



## **BorgWarner China Certified as “Top Employers China 2019”**

- *BorgWarner China achieves high ratings in all 10 human resources practices*
- *Optimized talent strategy maximizes employee productivity and enhances job satisfaction*
- *Recognition presented by global human resources certification agency*

Shanghai, December 7, 2018 – A global leader in technology solutions for combustion, hybrid and electric vehicles, BorgWarner’s facilities in China were certified under “Top Employers China 2019” by Top Employers Institute, a global human resources certification agency. BorgWarner China was recognized for its achievements in 10 specific areas of human resources practices including talent strategy, workforce planning, talent acquisition, on-boarding, learning and development, performance management, leadership development, career and succession management, compensation and benefits, and culture.

“We are honored to achieve Top Employers China certification,” said Tom Tan, Vice President BorgWarner Inc. and President, BorgWarner China. “The certification recognizes the outstanding work of every employee at BorgWarner, while reflecting our long-established corporate culture and beliefs. To address the challenges in the ever-changing automotive industry, BorgWarner will continue to improve our human resources system and enrich our corporate culture to create an inspiring work environment for employees and support solid growth in future. ”

### **Human Resources Strategy and Talent Development**

BorgWarner has established a well-rounded talent strategy. It hires experienced talent through diversified recruitment channels and identifies emerging talent through its China Graduate Program and Summer Intern projects for college graduates. Meanwhile, BorgWarner

sets specific career development paths for managerial and technical roles to create a diversified workforce. In terms of talent development, BorgWarner adopts a “70-20-10” approach, which means 70 percent of employees’ experience is accumulated through challenges in daily work, 20 percent comes from mentoring and sharing with their mentors and leaders, and 10 percent from training programs. Meanwhile, the company focuses on development of key technical and managerial talent through a systematic career development ladder and succession planning. In addition, employees have international opportunities with overseas training or global projects. Overall, BorgWarner is dedicated to retaining and developing talent through a variety of ways from vertical job enlargement and horizontal job enrichment, to overseas training, cross-business projects and taking roles in the management team.

### **Comprehensive Compensation System**

BorgWarner includes compensation, benefits, employee recognition, talent development opportunities and work-life balance into its comprehensive compensation management system, providing employees with competitive compensation and benefit (C&B) plans to attract, motivate, recognize and retain high-performing and versatile talent. With a focus on the individual needs of employees, BorgWarner reviews its C&B package regularly and rewards talent with excellent performance, based on performance reviews and management assessments.

### **Corporate Culture**

BorgWarner’s culture inspires its employees through its down-to-earth mentality, disciplined focus on results, challenging work, "can do" attitude and caring people. Since 2012, BorgWarner has been conducting a global survey every two years, collecting employee feedback on corporate culture and other aspects of work. The survey helps assess employee pride in BorgWarner and ensures that our work environment reflects and embraces our beliefs while supporting our business goals and promoting diversity and inclusion.

### **About BorgWarner**

BorgWarner Inc. (NYSE: BWA) is a global product leader in clean and efficient technology solutions for combustion, hybrid and electric vehicles. With manufacturing and technical facilities in 66 locations in 18 countries, the company employs approximately 29,000 worldwide. For more information, please visit [borgwarner.com](http://borgwarner.com)

## About Top Employers Institute

The Top Employers Institute is the global authority on certifying excellence in employee conditions.

The institute are dedicated to accelerating the impact of people strategies to enrich the world of work through certification, benchmarking and connecting Top Employers around the world. Through certification programme, the Top Employers Institute enable organisations to assess and improve their workplace environment.

Established more than 25 years ago, the Top Employers Institute has certified over 1,300 organisations in 115 countries. These Certified Top Employers positively impact the lives of over 5,000,000 employees globally.

Interested in becoming a Certified Top Employer or want to learn more? Visit the [Top Employers Institute](#) website.



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implied in or by the forward-looking statements. These risks and uncertainties, among others, include: 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; and future changes in laws and regulations, including by way of example, tariffs, in the countries in which we operate, as well as other risks noted in reports that we file with the Securities and Exchange Commission, including the Risk Factors identified in our most recently filed Annual Report on Form 10-K/A. We do not undertake any obligation to update or announce publicly any updates to or revision to any of the forward-looking statements.

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