



BorgWarner Certified as “Top Employers China” for Third Consecutive Year

- *Achieved certification through assessment of 400 best practices in six human resources fields*
- *HR digitalization and corporate beliefs upgrades empowered BorgWarner in the challenging and changeable year of 2020*
- *Employee Assistance Plan created to provide COVID-19 relief and support*

Shanghai, China, January 25, 2021 - BorgWarner was certified as “Top Employers China 2021” by Top Employers Institute, a global human resources (HR) certification agency, for the third consecutive year. The company was assessed on more than 400 best practices and was recognized for its achievements in a host of specific HR practices, including talent strategy, leadership development, recruitment and training, as well as learning and development. The award demonstrates BorgWarner's outstanding performance in building its employer brand, corporate culture and supportive workplace, as well as its long-term commitment to the China business.

“We are honored to achieve the Top Employers China certification for the third consecutive year,” said Tom Tan, Vice President of BorgWarner Inc. and President of BorgWarner China, “At BorgWarner, we are committed to building a diverse and inclusive corporate culture that provides employees with long-term career development opportunities, cultivates the employer brand, attracts and develops innovative talent and contributes to the development of China’s vigorous automobile industry.”

Upgrading corporate beliefs to embrace changes and challenges

When BorgWarner completed the acquisition of Delphi Technologies in October 2020, the team assessed the corporate culture of the two companies. As a result, BorgWarner launched a series of reorganization measures, including different forms of communications to enhance understanding as a way to integrate Delphi Technologies’ businesses and teams while also upgrading the BorgWarner Beliefs. Guided by the refreshed corporate beliefs of “Inclusion, Integrity, Excellence, Responsibility, Collaboration,” the company will continue to uphold the values of respecting people, down-to-earth

mentality, results orientation, commitment and trust, and building BorgWarner into a more inclusive organization, with the goal of improving the environment of our communities and the world as a whole.

Employee Assistance Plan to provide comprehensive support for employees

BorgWarner has always prioritized the health and safety of employees and their families, fulfilling its commitment to protecting employees, their families and society. After the outbreak of COVID-19, BorgWarner rolled out the "Employee Assistance Plan (EAP)" to provide unique mental health support and better care for employees and their families. The plan includes around-the-clock support to employees, providing them with mental, physical and emotional consultancy and assistance.

Digital and innovative technologies to empower talent development

While challenging daily business operations, the pandemic also brought opportunities for BorgWarner in China. In 2020, BorgWarner accelerated the digitalization of its HR system, gradually shifting the offline paper-based work to an online system. The company will soon launch a digital HR platform, aiming to provide employees with integrated online services including onboarding, digital document signing, training, compensation and benefits administration, and facility management.

In order to improve recruitment efficiency and expand corporate influence, BorgWarner launched an online campus recruitment campaign to enhance the pre-employment experience of candidates. It incorporates more innovative marketing techniques including WeChat recruitment, chatbots, data analysis and candidate discovery, and closely tracks the new employee orientation process and their experience over the 12 months following onboarding. These initiatives help the company improve talent selection, employment, development and retention, setting a good example for the application of digital technologies in recruitment.

About BorgWarner

BorgWarner Inc. (NYSE: BWA) is a global product leader in clean and efficient technology solutions for combustion, hybrid and electric vehicles. Building on its original equipment expertise, BorgWarner also brings market leading product and service solutions to the global aftermarket. With manufacturing and technical facilities in 99 locations in 24 countries, the company employs approximately 48,000 worldwide. For more information, please visit borgwarner.com.

About Top Employers Institute

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

Certification Programme, participating companies can be validated, certified and recognized as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1 600 organizations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally. For more information, please visit the Top Employers Institute website www.top-employers.com.

Top Employers Institute. For a better world of work.



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You should not place undue reliance on these forward-looking statements, which speak only as of the date of this news 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: uncertainties regarding the extent and duration of impacts of matters associated with COVID-19/coronavirus, including additional production disruptions; the failure to realize the expected benefits of the acquisition of Delphi Technologies PLC that the Company completed on October 1, 2020; 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; our reliance on major OEM customers; commodities availability and pricing; supply disruptions; fluctuations in interest rates and foreign currency exchange rates; availability of credit; our dependence on key management; 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, tariffs, in the countries in which we operate; and the other risks, including, by way of example, pandemics and quarantines, 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. 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 news release to reflect any change in our expectations or any change in events, conditions, circumstances, or assumptions underlying the statements.

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