

## **BorgWarner Included in Forbes' America's Best Employers for Engineers 2026 Ranking**

*Auburn Hills, Michigan, November 4, 2025* – We're delighted to share the exciting news that BorgWarner has been officially recognized for the second consecutive year as one of [America's Best Employers for Engineers](#), a prestigious award honored by Forbes and Statista.

This award ranking places BorgWarner among the Top 175 employers for engineers in the country, chosen through a nationwide survey of over 28,000 America's engineering workforce employing at least 1,000 people from all industry sectors. This award reinforces BorgWarner's reputation as an organization that fosters an innovative working environment for engineering professionals.

Data from over a 3-year period was considered, allowing a robust differentiation between organizations that consistently perform well from those that may only have had a single good year. Over 900,000 employer evaluations are considered. The analysis is based on the following two evaluations:

- Personal Evaluations: Those given by employees themselves.
- Public Evaluations: Those given by friends and family members of employees, or members of the public who work in the same industry.

This recognition highlights BorgWarner's ongoing commitment to building an inclusive, innovative, and empowering environment where engineering talent can thrive. The ranking evaluated companies based on compensation, workplace culture, employee satisfaction, atmosphere & development, employer image, and working conditions. We are honored to be recognized on Forbes America's Best Employers for Engineers 2026 ranking.

"We are excited to be recognized for the second year in a row by Forbes as one of America's Best Employers for Engineers. This achievement reflects the dedication and ingenuity of our engineering teams, who continue to drive innovation and position BorgWarner as a global product leader," said Tania Wingfield, Chief Human Resources Officer, BorgWarner. "As the automotive industry evolves, we remain committed to developing a versatile and forward-thinking

engineering workforce that can support both combustion and electric vehicle technologies through mentorship programs and our Power to Evolve skills agility program."

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, the leading data and business intelligence portal that provides statistics, relevant business 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 press release contains 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 press release that we expect or anticipate will or may occur in the future regarding our business strategy, goals, plans, references to future success and other such matters, are forward-looking statements. 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 press 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: evolving legal, regulatory, and tax regimes; the supply disruptions impacting us or our customers; commodity availability and pricing, and an inability to achieve expected levels of success in additional commercial negotiations with customers concerning recovery of these costs; competitive challenges from existing and new competitors including original equipment manufacturers ("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; impacts of our exit of the charging business; our dependence on automotive and truck production, both of which are 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 surrounding global trade policies, including tariffs and export restrictions, and their impacts on the Company, its customers and suppliers and the economies in which the Company operates; the outcome of existing or any future legal proceedings, including litigation with respect to various claims, or governmental investigations, included related litigation;; impacts from potential future acquisition or disposition transactions; and the other risks noted in reports that we file with the Securities and Exchange

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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 press release to reflect any change in our expectations or any change in events, conditions, circumstances, or assumptions underlying the statements.

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