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Collaboration



2021 U.S. SPECIAL OPEN ENROLLMENT GUIDE
FOR FORMER EMPLOYEES OF DELPHI TECHNOLOGIES

spark^W Wellness

Benefits for the Road Ahead

Supplement to the BorgWarner
Benefits Reference Guide



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Enroll for your new BorgWarner Benefits:
Dec. 1 – 15, 2020.

Your benefit elections will be effective
Jan. 1, 2021 –
Dec. 31, 2021.

What You Can Expect from Your New BorgWarner Benefits


Welcome to the BorgWarner family! We are pleased to share with you this introduction to your BorgWarner benefits that are effective Jan. 1, 2021. We are proud of the benefit package we provide to our employees and their families, and we are confident you will be pleased with the overall value this program has to offer.

We recognize that having access to a whole new collection of benefits means a lot of active decision-making. As such, we want to provide you with plenty of time to become familiar with the new benefits program and all it has to offer. This brochure serves as a supplement to the ***BorgWarner Benefits Reference Guide***, which contains further details and can be found at **BorgWarner.com/benefits**.

Eligibility

In general, all full-time regular employees and their dependents are eligible for BorgWarner benefits. Please note the following difference in eligibility between your current Delphi Technologies (“Delphi”) benefit plans and the BorgWarner plans.

Dependent	BorgWarner	Delphi
Working Spouse	Covered; surcharge waived if certain activities completed	Covered; spousal surcharge applies
Married Same-Sex Partners	Covered	Covered
Domestic Partners	Not Covered	Not Covered

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See page 4 of the *Benefits Reference Guide* for BorgWarner eligibility rules.

Medical

When comparing your current Delphi medical plans to the BorgWarner medical plans, you will notice BorgWarner’s plans closely align with your existing coverage. Key differences between the current Delphi medical plan and the BorgWarner medical options include:

- ✓ Substantially lower payroll deductions — you can even reduce your contribution to \$0 annually by earning the full wellness premium discount points available to you.
- ✓ Lower annual deductible requirements.
- ✓ Equal or lower coinsurance requirements.
- ✓ Lower out-of-pocket maximums.
- ✓ The current Health Savings Account (HSA) will be replaced with a Health Reimbursement Account (HRA) which is fully funded by BorgWarner (employer contributions only).
- ✓ Health Care Flexible Spending Account (HCFSAs) automatically forwards most claim expenses for reimbursement from your HCFSAs balance. No payment is required by you at the time of service and there is no reimbursement process.



Comparing Medical Plan Features

Medical	BorgWarner Basic Plan	BorgWarner Buy-Up Plan	Delphi Healthy Blue Medical Plan (HBMP)
Network	Cigna OAP PPO To find a network provider, visit Cigna.com » Find a Doctor, Dentist, or Facility » Employer or School » Complete Provider Search » Continue as Guest » Select the OAP Open Access Plus network		BCBS of Michigan
Account Funding	HRA funded by BorgWarner each January (or upon effective date)		HSA funded by both employee and employer contributions
Employer Funding HSA or HRA (single thru family)	\$500 – \$1,000	\$750 – \$1,500	\$600 – \$1,200
Deductible	\$1,500 – \$3,000		\$1,600 – \$3,200
Coinsurance	Plan pays 80%; You pay 20%	Plan pays 90%; You pay 10%	Plan pays 80%; You pay 20%
Emergency Room Copay	\$100		Plan deductibles apply
Out-of-Pocket Maximum *	\$4,000 – \$8,000	\$4,250 – \$8,500	\$5,000 – \$10,000
Monthly Employee Contributions	\$0 – \$297 Based on wellness points	\$95.50 – \$716.25 Based on wellness points	\$120 – \$380

**Deductible counts toward Out-of-Pocket Maximum.*

BCBS will process medical claims for dates of service prior to Jan. 1, 2021 if submitted before Jan. 1, 2022.

Two Ways to Put Your BorgWarner Benefits to Work for You

- 1 Health Care Flexible Spending Account (HCFSA):** Since BorgWarner plans are HRA-based, you can supplement your medical coverage by participating in a comprehensive HCFSA without the restrictions of your current Limited Purpose FSA. This account helps offset eligible medical, prescription drug, dental and vision out-of-pocket costs using tax-free contributions you make to the account.
- 2 Retirement Health Account:** In addition to providing retirement benefits, the BorgWarner Retirement Savings Plan (401k) provides the opportunity to defer before-tax income for future medical expenses in retirement and receive up to a \$500 match from the Company. This Retirement Health Account provides a way to continue contributing toward future healthcare costs when your HSA is no longer available. See the Retirement Savings Plan Account information on page 13 for more details.

Comparing Medical Plan Accounts

Feature	BorgWarner HRA	Delphi HSA
Employer Contribution	Annual credit that helps offset your out-of-pocket medical expenses.	Cash deposits used to help pay down your Delphi medical out-of-pocket healthcare costs should you choose to use them.
Employee Contribution	No — the Company fully funds the HRA.	Yes — you are able to make voluntary contributions.
Eligible Expenses	Eligible medical expenses, such as deductibles and coinsurance costs.	Eligible medical, Rx, dental and vision expenses, including deductibles.
FSA Compatibility	Members can enroll in a FULL HCFSAs offsetting medical, dental, Rx and vision costs.	Members are eligible for Limited Purpose HCFSAs, in which only dental and vision out-of-pocket expenses are reimbursed until plan deductible is met.
Account Growth	Unused balances roll over each year up to: Employee: \$3,000 Family: \$6,000	Through investment return, interest on employer and employee contributions.
Paying Benefits	Expenses are automatically paid through the HRA first. No claim submission needed.	You decide whether to use your HSA funds. You must keep your receipts in case of an audit.
Tax Impact	None.	Earnings on HSA balances grow tax-free. Non-healthcare distributions are subject to tax penalties.
Portability	The HRA is part of the medical plan, meaning if you leave the plan or the Company, any remaining balance is forfeited.	The HSA is an individual personal savings account that belongs to you, even after you leave the plan or the Company.

If you are on international assignment, an HR Link representative will be contacting you to discuss the global medical and dental insurances.

What Happens to Your Current Delphi HSA?

If you have a remaining Delphi HSA account balance when you convert to BorgWarner's HRA medical plan, those funds are yours to keep. Although by law you and the Company can no longer contribute to that HSA, you can choose among the following options for handling your remaining balance:



- 1. GROW IT:** You can let it stay in the account where it will continue to grow with interest and any investment returns.



- 2. USE IT:** You can use what money is left in your HSA for certain qualified expenses as defined by IRS Publication 502 Section 213d, which includes:

- Qualified medical, prescription, dental and vision expenses.
- Premiums for COBRA continuation coverage.
- Premiums for qualified long-term care insurance.
- Premiums for health insurance, not including Medicare, if you are 65 or older.



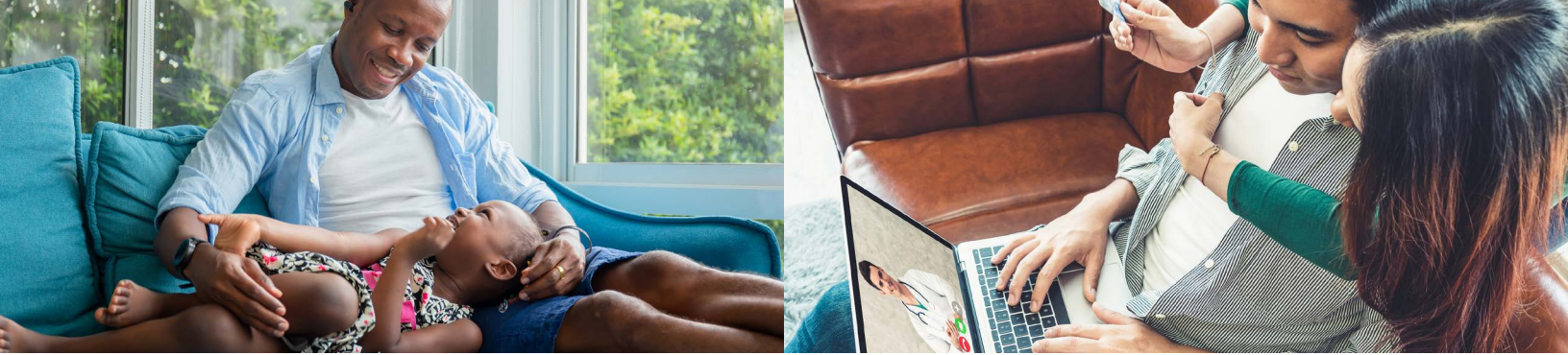
- 3. WITHDRAW IT:** If you withdraw your HSA funds for non-qualified purposes, you will be subject to a 20% penalty prior to age 65 and will owe taxes on those funds.



- 4. CLOSE IT:** You can close your Fidelity HSA account and roll the funds to a new HSA. For more details contact **Fidelity member services at 1-800-544-3716**.



Fidelity does not charge administrative fees to maintain your HSA.



A Closer Look at Your NEW BorgWarner Medical Plan Options

During BorgWarner’s open enrollment this Fall, you can cover yourself and your eligible dependents under one of two Cigna medical plan options: **(1)** the Basic Plan or **(2)** the Buy-Up Plan.

Both plans are built around a Health Reimbursement Account (HRA). Think of an HRA as an HSA with slightly different rules. See the *Comparing Medical Plan Features* table for more details.

Both plans generally work the same way and cover the same types of services. However, they differ in the way you pay your portion of the costs.

BorgWarner Health Reimbursement Medical Plans (HRA)			Your Basic Plan Annual Cost	Your Buy-Up Annual Plan Cost
Plan Deductible = 1 + 2	1	BorgWarner funds the HRA at the start of each plan year to be used to pay for medical expenses and help cover a portion of the Plan Deductible.	Employee Only: \$500 Employee + 1: \$750 Family: \$1,000	Employee Only: \$750 Employee + 1: \$1,125 Family: \$1,500
	2	If you exhaust your HRA and previous HRA rollover balance, you pay 100% of eligible medical expenses until you meet the Deductible Gap.	Employee Only: \$1,000 Employee + 1: \$1,500 Family: \$2,000	Employee Only: \$750 Employee + 1: \$1,125 Family: \$1,500
	3	After meeting the Deductible Gap, you and BorgWarner share the costs through Coinsurance.	Company pays 80%; You pay 20%	Company pays 90%; You pay 10%
	4	If you reach the medical Out-of-Pocket Maximum, BorgWarner pays 100% of the remaining eligible medical costs for the calendar year.	Employee Only: \$3,500 Employee + 1: \$5,250 Family: \$7,000	Employee Only: \$3,500 Employee + 1: \$5,250 Family: \$7,000
		100% Company Paid Preventive Care (in-Network)		

1

The **HRA** is the foundation of your coverage. The amount contributed by BorgWarner varies by which plan and coverage level you elect. It is your first source of payment for medical expenses, meaning when you have an eligible medical expense, it will automatically be paid for by using those funds. Unlike an HSA, you do not have the option to bypass your HRA balance for future use when a medical claim is processed for payment.

2

The **Member Deductible Gap** is your portion of the annual plan deductible that must be met before the plan starts sharing costs with you. This means you will pay 100% of those expenses out-of-pocket until it adds up to meet the Deductible Gap.

3

Coinsurance is a portion of the claim shared by you and BorgWarner. Your share counts toward your Out-of-Pocket Maximum for the plan year.

4

Your safety net is the medical **Out-of-Pocket Maximum** in the event of a costly illness or injury. It caps your maximum paid toward medical bills during the plan. Once met, the plan will pay 100% of additional eligible medical expenses for the remainder of the year.



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See page 11 of the *Benefits Reference Guide* for details.



Earn Lower Medical Premiums through the Shift into Better Health Premium Discount Program

It is a fact that the healthier people are, the less healthcare they tend to use. That is why BorgWarner believes in rewarding those who take steps to lead healthy lifestyles. Through the premium discount program, you can earn a discounted medical premium rate by achieving certain healthy goals.

If you take the actions below within 60 days of your benefit effective date (January 1), you will be automatically awarded the maximum number of premium discount points. This provides you with no employee contribution requirement for the Basic Plan and the lowest contribution towards the Buy-Up Plan. If you don't complete the actions steps within 60 days, you will not earn the premium discount points, meaning your employee contribution rates may be higher.

- 1 Complete the Cigna Health Risk Questionnaire (HRQ)**
Visit [MyCIGNA.com/Login](https://mycigna.com/login). It will be available to you about 10 days after making your medical benefit election. If you do not complete the HRQ by the deadline, you will default to 0 points earned and your contributions to medical will change.

- 2 Earn premium discount points.**
From January 1, 2021 through September 30, 2021, you can earn premium discount points to maintain the maximum premium discount in 2022. See how to earn points below.

Premium Discount Points

Timing	Point(s)	Activity
Jan. 1, 2021 thru Sept. 30, 2021	1	Complete the online Cigna Health Risk Questionnaire (HRQ). <i>Note: Your Asset Health health risk assessment does not meet this requirement.</i>
	Up to 3	Biometric Screening: A body mass index (BMI) of less than 30, total cholesterol of less than or equal to 239 mg, fasting blood sugar of less than 100 mg*.
	1	Register (for the first time) for MD Live telehealth services at MDLIVEforCigna.com OR www.mycigna.com .
Oct. 1, 2020 thru Sept. 30, 2021	1	Have your annual preventive screening with a physician or OBGYN, or have a colon cancer screening (age 50+) OR preventive mammogram (age 40+).
	1	Complete one preventive dental cleaning/exam.

Prior services that fulfill the point requirements while covered under Delphi during October 1 – December 31, 2020 can be used to qualify. Simply download the Wellness Screening Form at www.BorgWarner.com/benefits and send your Explanation of Benefits (EOB) to Cigna for credit.



Alternatives to earning points are available. See page 7 of the *Benefits Reference Guide* for more details.



The total number of points earned by September 30 of the given year will determine the portion of the total medical plan premium you will pay for all of the following year. (For example, points earned by **September 30, 2021**, will determine what portion of the premium you pay for 2022.)



The more points earned, the more you save on your medical plan contribution.

You can earn a \$0 contribution under the Basic Plan by having 5 or more points!



Health Engagement = Lower Premiums		
Points Earned	Basic Plan Premium %	Buy-Up Plan Premium %
0	20%	25%
1-2	15%	20%
3-4	10%	15%
5+	0%	10%

The Basic Plan

This plan tends to appeal to someone who doesn't want to pay upfront for healthcare they are not sure they'll use.

It offers:

- ✓ Lower payroll deductions, but a higher member deductible gap
- ✓ Higher coinsurance

Basic Plan		Your Monthly Contribution		
Points Earned by Sept. 30, 2021	Premium %	Employee	Employee+1	Family
0	20%	\$ 89.00	\$ 182.00	\$ 297.00
1-2	15%	\$ 66.75	\$ 136.50	\$ 222.75
3-4	10%	\$ 44.50	\$ 91.00	\$ 148.50
5+	0%	\$ 0.00	\$ 0.00	\$ 0.00

The Buy-Up Plan

This plan tends to appeal to someone who is willing to pay more upfront so they have the security of more coverage at the time of service.

It offers:

- ✓ Higher payroll deductions, but a lower member deductible gap (due to higher HRA credits)
- ✓ Lower coinsurance

Buy-Up Plan		Your Monthly Contribution		
Points Earned by Sept. 30, 2021	Premium %	Employee	Employee+1	Family
0	25%	\$ 238.75	\$ 477.50	\$ 716.25
1-2	20%	\$ 191.00	\$ 382.00	\$ 573.00
3-4	15%	\$ 143.25	\$ 286.50	\$ 429.75
5+	10%	\$ 95.50	\$ 191.00	\$ 286.50

Comparing Prescription Drug Plans

(based on 30-day supply)

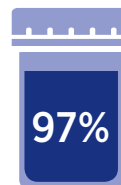
If you enroll in BorgWarner's medical plan, you are automatically enrolled in the Prescription Drug Program (Rx) offered through Cigna.

	BorgWarner Basic & Buy-Up Rx	Delphi Rx (34-day supply)
	NO DEDUCTIBLE	AFTER DEDUCTIBLE
Generic	\$10 copay	\$12 copay
Brand Formulary (Preferred Brand) — Cigna's negotiated discounts on brand name drugs	30% (minimum \$30 – maximum \$60)	\$45 copay
Brand Non-Formulary (Non-Preferred Brand) — more expensive as other drugs in the same category have discounts applied	50% (minimum \$50 – maximum \$150)	\$90 copay
Specialty — most expensive drugs used to treat serious health conditions after other medications did not manage condition	30 – 50% (minimum \$30 – maximum \$150)	One-third of 90-day supply copay below.
Mail Order or Cigna 90 Now Participating Retail Pharmacies	90-day supply is twice the above coinsurance dollar amount	Generic \$25 copay Preferred Brand \$125 copay Non-Preferred Brand \$250 copay
Dispense As Written (DAW)	Member pays Brand cost (above) plus difference in cost between Brand and Generic	Member pays full price difference between Generic and Brand if member requests the Brand when Generic is available.



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See page 16 of the
Benefits Reference Guide.



of prescriptions are filled
at the Generic level.

Be sure to use your
new ID card at the
pharmacy.



Dental Plan

Both BorgWarner and Delphi use Cigna as their dental provider.
Below is a summary of the plan comparison.

Features	BorgWarner Dental Plan	Delphi Dental Plan
Network	Cigna DPPO Network	Cigna DPPO Network
Annual Limit	\$1,500 plus \$100 each year for preventive visits up to \$3,000	\$1,700
Deductible	\$50 single/\$100 family	\$0
Preventive & Diagnostic	100% (no deductible)	100% (no deductible)
Basic	80% (after deductible)	80% (no deductible)
Major	50% (after deductible)	50% (no deductible)
Orthodontia	50% (after deductible)	50% (no deductible)
Orthodontia Lifetime	\$1,250 per member No age limit	\$2,000 per member (coverage for dependents up to 19 years of age)
Monthly Payroll Contributions	\$12 – \$33	\$10 – \$33



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See page 19
of the *Benefits
Reference Guide*
for more details.



Vision Plans

BorgWarner's medical plan provides coverage for medical visits to treat retina disease, eye infections, and more. Glasses and contact lens coverage is optional through the VSP plan managed by Cigna.

Features	BorgWarner VSP Plan		Delphi
Provider	Cigna VSP In-Network	Cigna VSP Out-of-Network	No vision plan. Eye exams are covered under the medical plan
Exam (Once per year)	\$10 copay	\$40 maximum	1 per calendar year
Lenses	\$25 copay for one pair of glasses or contact lenses every 12 months	\$40 - \$50 copay with restrictions every 12 months	N/A
Frames	\$100 allowance every 24 months	\$30 allowance every 24 months	N/A
Contacts	\$100 allowance	\$60 allowance	N/A
Monthly Payroll Contributions	\$4 - \$10.95		N/A



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See page 20 of the *Benefits Reference Guide* for more details.

Flexible Spending Accounts

BorgWarner provides two types of FSAs:

Features	Health Care FSA	Dependent Care FSA
Provider	Cigna	Cigna
Eligible Claims	Day 1 for medical, dental, vision, Rx, and other IRS approved expenses	IRS approved day care expenses for tax dependents
Reimbursement	Most claims auto-forward for payment, saving you from having to submit for reimbursement	Claim reimbursement submission required
Rollover	Up to \$500 <i>Note: WageWorks will automatically transfer up to \$500 of former 2020 Delphi HCFA contributions into the BorgWarner HCFA on April 1, 2021 on your behalf. Claims with dates of service after April 1, 2021 should be submitted to Cigna by visiting myCigna.com (Spending Accounts).</i>	No rollover



Well-Being

In addition to BorgWarner's premium discount point program, there are a variety of other optional benefits available for you and your family to support your social and financial health. A comparison is below for your reference. Details can be found in the Reference Guide.

Supporting Families Program	BorgWarner	Delphi
Limited Infertility Coverage	Enhanced infertility coverage within our medical plans	Not covered
Adoption Assistance	Reimbursement toward out-of-pocket expenses related to adoption of a child	Not covered
Bereavement	Up to 14 days to grieve and settle the estate of a loved one that can be taken within 12 months following the death	Up to 4 days bereavement provided

Voluntary Benefits

Program	BorgWarner	Delphi
ID Theft Protection	Employee-paid monitoring through InfoArmor	Not covered
Legal Services	Employee-paid access to attorneys through MetLaw	Available through MetLife if enrolled in Optional Life Insurance
Active & Fit	Employee-paid discount fitness network membership	N/A

Employee Assistance Plan (EAP)

Both Delphi and BorgWarner use Cigna as their Employee Assistance Program (EAP) provider.

Program	BorgWarner	Delphi
Counseling for Stress, Depression, Marital, Career	3 sessions per discussion subject — no limit on overall visits	5 sessions per discussion subject — no limit on overall visits
Dependent Issues	Childcare, eldercare, parenting resources	
Financial Well-being	Legal and financial referrals, identity theft referrals	
Household	Pet care, community resources	



Leaves of Absence

BorgWarner offers various forms of time off from work to support you and your family when the need arises.

Below is a comparison of the Leaves of Absence policies:

Type	BorgWarner	Delphi	Paid By
Casual Sick Days	Generally, 5 days up to manager discretion	Up to 5 days Designated Time Off (DTO)	Company
Short Term Disability (STD) Pay Continuation	<ul style="list-style-type: none"> 100% following 6 months of service Offset by federal, state, and local benefit payments, Workers' Compensation and Social Security 	<ul style="list-style-type: none"> 100% base pay for up to 4 weeks, then 8 weeks at 60% of base pay not to exceed 26 weeks. (Years of service rules apply.) Offset by federal, state, and local benefit payments, Workers' Compensation and Social Security 	Company
Other Benefits Impacted	<ul style="list-style-type: none"> No change to health, welfare, retirement & optional plan enrollments Income counts toward 401(k) and Annual Bonus 	<ul style="list-style-type: none"> No change to health, life, disability & optional plan enrollments Income does not count toward 401(k) 	
STD Benefit Period	6th day of absence up to 26 weeks	6th day of absence up to 26 weeks	
Administrator	Reed Group	MetLife	
Long Term Disability (LTD)	<ul style="list-style-type: none"> Following 26 weeks of STD, 50% of Base Pay up to \$12,000 per month Offset by Workers' Compensation and Social Security 	<ul style="list-style-type: none"> Following 26 weeks of STD, 60% of Base Pay up to \$15,000 per month Offset by Workers' Compensation and Social Security 	Company
Other Benefits Impacted	Eligibility for health, welfare, retirement and optional plans ends	Health and Life insurance may continue for up to 30 months	
Administrator	Cigna	MetLife	
Parental Bonding Leave	<ul style="list-style-type: none"> 4 weeks of leave at 100% pay within 12 months of birth/adoption Offset by state and local parental leave requirements 	<ul style="list-style-type: none"> 4 weeks of leave at 100% pay within 12 months of birth/adoption Offset by state and local parental leave requirements 	Company
Administrator	Reed Group	In-House	
FMLA	<ul style="list-style-type: none"> Unpaid, job protected leave under the federal requirements Runs concurrent with STD and Parental Leave benefits above 	<ul style="list-style-type: none"> Unpaid, job protected leave under the federal requirements Runs concurrent with STD and Parental Leave benefits above 	Unpaid
Critical Illness	Provides financial support should you be diagnosed with a qualifying critical illness.	Not available	Employee

FMLA, Salary Continuation, Michigan Attendance Policy & Paid Parental Leave policies can be requested through HRLink.

Note: Your Delphi prior service credit counts toward the eligibility period.



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Details can be found on page 26 of the *Benefits Reference Guide*, or visit [HR Link](#).



Life Insurance

Like Delphi, MetLife is the provider for life insurance options for BorgWarner employees. The table below provides a program comparison.

Benefit	BorgWarner	Delphi	Premium Paid By
Benefit Level	2 times annual base salary (\$50,000 minimum, maximum of \$1 million)	1.5 times annual base salary (\$10,000 minimum, maximum of \$2.5 million)	Company
Basic Accidental Death & Dismemberment	1 times annual base salary (minimum of \$25,000, maximum of \$500,000) and a schedule of benefits based on Covered Loss	Not provided	Company
Voluntary Accidental Death & Dismemberment or Personal Accident Insurance (PAI)	Employee Only or Employee + Family coverage available: <ul style="list-style-type: none">Employee — 1 to 8 times annual base salary (maximum of \$1 million)Dependent coverage — Based on a percentage of the employee's elected amount and dependents covered	Employee Coverage amounts range from \$10,000 to \$1,000,000* Spouse coverage amounts range from \$10,000 to \$500,000 Child amounts range from \$10,000 to \$100,000 <i>* Note: \$750,000 and \$1 million is not available with BorgWarner</i>	Employee
	Prior approved coverage levels (Evidence of Insurability — EOI) will transfer from Delphi to BorgWarner		
Optional Life	1 to 8 times annual base salary	1 to 8 times annual base salary	Employee
	Prior approved coverage levels (EOI) will transfer from Delphi to BorgWarner. EOI above 3 times life may be required.		
Spouse Life	Policy options of \$10,000, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000, \$200,000 and \$250,000	Policy options of \$10,000, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000 and \$200,000	Employee
	Prior approved coverage levels (Evidence of Insurability EOI) will transfer from Delphi to BorgWarner. EOI above \$25,000 may be required.		
Dependent Child	\$5,000, \$10,000, \$15,000, \$20,000, \$25,000 — Up to age 26	\$5,000, \$10,000, \$15,000, \$20,000, \$25,000 — Up to age 25	Employee



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Refer to page 27 of the
Benefits Reference Guide for more details.



Retirement Savings Plan

BorgWarner and Delphi both support your goal of a financially secure future retirement. The Retirement Savings Plans, or 401(k), have a few key differences.

Comparisons and Conversion Information

Feature	BorgWarner	Delphi	Plan Merger
Plan Name	BorgWarner Inc. Retirement Savings Plan (RSP)	Delphi Technologies Salaried Retirement Savings Program (SRSP)	The Delphi plan will merge into the BorgWarner plan on January 1, 2021. No changes to contributions, investments, loans or distributions will be processed the last two weeks of December due to the conversion blackout period.
Provider	Vanguard	Fidelity	Your SRSP account balance will be merged into the RSP with Vanguard.
Eligibility	<ul style="list-style-type: none"> Day 1 for employee deferrals & match Day 60 for non-elective company contributions 	Day 1 for employee deferrals, match & non-elective contributions	<p>Your prior service at Delphi will count toward vesting, company contributions, and other plan features.</p> <p><i>Note: Most Delphi employees will have met the BorgWarner company contribution 60-day new hire waiting period while at Delphi. If not, it will apply.</i></p>
Vesting	<ul style="list-style-type: none"> Employee contributions are always 100% vested The 3% Company Retirement Account contribution vests immediately Company matching contributions vest after three years of service 	<ul style="list-style-type: none"> Employee contributions are always 100% vested 100% in company retirement contributions and company match after two years of service 	Your prior service at Delphi will count toward vesting, company contributions, and other plan features.
Beneficiaries	Maintained by recordkeeper	Same	Beneficiary designations will be transferred to Vanguard
Account Balance	If you leave the company, your account may stay at Vanguard unless it falls under a minimum balance of \$5,000	Same terms as BorgWarner	Your account balance in its various investments will be mapped to the BorgWarner investment options
Loans	One loan is available at a time to participants	Up to three loans are allowed at a time to participants	Up to three loans will be allowed to rollover to Vanguard. Loan payments will be transferred to BorgWarner payroll for continuation.
Withdrawals	In-Service and Hardship available, subject to qualification	Same	Hardship withdrawal information will be transferred to Vanguard
Investment Options	Target Date Funds Stable Value Fund 2 bond funds 7 stock funds	Target Date Funds Stable Value Fund 3 bond funds 4 stock funds	Investments will be mapped from Fidelity to the most appropriate Vanguard option
Brokerage	Not available	Available	Brokerage investing will be suspended. Additional details will be provided by Vanguard.

Continued on next page...



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See pages 31 – 32 of the *Benefits Reference Guide* for more BorgWarner retirement plan details.



...Continued

Feature	BorgWarner	Delphi	Plan Merger
Company Contributions toward your retirement include:			
Company Contributions	4% to 11.5% of Base Salary + Overtime + Annual Bonus (each paycheck)	4% of Base Salary + Annual Bonus	<ul style="list-style-type: none">Your prior service credit will be credited toward company contributions and company match contributions. <i>Note: most Delphi employees will have met the BorgWarner company contribution 60-day new hire waiting period. while at Delphi. If not, it will apply.</i>If you do not make a contribution election, your current elections in the Delphi plan will continue
Company Matching Contributions	<ul style="list-style-type: none">\$1 for \$1 up to 3% of Base Salary + Overtime + Annual Bonus per paycheckMatch applies to Before-Tax and Roth deferrals only	<ul style="list-style-type: none">\$.50 for \$1 up to 7% of Base Salary + Annual Bonus per paycheckMatch applies to Before-Tax, Roth and After-Tax deferrals	
Employee Contribution options include:			
Employee Before-Tax Deferral	<ul style="list-style-type: none">Money you contribute from each paycheck before paying taxesTaxable upon distributionContributions are matched by the Company	Same	<ul style="list-style-type: none">Your Delphi 401(k) deferral elections as of December will be forwarded to BorgWarner payroll for continuation. You will receive notice when you can make changes to deferrals in early January.If you do not change your deferral election in January, your current elections in the Delphi plan will continue
Employee Roth Deferrals	<ul style="list-style-type: none">Money you contribute from each paycheck after paying taxes on itDistributions and earnings are tax-freeContributions are matched by the Company	Same	
Employee After-Tax Deferral	<ul style="list-style-type: none">Money you defer from each paycheck after paying taxesEarnings on distributions are taxableContributions are not matched by the Company	<ul style="list-style-type: none">Money you defer from each paycheck after paying taxesEarnings on distributions are taxableContributions are matched by the Company	
Retiree Health Account feature:			
Employee Before-Tax Deferral	A special before-tax election designed to support saving toward retirement healthcare expenses	Not available	
Company Match	\$1 for \$1 up to \$500 annually	Not available	

Note: All contributions to the plan are subject to IRS limits.



Communications from Fidelity and Vanguard will be sent to you in December with the plan conversion and investment information.



Executive Retirement Plan Comparison

Due to IRS regulations limiting income and contributions eligible for a 401(k) plan, both companies also provide senior level employees with non-qualified retirement plans. Non-qualified plans do not meet the IRS regulations that qualified plans do, which impacts election, rollover, and distribution requirements.

The Delphi SRESP will be terminated effective December 31, 2020. Details regarding distribution of the account will be provided by the Delphi benefits team to eligible participants.

Comparing Non-qualified Executive Retirement Plans

Feature	BorgWarner	Delphi
Plan Name	BorgWarner Inc. Excess Plan	Delphi Technologies Salaried Retirement Equalization Savings Program (SRESP)
Auto Enrollment	Grade 16 and higher with years of service credit while at Delphi counting toward vesting, company contribution levels and other plan features	Executive Management only
Provider	Vanguard	Fidelity
Deferrals	BorgWarner credits the Excess Plan with an employer matching contribution “as if” you were still deferring 3% or more into the RSP. Plus, your non-elective Company Retirement Contributions continue.	Company and employee deferrals
Vesting	<ul style="list-style-type: none"> 3% of the Company Retirement Account contribution vests immediately Company matching contributions vest after three years of service 	100% of employee deferrals and employer contributions immediately
Distribution	<ul style="list-style-type: none"> Cannot be rolled over to a qualified plan Taxable payment six months following separation 	<ul style="list-style-type: none"> Cannot be rolled over to a qualified plan Taxable payment six months following separation

If you are eligible, you will be provided more details regarding the plan during first quarter 2021.



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Visit BorgWarner Benefits Website: www.borgwarner.com/benefits
or the Delphi integration site www.one.borgwarner.com.

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