



BorgWarner Wins Gold and Silver Brandon Hall Group Excellence Awards

Auburn Hills, Michigan, AUG. 31, 2021 – BorgWarner, a global product leader in delivering innovative and sustainable mobility solutions for the vehicle market, won a coveted Brandon Hall Group gold award in the category of Excellence in Diversity, Equity and Inclusion and a silver award in the Excellence in Learning category. BorgWarner's wins were announced on August 19, 2021 during a live webinar hosted by Brandon Hall Group. The 2021 winners are listed at <https://www.brandonhall.com/excellenceawards/past-winners.php>

The company's gold award for Excellence in Diversity, Equity and Inclusion honors the success of BorgWarner's Women in Leadership development program aimed at accelerating the pace of development of talent, building the talent pool for key roles within the company and advancing company culture as it relates to inclusion.

BorgWarner's silver award for Excellence in Learning recognizes the company's 'One BorgWarner – The Employee Experience' training program where more than 7,500 new employees who joined BorgWarner after its acquisition of Delphi Technologies in 2020 were trained virtually in the midst of the pandemic.

"I'm incredibly proud of what our team has been able to accomplish over the past year – a year that has undoubtedly presented more personal and professional challenges than most of us have experienced in our lifetime," said Felecia Pryor, Executive Vice President and Chief Human Resources Officer, BorgWarner Inc. "Our team not only survived but they thrived, they worked to integrate with new team members, nearly doubling the size of our organization and they managed to put in place programs that will grow the talents of many of our colleagues, benefitting us today as well as in the future. We appreciate Brandon Hall Group for their recognition of our team's persistence and dedication to success."

"Brandon Hall Group Excellence Awards in 2021 provide much-needed and well-deserved recognition to organizations that went above and beyond to support their stakeholders during the unprecedented disruption of the COVID-19 pandemic," said Brandon Hall Group COO and leader of the HCM Excellence Awards Program Rachel Cooke. "The awards provide validation of best

practices in all areas of HCM at a time when they have never been more important to employers, employees and customers.”

Entries were evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group analysts and executives based upon these criteria: fit the need, design of the program, functionality, innovation and overall measurable benefits.

Excellence Award winners are scheduled to be honored at Brandon Hall Group’s HCM Excellence Conference, Feb. 1-3, 2022, at the Hilton West Palm Beach, Florida. Select winners also will serve as presenters in breakout sessions, sharing their leading practices during the conference.

“We added several awards categories this year to specifically address critical needs, including how organizations addressed the new dynamics of work and embedded the principles of diversity, equity and inclusion in their HCM practices,” Brandon Hall Group CEO Mike Cooke said. “Winning organizations in all categories demonstrated a people-centric approach while driving superior business results under challenging and unprecedented conditions. Demonstrating HCM’s impact on the business is what sets our awards apart.

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 23 countries, the company employs approximately 50,000 people worldwide. For more information, please visit borgwarner.com.

About Brandon Hall Group

Brandon Hall Group operates the largest and longest running awards program in Human Capital Management. As an independent HCM research and analyst firm they conduct studies in Learning and Development, Talent Management, Leadership Development, Diversity, Equity & Inclusion, Talent Acquisition and HR/Workforce Management. These benchmark studies help organizations by providing strategic insights for executives and practitioners responsible for growth and business results. Coupling the research studies with the best practice from the awards, Brandon Hall Group has helped more than 10,000 clients globally and more than 28 years of delivering world-class research and advisory. At the core of our offerings is a membership program that combines research, benchmarking and unlimited access to data and analysts. Membership enables executives and practitioners to make the right decisions about people, processes, and systems, coalesced with analyst advisory services which aim to put the research into action in a way that is practical and efficient. Brandon Hall Group has also launched

professional certifications for business and human capital management professionals to upskill themselves and gain credentials for career advancement. (www.brandonhall.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 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 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 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: the difficulty in forecasting demand for electric vehicles and our EV 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; 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/coronavirus pandemic, including additional production disruptions; the failure to realize the expected benefits of the acquisition of Delphi Technologies PLC that the Company completed on October 1, 2020; the failure to realize the expected benefits of the acquisition of AKASOL AG that the Company completed on June 4, 2021 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 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; 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; 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 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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