

BorgWarner Included in Forbes' America's Best Employers 2025 List

Auburn Hills, Michigan, February 12, 2025 – BorgWarner has been awarded on the Forbes list of America's Best Employers 2025 for the sixth time. This prestigious award is presented in collaboration with Statista, the world-leading statistics portal and industry ranking provider. The award list was announced on February 12th, 2025, and can be viewed on [Forbes' website](#).

Forbes and Statista selected America's Best Employers 2025 through an independent survey from a vast sample of over 217,000 U.S. employees working for companies employing at least 1,000 people within the U.S. Over 6.5 million employer evaluations were considered. The final score is based on two types of evaluations: personal (those given by employees themselves) and public (those given by friends and family members of employees, or members of the public who work in the same industry), with a much higher weighting for personal evaluations.

Based on the results of the study, BorgWarner is honored to be recognized on the Forbes list of America's Best Employers 2025!

"We are honored to receive this recognition and are deeply proud of the incredible team we have built at BorgWarner," said Tania Wingfield, Chief Human Resources Officer, BorgWarner. "Our employees are at the heart of everything we do, and this award reflects our ongoing dedication to creating a workplace where everyone feels valued, supported, and empowered. We believe that when our employees thrive, our company thrives, and this recognition is a testament to that philosophy."

BorgWarner has always been committed to fostering a workplace that nurtures talent, celebrates diversity, and encourages innovation. This recognition reinforces that BorgWarner is poised to continue leading the industry in employee satisfaction, setting a new standard for workplace excellence.

About Statista

Statista publishes hundreds of worldwide industry rankings and company listings with high-profile media partners. This research and analysis service is based on the success of [statista.com](https://www.statista.com), the leading data and business intelligence portal that provides statistics, business-relevant data, and various market and consumer studies and surveys.

About BorgWarner

For more than 130 years, BorgWarner has been a transformative global product leader bringing successful mobility innovation to market. With a focus on sustainability, we're helping to build a cleaner, healthier, safer future for all.

Forward-Looking Statements: This 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 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 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, commodity availability and pricing, and an inability to achieve expected levels of recoverability in commercial negotiations with customers concerning these costs; competitive challenges from existing and new competitors, including original equipment manufacturer ("OEM") customers; the challenges associated with rapidly changing technologies and our ability to innovate in response; the difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth; future changes in laws and regulations, including, by way of example, taxes and tariffs, in the countries in which we operate; potential disruptions in the global economy caused by wars or other geopolitical conflicts; the ability to identify targets and consummate acquisitions on acceptable terms; failure to realize the expected benefits of acquisitions on a timely basis; the possibility that our 2023 tax-free spin-off of our former Fuel Systems and Aftermarket segments into a separate publicly traded company will not achieve its intended benefits; 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, which is highly cyclical and subject to disruptions; our reliance on major OEM customers; impacts of any future strikes involving any of our OEM customers and any actions such OEM customers take in response; 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, or governmental investigations, including related litigation; 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 release to reflect any change in our expectations or any change in events, conditions, circumstances, or assumptions underlying the statements.

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