



BorgWarner Senior Manager Honored with Women in Manufacturing STEP Ahead Award

- *The Science, Technology, Engineering and Production (STEP) Ahead Awards recognize women for exceptional work in manufacturing and leadership skills*
- *Julie Adkins is the fifth consecutive BorgWarner employee to receive this award*
- *Annual award works to reduce gender gap in manufacturing*

Auburn Hills, Michigan, November 5, 2021 – BorgWarner’s Julie Adkins, Senior Manager of Lean Transformation, Continuous Improvement & Operational Excellence, is the recipient of this year’s Women in Manufacturing Science, Technology, Engineering and Production (STEP) Ahead Award. This annual award honors women who have demonstrated excellence and leadership throughout their careers and represents all levels of the manufacturing industry. Adkins is the fifth consecutive BorgWarner employee to achieve this recognition and is one of 100 exemplary women to earn the 2021 award.

“Julie is exceptionally worthy of this award; she has an outstanding work ethic, is incredibly driven and embodies all of the qualities of a highly motivating leader,” said Felecia Pryor, Executive Vice President and Chief Human Resources Officer, BorgWarner Inc. “Beyond her strong leadership skills, her approachable and encouraging demeanor makes her a great role model and mentor for young women entering the field, helping inspire and sustain diversity in the workplace.”

Adkins began her career at BorgWarner in 2011 as senior program manager for Turbo Systems in Asheville, North Carolina. Throughout her time with BorgWarner, Adkins’ hard work and aptitude for leadership has shown through, with her leading a variety of different teams and departments as a senior manager over the years.

In her current role, she is focused on building a competitive future for the Arden facility through the development of promising talent and a clear vision that aligns with the needs of BorgWarner’s customers and mission. She has leveraged her astute leadership and mentoring

skills to develop a high performing Program Management Team that excels in technical expertise as well as management skills. She also continuously encourages her team to overcome challenges and presents them with professional development opportunities. Additionally, she coordinated a collaboration between all functional departments to support an official Program Management and Change Management Process Policy. This policy has significantly impacted the company by streamlining processes and improving accountability.

She has also been recognized internally for her hard work and dedication by having the opportunity to participate in the BorgWarner Women's Executive Forum, a high honor for exceptional leaders at the company that provides access to exclusive training sessions and high-level speakers.

Not only is Adkins a leader within the company, but she is in her community as well. She is co-founder and vice president of the board of directors for Read to Succeed Asheville, a nonprofit that aims to close the race-based opportunity gap through community-powered literacy programming that engages children, families and community partners.

"Women in manufacturing proved themselves time and time again after the pandemic began, leading our industry in innovation and progress. We will honor these manufacturing leaders with the STEP Ahead Awards, elevating their success and granting them a platform to inspire the next generation of women manufacturing leaders," said MI Executive Director Carolyn Lee. "The skills gap persisted throughout the pandemic, but our STEP Ahead honorees will help us fight it—they'll play a crucial role in bringing more talented, motivated women into manufacturing. We're confident these honorees will serve as living proof that women can dare to dream of a fulfilling, rewarding career in the industry."

Recipients were recognized during an awards ceremony on Nov. 4 at the National Building Museum in Washington, D.C.

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.



Julie Adkins, Senior Manager of Lean Transformation, Continuous Improvement & Operational Excellence, is a recipient of the 2021 Women in Manufacturing Science, Technology, Engineering and Production (STEP) Ahead Award

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