

BorgWarner Included on the Forbes America's Best Employers for Women 2025 Ranking

Auburn Hills, Michigan, July 30, 2025 – BorgWarner has been awarded a place on the Forbes list of America's Best Employers for Women 2025 for the second consecutive year. This prestigious award is presented in collaboration with Statista, the world-leading statistics portal and industry ranking provider. The awards list was announced on July 30th, 2025, and can be viewed on the [Forbes website](#).

America's Best Employers for Women 2025 is based on data collected through online panels, with over 140,000 women working for companies and institutions in the U.S. with at least 1,000 employees over the past three years. Only responses from women were considered. The analysis is based on three criteria:

1. Personal evaluations (Direct): Recommendations from current employers
2. Public evaluations (Indirect): Recommendations from previous employers
3. Leadership Diversity Index: Index based on the percentage of women among top executives and board directors.

This prestigious accolade highlights BorgWarner's commitment to inclusion, equity, and empowering women at every level. It reflects our ongoing efforts to create a workplace where women thrive, lead, and are empowered to succeed.

"BorgWarner is proud to receive this recognition from Forbes for the second year in a row, highlighting our continued progress of creating an environment of opportunity and respect for all," said Tania Wingfield, Chief Human Resources Officer, BorgWarner. "At BorgWarner, being the best employer for women means more than providing benefits—it means building a culture where women feel seen, heard, and supported at every stage of their careers."

BorgWarner's efforts have led to measurable progress, particularly in increasing representation across all categories, creating policies that support a fair and inclusive work environment, and implementing ongoing training programs to ensure all employees feel

empowered and supported. Based on the results of the study, BorgWarner is honored to be recognized on the Forbes list of America's Best Employers for Women 2025.

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 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 release that we expect or anticipate will or may occur in the future regarding our business strategy, goals, 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 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 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: evolving legal, regulatory, and tax regimes; the 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 and our ability to innovate in response; the difficulty in forecasting demand for electric vehicles and our electric vehicles revenue growth; future changes in laws and regulations, including, by way of example, taxes and tariffs, in the countries in which we operate; 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; impacts of our exit of the charging business; 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 uncertainty surrounding global trade policies, including tariffs and export restrictions, and their impacts on the Company, its customers and suppliers and the economies in which the Company operates; the outcome of existing or any future legal proceedings, including litigation with respect to various claims, or governmental investigations, including related litigation; 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 release to reflect any change in our expectations or any change in events, conditions, circumstances, or assumptions underlying the statements.

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