



BorgWarner Named to Forbes' World's Top Female Friendly Companies

- *Forbes honors companies leading the way in supporting women inside and outside the workforce*
- *BorgWarner ranked No. 103 among 300 honorees*

Auburn Hills, Michigan, November 16, 2021 – BorgWarner Inc., a global leader in delivering innovative and sustainable mobility solutions for the vehicle market, today announced that it has been recognized on Forbes' list of "World's Top Female Friendly Companies," for its efforts in supporting women inside and outside of the workplace. BorgWarner ranked 103 out of 300 industry-leading honorees in the inaugural year of the award.

"BorgWarner is extremely proud to receive this recognition from Forbes and hold rank with the nation's top women-inclusive companies," said Felecia Pryor, Executive Vice President and Chief Human Resources Officer at BorgWarner. "Through our diversity, equity and inclusion initiatives, we have made great strides in creating an environment that empowers and supports women, and we are honored to be a place where women feel valued and truly want to work."

BorgWarner has implemented several key programs to support women including the Women in Leadership (WIL) program as well as Women in Science and Engineering (WISE). The WIL program goal is to give women the opportunity to come together collectively and share ideas with one another and to grow their female network, both within the company and externally. WISE aims to support the personal and professional growth of female employees in STEM fields.

In addition to these implemented programs, BorgWarner's top leadership team puts a heavy emphasis on the importance of DEI across the company, globally. As reported in the company's [2021 Sustainability Report](#), women in the company earned compensation 98.7% of that received by their male counterparts while 22.2% of board members are women, 23.1% of strategy board members are women and 14.6% of company leaders are women.

The list, compiled by Statista, surveyed 85,000 women in 40 countries. All surveys were anonymous, allowing participants to openly share their opinions. Respondents were asked to rate their employers' performance on gender-related criteria and their willingness to recommend their employer to others. They were also asked to evaluate other employers in their respective industries. Additionally, Statista asked respondents to rate companies based on their corporate responsibility, marketing campaigns and public perception, in relation to gender equality. The final list ranks the 300 companies that received the most recommendations and boast the most gender diverse boards and executive ranks.

For the full company rankings, visit: <https://www.forbes.com/female-friendly-companies/#5a688e8264ac>.

About BorgWarner

BorgWarner Inc. (NYSE: BWA) is a global product leader in delivering innovative and sustainable mobility solutions for the vehicle market. Building on its original equipment expertise, BorgWarner also brings market leading product and service solutions to the global aftermarket. With manufacturing and technical facilities in 96 locations in 22 countries, the company employs approximately 50,000 people worldwide. For more information, please visit borgwarner.com.

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 or incorporated by reference in this presentation 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 Annual Report on Form 10-K for the year ended December 31, 2020 ("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 presentation. 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 the us or our customers, such as the current shortage of semiconductor chips that has impacted original equipment manufacturer (“OEM”) customers and their suppliers, including us; commodities availability and pricing; competitive challenges from existing and new competitors including OEM customers; the challenges associated with rapidly-changing technologies, particularly as relates to electric vehicles, and our ability to innovate in response; uncertainties regarding the extent and duration of impacts of matters associated with the COVID-19 pandemic including additional production disruptions; the failure to realize the expected benefits of the acquisition of Delphi Technologies PLC that we completed on October 1, 2020; the failure to realize the expected benefits of the acquisition of AKASOL or a delay in the ability to realize those benefits; the failure to successfully execute on a timely basis our taking private strategy with respect to AKASOL; the difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth to 2030; the ability to identify targets and consummate acquisitions on acceptable terms; failure to realize the expected benefits of acquisitions; the ability to identify appropriate combustion portfolio businesses for disposition and consummate planned dispositions on acceptable terms; the failure to promptly and effectively integrate acquired businesses; the potential for unknown or inestimable liabilities relating to acquired businesses; our dependence on automotive and truck production, both of which are highly cyclical and subject to disruptions; our reliance on major OEM customers; 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; future changes in laws and regulations, including, by way of example, tariffs, in the countries in which we operate; impacts from any potential future acquisition or divestiture transactions; and the other risks, including, by way of example, pandemics and quarantines, noted in reports that we file with the Securities and Exchange Commission, 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 to any of the forward-looking statements in this presentation to reflect any change in our expectations or any change in events, conditions, circumstances, or assumptions underlying the statements.

PR contact:

Michelle Collins

Phone: +1 248-754-0449

Email: mediacontact@borgwarner.com