

## **BorgWarner Named on TIME's 2025 World's Best Companies List**

*Auburn Hills, Michigan, September 12, 2025* – BorgWarner has been included on TIME's World's Best Companies 2025 list. This prestigious award is presented in collaboration with Statista, a leading international provider of market and consumer data and rankings. The award list was announced on September 10th, 2025, and can be viewed on [TIME.com](https://www.time.com).

"We are honored to be recognized by TIME as one of the World's Best Companies. This achievement is a direct reflection of our incredible employees around the globe whose dedication, innovation and passion drive our success," said Joseph Fadool, President and CEO, BorgWarner. "At BorgWarner, we are committed to delivering value to all our stakeholders while advancing our vision of a cleaner, more energy-efficient world."

TIME and Statista identified the World's Best Companies 2025 through a comprehensive analysis of three primary dimensions: employee satisfaction, revenue growth and sustainability transparency (ESG). Each dimension was scored and weighted equally with a maximum of 100 points, and the 1,000 highest scoring companies were included on the list. The three dimensions were specifically:

- **Employee satisfaction:** Over 200,000 employees were surveyed around the world. The survey included direct and indirect recommendations of companies as well as evaluations of employers across the dimensions of image, atmosphere, working conditions, salary, workplace and equality by verified employees.
- **Revenue growth:** In order to be considered, companies needed to generate a revenue of at least USD \$100 million in 2024 and demonstrate positive revenue growth between in the last three years.
- **Sustainability transparency (ESG):** Standardized KPIs from Statista's sustainability database and targeted data research, including (E) 2023 carbon emissions intensity and reduction rate compared to 2021 and Carbon Disclosure Project score, (S) the share of women on the board of directors and the existence of a human rights policy, and (G)

whether a company had a Corporate Social Responsibility report adhering to the Global Reporting Initiative guidelines and a compliance or anti-corruption guideline.

## 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 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 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 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; impacts of our exit of the charging business; 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 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, 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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