



Gender Pay Gap Reporting BorgWarner Technologies Ltd 2021/2022 summary

Mean Gender Pay Gap based on hourly rate	19%
Median Gender Pay Gap based on hourly rate	24%
Mean Bonus Gender Pay Gap	46%
Median Bonus Gender Pay Gap	0%

Proportion of Males and Females receiving a bonus payment

Male %	Female %
48	55

Proportion of Males and Females in each quartile pay band

	Male %	Females %
upper pay quartile	91%	9%
upper middle pay quartile	91.0%	9.0%
lower middle pay quartile	80%	20%
Lower pay Quartile	76.0%	24.0%