



BorgWarner Recognized by Great Place to Work® on Certification Nation Day, a National Celebration of Outstanding Workplaces

- *Certification highlights BorgWarner's progressive and inclusive work environment*
- *Marks third year in a row the company has received the designation*
- *Great Place to Work Certification™ is an esteemed "employer-of-choice" recognition that companies aspire to achieve*

Auburn Hills, Michigan, May 17, 2022 – Great Place to Work® has designated May 17, 2022 as Certification Nation Day to salute and recognize the companies working to create great places to work for all. BorgWarner is proud to celebrate its designation and be amongst the distinguished community of other Great Place to Work-Certified™ companies across the country.

"We are honored to obtain Great Place to Work-Certified status for the third consecutive year as our employees are the core of our company and, ultimately, the ones who drive us forward," said Felicia Pryor, Executive Vice President and Chief Human Resources Officer at BorgWarner. "Our goal is to create an environment of inclusion, integrity and excellence where people of all walks of life feel welcome and inspired. Achieving this status reaffirms our position as an employer of choice, creating a positive work experience for our employees across the globe. We are proud to be among this group of phenomenal organizations that are being recognized."

Great Place to Work Certification™ is recognized worldwide by employees and employers alike and is the global benchmark for identifying outstanding employee experiences.

"Certified companies put employees first," says Michael C. Bush, Chief Executive Officer at Great Place to Work. "Thriving employees increase revenue, profit and provide market-leading customer experiences. I hope that Certification Nation Day can inspire other executives to create and sustain employee-first cultures."

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“Great Place to Work Certification™ isn’t something that comes easily,” says Sarah Lewis-Kulin, Vice President of Global Recognition at Great Place to Work. “It takes ongoing dedication to the employee experience.”

BorgWarner invests in its employees by fostering talent growth through initiatives including professional certifications, leadership coaching and advancement through cross-functional moves. Additionally, BorgWarner has incorporated numerous programs dedicated to advancing employee empowerment including Skills Agility, Women Rising, SPECTRUM (an employee belonging group), Women in Science and Engineering, Women in Leadership, talent development, mentoring programs and more. To learn more about what employees say about the company’s culture visit:

<https://www.greatplacetowork.com/certified-company/7011001>.

According to [Great Place to Work research](#), job seekers are 4.5 times more likely to find a great boss at a Certified great workplace. Additionally, employees at Certified workplaces are 93% more likely to look forward to coming to work, and are twice as likely to be paid fairly, earn a fair share of the company’s profits and have a fair chance at promotion.

About BorgWarner

For more than 130 years, BorgWarner has been a transformative global product leader bringing successful mobility innovation to market. Today, we’re accelerating the world’s transition to eMobility — to help build a cleaner, healthier, safer future for all.

About Great Place to Work Certification™

Great Place to Work® Certification™ is the most definitive “employer-of-choice” recognition that companies aspire to achieve. It is the only recognition based entirely on what employees report about their workplace experience – specifically, how consistently they experience a high-trust workplace. Great Place to Work Certification is recognized worldwide by employees and employers alike and is the global benchmark for identifying and recognizing outstanding employee experience. Every year, more than 10,000 companies across 60 countries apply to get Great Place to Work-Certified.

About Great Place to Work®

Great Place to Work® is the global authority on workplace culture. Since 1992, they have surveyed more than 100 million employees worldwide and used those deep insights to define

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what makes a great workplace: trust. Their employee survey platform empowers leaders with the feedback, real-time reporting and insights they need to make data-driven people decisions. Everything they do is driven by the mission to build a better world by helping every organization become a great place to work For All™.

Learn more at greatplacetowork.com and on [LinkedIn](#), [Twitter](#), [Facebook](#) and [Instagram](#).

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 press release 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 most recently-filed Annual Report on Form 10-K ("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 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, 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 difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth; potential disruptions in the global economy caused by Russia's invasion of Ukraine; the ability to identify targets and consummate acquisitions on acceptable terms; failure to realize the expected benefits of acquisitions on a timely basis including our recent acquisitions of AKASOL AG and Santroll's light vehicle eMotor business and our 2020 acquisition of Delphi Technologies PLC; 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 the acquired

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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; 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, 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 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 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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