its employees in China – and around the globe – to live a healthy life while also supporting the regions they live and work in. For example, BorgWarner Moves converts employee steps walked into public welfare donations.

Its Charging Forward strategy is another key driver in the company executing its vision of a clean and energy efficient world. It firmly believes that sustainable development capabilities are the most critical factor for a company to operate with faith, unity and stability in the dynamically changing market. That is why BorgWarner has, as always, attached great importance to sustainability, contributing to high-quality development and creating values for all the stakeholders, such as employees, customers and communities.

### **About BorgWarner**

For more than 130 years, BorgWarner has been a transformative global product leader bringing successful mobility innovation to market. Today, we're accelerating the world's transition to eMobility — to help build a cleaner, healthier, safer future for all.

### **About Top Employers Institute**

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute

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Certification Programme, participating companies can be validated, certified, and recognised as an employer of choice. Established over 30 years ago, Top Employers Institute has certified 2 053 organisations in 121 countries/regions. These certified Top Employers positively impact the lives of over 9.5 million employees globally.



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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 or incorporated by reference in this press release 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. Accounting estimates, such as those described under the heading "Critical Accounting Policies and Estimates" in Item 7 of our most recently-filed Annual Report on Form 10-K ("Form 10-K"), are inherently forward-looking. 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 under 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, such as the current shortage of semiconductor chips that has impacted original equipment manufacturer ("OEM") customers and their suppliers, including us; commodities availability and pricing; competitive challenges from existing and new competitors including OEM customers; the challenges associated with rapidly-changing technologies, particularly as relates to electric vehicles, and our ability to innovate in response; uncertainties regarding the extent and duration of impacts

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of matters associated with the COVID-19 pandemic, including additional production disruptions; the difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth; the possibility that the proposed acquisition of Santroll's light vehicle eMotor business will not be consummated; the ability to identify targets and consummate acquisitions on acceptable terms; failure to realize the expected benefits of acquisitions on a timely basis including our recent acquisition of AKASOL AG and our 2020 acquisition of Delphi Technologies PLC; the ability to identify appropriate combustion portfolio businesses for disposition and consummate planned dispositions on acceptable terms; 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, both of which are highly cyclical and subject to disruptions; our reliance on major OEM customers; 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; 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 Securities and Exchange Commission, including Item 1A, "Risk Factors" in our most recently-filed 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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