

BorgWarner Ltd | Roydsdale Way, Euroway Industrial Estate |
BD4 6SE Bradford | GBR

Employee Communication: Gender Pay Gap Reporting 2025/2026 reporting year

We are an employer **required by law** to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within 12 months of April 5th 2025.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by **using our existing HR and payroll records.**

We confirm that the calculations are accurate.

...30 MARCH 2026..... Date

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Signed on behalf of BorgWarner

Turbos and Thermal Technologies

BorgWarner Ltd

Roydsdale Way, Euroway Industrial
Estate
BD4 6SE Bradford

Lyndsay Dawson
HR Manager