

BorgWarner Awarded on the Forbes List of America's Best-In-State Employers 2024 for Third Consecutive Year

Auburn Hills, Michigan, August 21, 2024 – BorgWarner has been awarded on the Forbes list of America's Best-In-State Employers 2024, marking the third consecutive year the company has made the list. This prestigious award is presented by Forbes and Statista Inc., the leading statistics portal and industry ranking provider. The award list was announced on August 20th, 2024, and can be viewed on the [Forbes website](#).

America's Best-In-State Employers 2024 have been identified in an independent survey from a vast sample of over 160,000 employees working for companies employing at least 500 people within the U.S. The ranking is open to companies from all industry sectors. Around 4.4 million employer evaluations were considered. The consideration of data from 3 years allowed a robust differentiation between organizations that consistently perform well from those that may only have had a single good year. An employer's final score is determined on a state-by-state basis and is built upon two types of employee evaluations:

1. Personal Evaluations: Employees' willingness to recommend their own employers to friends and family.
2. Public Evaluations: Recommendations from friends and family members of employees, or members of the public who work in the same industry- also known as indirect evaluations.

Based on the study results, BorgWarner is honored to be recognized on the Forbes list of America's Best-In-State Employers 2024.

"We're honored to be recognized once again as one of Michigan's Best In-State Employers by Forbes. This continued recognition exemplifies our constant efforts to provide employees tools to promote well-being and create an innovative and empowered workforce," said Tania Wingfield, Chief Human Resources Officer, BorgWarner. "We know that in order to charge

forward and execute our strategy, we need to support our employees and communities throughout this transition."

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 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 in this press release regarding matters 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. 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 in 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 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, particularly as they relate to electric vehicles, and our ability to innovate in response; the difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth; 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; future changes in laws and regulations, including, by way of example, taxes and tariffs, in the countries in which we operate; impacts from any potential future acquisition or disposition transactions; and the other risks noted in reports that we file with the SEC, including Item 1A, "Risk Factors," in our most recently filed Annual Report on 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

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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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