

SUSTAINABILITY REPORT 2020



We Care4

Garrett
ADVANCING MOTION

INDEX

| | | |
|---|----|--------------|
| INTRODUCTION | | E S G |
| WeCare4: A New Sustainability Framework | 3 | |
| Our Sustainability Approach | 4 | |
| 01. CLEANER, SAFER VEHICLES | 5 | E G |
| 65 Years of Advancing Motion | 6 | |
| Supporting the Transition to E-Mobility | 7 | |
| Boosting Vehicle Efficiency | 8 | |
| Addressing Future Real-World Challenges | 9 | |
| Being a Sound, Reliable Partner | 10 | |
| 02. A CULTURE OF INNOVATION | 11 | S |
| Drawing on Global Talent | 12 | |
| Enabling Growth Mindsets | 13 | |
| Creating an Engaging Workplace | 14 | |
| Taking Care of Our Employees | 15 | |
| Onboarding Young Talent | 16 | |
| Partnering with Institutions | 17 | |

| | | |
|---|----|--------------|
| 03. RESPONSIBLE OPERATIONS | 18 | E S G |
| Managing Our Environmental Footprint | 19 | |
| Structuring Our Climate Change Approach | 20 | |
| Our Greenhouse Gas and Energy Scorecard | 21 | |
| Managing Waste and Water | 22 | |
| Managing Product Life-Cycle | 23 | |
| Protecting Our Stakeholders | 24 | |
| Working with Our Supply Base | 25 | |
| LOOKING AHEAD | 26 | |

This report may contain “forward-looking statements” within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. All statements, other than statements of fact, that address activities, events or developments that Garrett Motion Inc. (the “Company”) or the Company’s management intend, expect, project, believe or anticipate will or may occur in the future are forward-looking statements. Although the Company believes forward-looking statements are based upon reasonable assumptions, such statements involve known and unknown risks, uncertainties, and other factors, which may cause the actual results or performance of the Company to be materially different from any future results or performance expressed or implied by such forward-looking statements. Such risks and uncertainties include, but are not limited to those described in the Company’s annual report on Form 10-K for the year ended December 31, 2020, as well as the Company’s other filings with the Securities and Exchange Commission, under the headings “Risk Factors” and “Cautionary Note Regarding Forward-Looking Statements.” You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this document. Forward-looking statements are not guarantees of future performance, and actual results, developments and business decisions may differ from those envisaged by the Company’s forward-looking statements.

- E** ENVIRONMENTAL
- S** SOCIAL
- G** GOVERNANCE

We have annotated the index of this report to facilitate the review of information within the ESG framework.

WECARE4: A NEW SUSTAINABILITY FRAMEWORK



“
Garrett’s recognized
expertise in transformative
technologies has never
been more critical

As a global leader in highly engineered automotive technologies, we are proud of our mission at Garrett to enable our customers to deliver cleaner, safer vehicles. The automotive industry is changing at a faster pace than ever, driven by electrification and vehicle connectivity, and Garrett’s recognized expertise in transformative technologies that help optimize fuel efficiency, reduce harmful emissions and manage growing vehicle complexity has never been more critical.

Despite the highly challenging context relating to the COVID-19 pandemic, we delivered a good performance in 2020. This is a testament to the enduring power of our organic innovation capability, which helped us continue to develop advanced technologies and offer our customers industry-first electric-boosting and automotive software solutions.

Our teams also forged ahead in 2020 with the initial stage of our WeCare4 2020-2024 sustainability roadmap, approved by our Board of Directors. I am happy to share our first sustainability report which outlines our vision for Garrett’s societal contribution. It establishes the sustainability metrics we have identified as most relevant for Garrett and the progress we have made since becoming an independent company in 2018. This report also includes our first external sustainability targets which demonstrate our commitment to support our customers with their respective ambitions on environmental, social and governance (ESG) topics.

I would like to take this opportunity to recognize our Garrett teams around the world for their outstanding achievements in 2020. Together, we learned to work differently while always putting safety first, we maintained business continuity, and we supported our local communities wherever possible.

We are deeply committed as a company to further strengthening our culture of continuous innovation and managing our business in a responsible manner, so that we can carry on supporting our customers on their sustainable mobility journey for many years to come.

OLIVIER RABILLER

PRESIDENT & CEO

GARRETT MOTION

OUR SUSTAINABILITY APPROACH

In 2019, we carried out a preliminary materiality assessment based on interviews with Garrett leaders, a survey of internal stakeholders and an industry benchmark. We identified and prioritized the topics that are material for our business. This led to the development of our WeCare4 sustainability framework and our first sustainability roadmap, which was approved by Garrett’s Board of Directors in February 2020.

OUR SUSTAINABILITY FRAMEWORK

Our WeCare4 global sustainability approach starts with our mission to enable cleaner, safer vehicles. Successfully delivering on this mission relies first and foremost on investing in our people — and in the innovators of tomorrow — to continuously stimulate a strong culture of innovation. At the same time, we are committed to adopting best-in-class, robust practices and policies to ensure that our operations are conducted responsibly. Collectively, these commitments drive our environmental, social and governance (ESG) ambition and accountability.

WeCare4



CLEANER, SAFER VEHICLES

We help make vehicles cleaner and safer through cutting-edge technologies



CULTURE OF INNOVATION

We invest in a culture of continuous innovation to deliver on our mission



RESPONSIBLE OPERATIONS

We operate responsibly to ensure the long-term impact of our mission

OUR SUSTAINABILITY GOVERNANCE

Our Sustainability Committee, formed in 2019, is composed of the CEO and several members of Garrett’s senior leadership team. The mandate of this committee is to oversee Garrett’s sustainability strategy definition and deployment. Given that our core business relies on innovative solutions that help our customers anticipate and meet the next generation of fuel efficient and low-emissions products, the Sustainability Committee is sponsored by our Chief Technology Officer.

Garrett’s Board of Directors has historically reviewed the company’s annual operating plans and strategic plans twice a year, which includes the review of R&D investments in emissions-reducing technologies. The Board’s Nominating and Governance Committee is responsible for reviewing and reporting to the Board on the company’s policies and programs relating to compliance with its Code of Business Conduct and corporate citizenship commitments.



ENABLING CLEANER, SAFER VEHICLES

Garrett is a global technology leader with a 65-year legacy as an innovator and problem solver. From hybridization to hydrogen fuel cell, predictive maintenance to intrusion detection, Garrett's in-house experts are helping to drive the future of sustainable mobility for both passenger and commercial vehicles.

CORE EXPERTISE

Our long-lasting relationships with our global automotive customers have led to the development of breakthrough turbocharging technologies that continue to enable significant improvements in engine fuel economy and exhaust emissions for both gasoline and diesel engines.

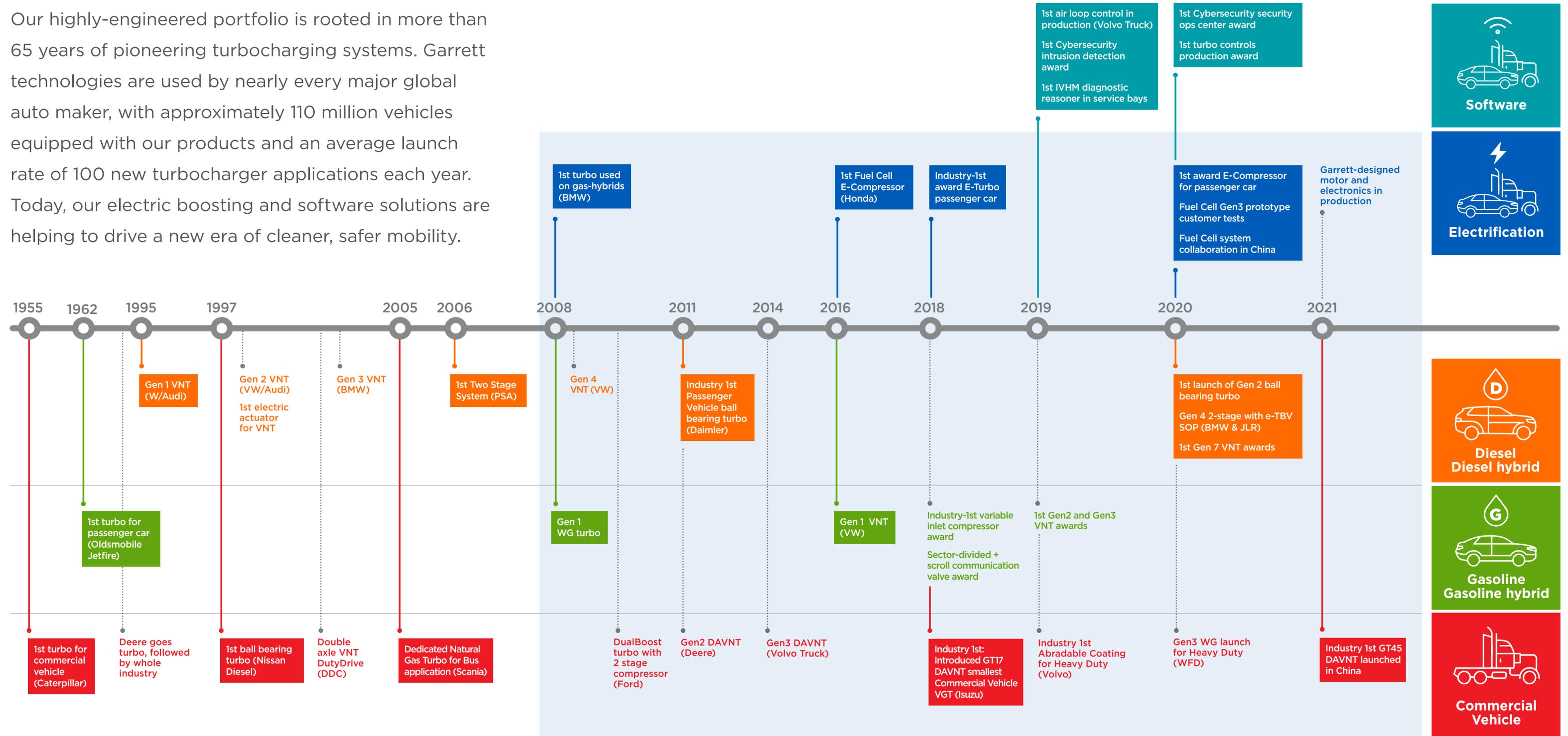
TRANSFORMATIVE TECHNOLOGIES

Today, we are supporting our customers with pioneering electric-boosting and software technologies which will help them meet increasingly stringent environmental regulations and optimize vehicle health and safety through the continued improvement of overall vehicle performance.



65 YEARS OF ADVANCING MOTION

Our highly-engineered portfolio is rooted in more than 65 years of pioneering turbocharging systems. Garrett technologies are used by nearly every major global auto maker, with approximately 110 million vehicles equipped with our products and an average launch rate of 100 new turbocharger applications each year. Today, our electric boosting and software solutions are helping to drive a new era of cleaner, safer mobility.



Note: **WG** - Wastegate turbine (fixed geometry) **VNT** - Variable Nozzle Turbine
EGR - Exhaust gas recirculation **IVHM** - Integrated Vehicle Health Management

RAPID TURBOCHARGER ADOPTION IN HYBRID VEHICLES

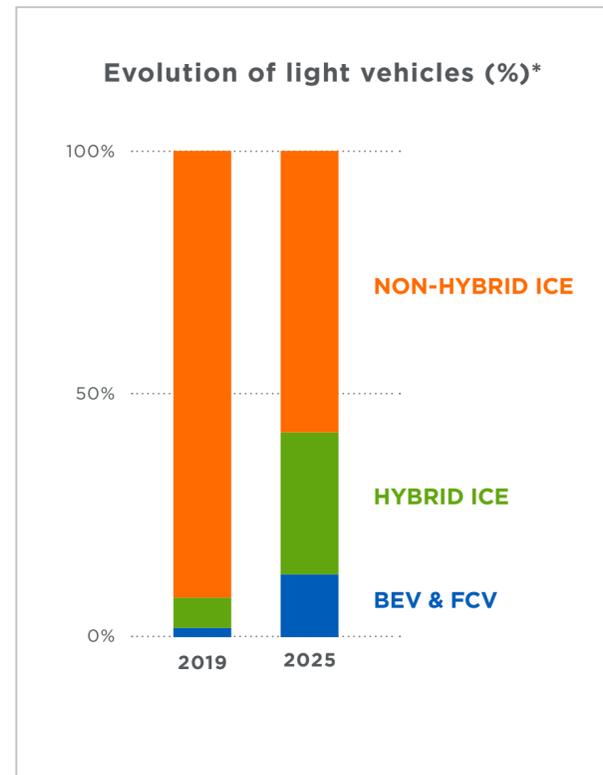
SUPPORTING THE TRANSITION TO E-MOBILITY

Turbochargers have become one of the most effective technologies for helping global automobile and truck manufacturers meet increasingly strict standards for greater fuel economy and lower emissions. Building on our expertise in turbocharger technology, we are today pioneering electric-boosting technologies for use in electrified vehicle powertrains.

Improving fuel economy without sacrificing performance or reliability is a top priority for our customers. The utilization of turbochargers and electric-boosting technologies facilitates the deployment of smaller, lighter vehicle powertrain systems and is one of the most cost-effective solutions to address evolving regulatory requirements while delivering the same power and acceleration as larger, heavier powertrains.

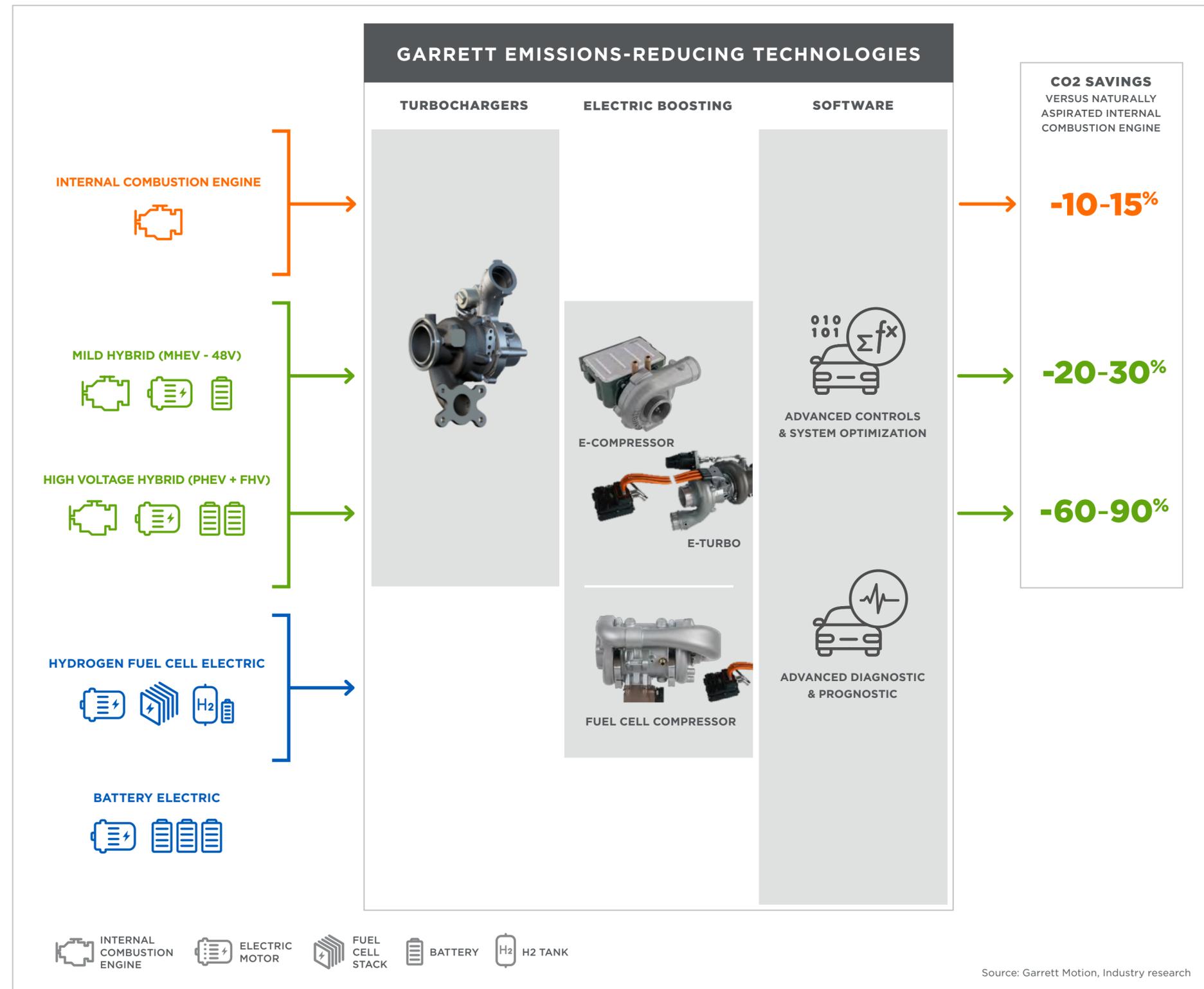
Automakers are increasing their adoption of these technologies as they expand their hybrid and non-hybrid light vehicle offerings, with turbocharger and e-boosting product penetration expected to increase globally from approximately 53% in 2020 to approximately 63% by 2030*.

*Source: IHS Markit Light Vehicle forecast (03/21)



EMISSIONS-REDUCING TECHNOLOGIES ARE:

> 99% OF **Garrett revenue** and **Garrett R&D investment**



Source: Garrett Motion, Industry research

BOOSTING VEHICLE EFFICIENCY



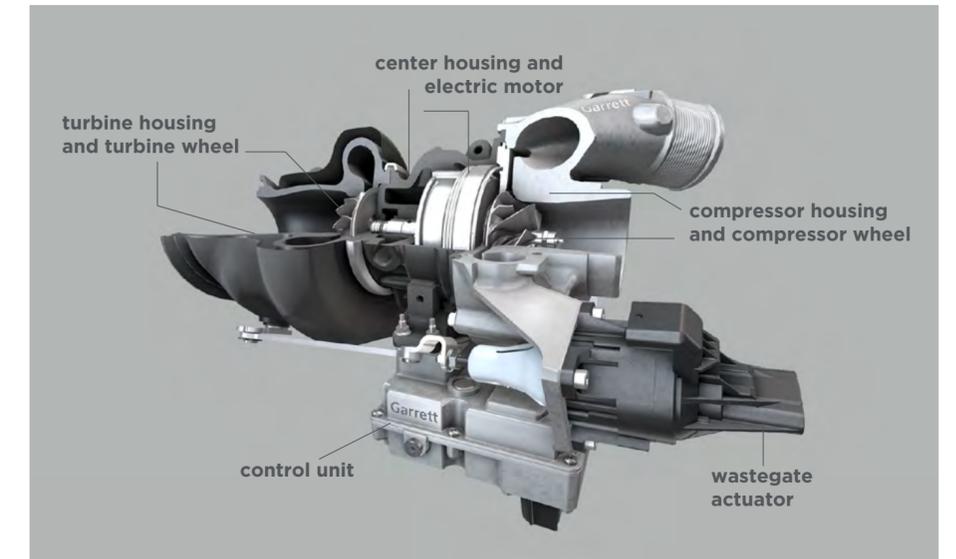
THE WORLD'S FIRST E-TURBO

Garrett publicly unveiled in 2019 its first-generation E-Turbo, which is designed to dramatically improve the performance and fuel economy of mild-hybrid and plug-in electric hybrid (PHEV) powertrains in both gasoline and diesel engines. This breakthrough technology is expected to be included in Mercedes-AMG premium PHEV vehicles in 2021 and includes not only a turbocharger achieving speeds of up to 170,000 rpm, but also pushes the industrial limits for high-speed electric motors required to operate perfectly in extreme temperatures and conditions between the two wheels of a traditional turbo setup. This technology enables electricity regeneration, thereby creating energy that recharges the hybrid battery. Garrett has also developed the power electronics hardware and control software that support the electric motor.

TOWARDS FUEL CELL VEHICLE INDUSTRIALIZATION

In 2020, Garrett signed a cooperation agreement with Shanghai-based REFIRE Technology Co., Ltd. to jointly develop advanced air compressor technology solutions for the future powertrain system of hydrogen fuel cell vehicles (FCVs). An electric air compressor is a core technology in an FCV's powertrain system, which works like the "lung" of fuel cell stack. The advanced air compressor boosts fuel cell stacks to higher pressures and flows, improving efficiency and power density, and helping reduce the powertrain's energy consumption.

Garrett has led several industry-first fuel cell compressor projects including the research, development and launch in 2016 of a compact, high-performance air compressor for the Honda Clarity FCV. This latest collaboration aims to lay a solid foundation for FCVs to evolve with better performance, longer service life and lower cost, and help make zero-emissions vehicles more widely available.



Turbochargers use otherwise wasted exhaust energy that would exit the tailpipe to drive a turbine wheel connected via a shaft to a compressor wheel. The compressor wheel packs more air into the engine yielding the "turbo boost" to vehicle acceleration. This has allowed automakers to use smaller, more efficient engines helping to improve fuel efficiency and reduce carbon dioxide emissions without compromising performance.

Electrifying the turbocharger, by adding a small electric motor on the shaft between the two wheels, eliminates the acceleration lag time. This electric motor also importantly recuperates spent — and otherwise wasted — exhaust energy to generate electricity and recharge the hybrid battery. This ability to be an onboard provider of electricity provides more options for automakers in designing hybrid powertrains.

10

ACTIVE GLOBAL PROGRAMS ACROSS DIFFERENT VEHICLE SEGMENTS THAT USE GARRETT E-BOOSTING TECHNOLOGIES TO GENERATE ELECTRICITY AND RECHARGE A HYBRID BATTERY



ADDRESSING FUTURE REAL-WORLD CHALLENGES

Our early-stage and collaborative customer relationships have enabled us to increase our knowledge of customer needs in the domain of vehicle health management, controls and systems optimization and cybersecurity. In 2020, Garrett worked with major global automotive customers to develop new software technologies.

SOLVING GROWING VEHICLE COMPLEXITY

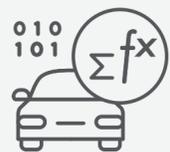
The software content on vehicles is increasing exponentially with an estimated 200 million vehicles expected to be exchanging data externally by 2025. This creates critical new challenges for the automobile industry: from managing complex controls systems in real life conditions, to identifying and preventing cyberattacks, to preventing and remediating vehicle failures, Garrett’s in-house team of software engineers are focused on advancing technologies to address these issues effectively.



LAUNCH OF NEW PREDICTIVE CONTROL TECHNOLOGY

Garrett’s Model-Based Predictive Control (MPC) software is one example of our next-generation software that enables automakers to optimize vehicle performance and deliver superior fuel economy and emissions. It can be integrated within a vehicle’s existing electronic control unit (ECU), and a calibration tool has been provided to empower automakers to configure and calibrate the software to get the best benefits. The company’s expertise in handling multivariable controls addresses the issue of increasingly complex vehicle systems with multiple objectives, providing a single turnkey solution for energy management and powertrain optimization as well as vehicle health management. Our embedded MPC technology has been selected by a global customer for deployment at scale in passenger vehicles.

Garrett’s vehicle software technologies cut across three domains to help manage the growing complexity linked to new on-board technologies, increasing vehicle connectivity and the evolving regulatory environment:



ADVANCED CONTROLS & SYSTEM OPTIMIZATION

We solve complex controls challenges to help reduce fuel and energy consumption, improve emissions, and enable compliance in real life conditions.



CYBERSECURITY

We keep vehicles cyber resilient and compliant by using our unique combination of deterministic and data science software to detect or block anomalies and to run forensic analysis for effective remediation.



ADVANCED DIAGNOSTIC & PROGNOSTIC

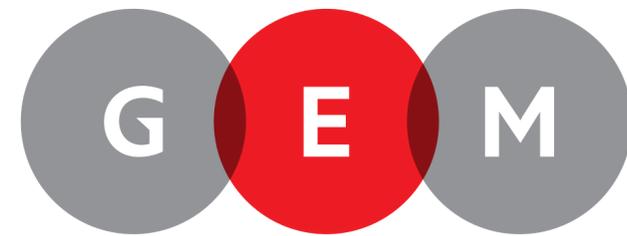
We combine physics and data science to provide solutions that help prevent vehicle failures, estimate degradation, and quickly identify root cause issues at each stage of a vehicle’s life.



Garrett is a founding member of the Health-Ready Component & Systems (HRCS™) Consortium, created in 2020 under the SAE™ (Society of Automotive Engineers) umbrella, whose mission is to bolster global SAE JA6268™ standards and best practices to help industry players to prepare the implementation of Integrated Vehicle Health Management (IVHM), and save on warranty and maintenance costs while keeping vehicles on the road.

BEING A SOUND, RELIABLE PARTNER

Meeting stringent design, performance and quality standards while achieving capacity and delivery timelines is at the heart of Garrett’s enduring success. Our Garrett Excellence Model business operating system, combined with our regional R&D and manufacturing capabilities are a key advantage in helping us to supply our customers as they expand geographically and shift towards standardized engines and vehicle platforms globally.



GARRETT EXCELLENCE MODEL

The **Garrett Excellence Model (GEM)** is a result-oriented business operating system which sustainably drives continuous improvement across the company in full alignment with our strategic priorities. It is an end-to-end business excellence philosophy which brings consistency in how we operate and strengthens our performance culture. Leveraging Six Sigma & Lean methods, GEM provides a framework, tools and expert coaching to the entire company to assess and continuously improve the maturity of our processes and our performance in everything we do.

GARRETT QUALITY MANAGEMENT SYSTEM

In line with GEM, our Quality Management System aims to differentiate our offerings through the continuous improvement of flawless launches and on-time delivery of defect-free products and services. This is only possible by enabling a proactive quality approach of predicting and preventing issues to ensure all processes are the right ones for fully satisfying all product requirements and customer expectations.

Garrett’s quality policy (our “Quality Commitment”) is signed off by our CEO and reviewed annually by senior leadership, who also define and measure the results of annual quantifiable goals which strive for continuous improvement and enhanced business performance.

Our Quality team are responsible for ensuring that our policies and procedures are observed and applied throughout our organization. This includes maintaining a system that meets all the requirements of ISO 9001:2015 and IATF 16949:2016 and ISO 14001 in addition to any customer specific needs. It also includes the development of technologies and procedures that create continual improvement of quality, processes, controls and products, with a specific focus on defect prevention thereby reducing the cost of poor quality. All our manufacturing plants are certified with either IATF 16949:2016 or ISO 9001:2015 standards.



OUR 2020 PERFORMANCE

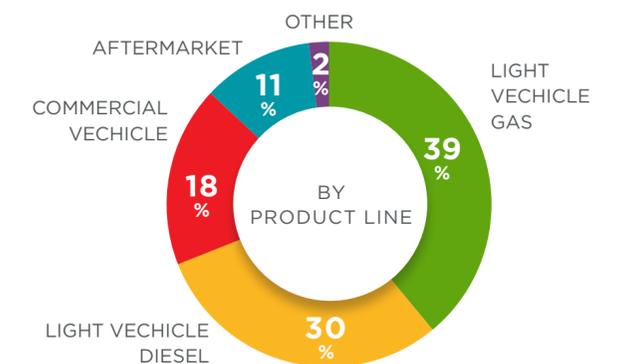
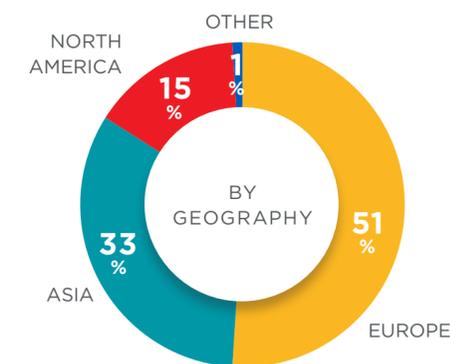
In a very challenging environment, we continued to outperform the industry by addressing our customers’ need for new technologies and delivering on our operational commitments. Our resilient 2020 business performance reflects our ability to leverage Garrett’s global operating platform and GEM operating system to quickly adapt our variable cost structure in an uncertain and volatile global economy.

Production was severely impacted in the first half of 2020 due to the COVID-19 pandemic, with several of our plants operating at reduced capacity and three plants temporarily shut down, respectively, for up to six weeks.

Thanks to our highly flexible manufacturing capabilities, we were able to quickly ramp up production in line with the industry recovery, starting with our Chinese plants in the second quarter. The return of most of our manufacturing sites to normal production levels in the third quarter of 2020 supported our business performance, as highlighted by record net sales for the fourth quarter.



\$3 BN OF REVENUE IN 2020





INVESTING IN A CULTURE OF INNOVATION

People drive us forward. At Garrett, we place a high value on developing the right working environment and the right skillsets — both within and outside our company — to advance our performance culture, support our growth strategy and ensure that the world at large can continue to benefit from breakthroughs in sustainable mobility.

DEVELOPING OUR PEOPLE

We promote respect, celebrate diversity, and encourage all our employees to fulfil their potential, while ensuring that world-class health and safety considerations are integrated into our procedures and processes and that our employees have access to programs and activities that support their wellbeing.

EDUCATING FUTURE INNOVATORS

As well as our own internship and graduate programs, we support Science, Technology, Engineering, Math (STEM) education in our communities through student sponsorships and competitions which give young people the vital skills needed to become tomorrow's solution-finders.



DRAWING ON GLOBAL TALENT

DIVERSITY, EQUITY AND INCLUSION

With more than 7,500 employees across 20 countries, diversity and inclusion is one of Garrett’s four fundamentals. As such, we strive to ensure that our employees are each involved, supported, respected and connected. Embracing diverse thoughts and ideas through inclusion leads to a competitive advantage in the market, increased innovation as we generate new and better ideas, and customer-centric decision making.

For several years the Company has supported awareness activities such as unconscious bias training and cultural adaptation assessments to foster an inclusive culture. In 2020, Garrett took several steps to strengthen its approach to diversity, equity and inclusion.

These included a review of existing diversity and inclusion initiatives, the publication of Garrett’s Diversity and Inclusion Policy, the re-definition of Garrett’s diversity and inclusion strategy and the setting of Company’s gender diversity ambition for 2025.

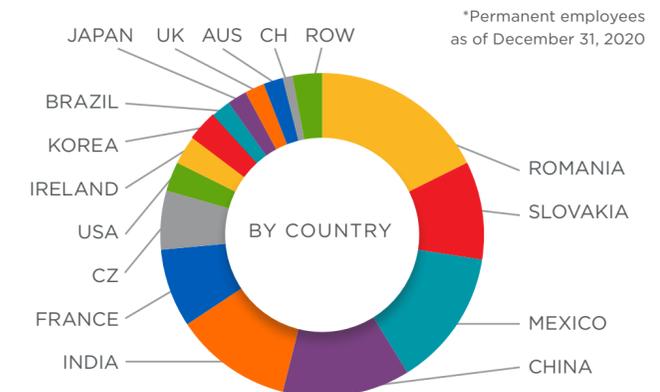
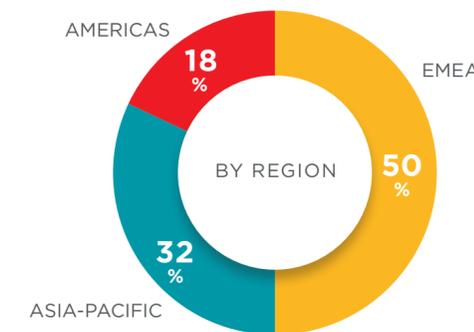
To ensure continuous alignment between the global diversity and inclusion strategy and local contexts, Garrett also nominated 14 Diversity and Inclusion Champions in key countries and appointed the Diversity and Inclusion Champions onto Garrett’s Global Diversity and Inclusion Council.

In parallel, Garrett carried out a quantitative analysis of organizational compensation practices.

In a year where the less fortunate became more excluded than ever, Garrett’s annual Diversity & Inclusion Week saw more than 1,000 employees across 12 countries join activities to help families and children hard-hit by the COVID-19 pandemic. Employees created a “Garrett Inclusion Chain” and the Company sponsored each virtual “link” with a contribution to UNICEF’s COVID-19 solidarity fund.



EMPLOYEES BY REGION

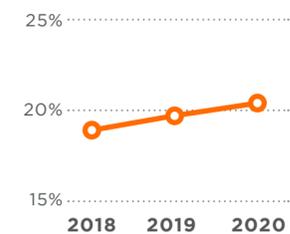


In 2020 Garrett piloted an employee engagement survey with 1/3 of company employees. Garrett received positive feedback on its culture of inclusion and equity, based on responses to the following statement “People of different backgrounds are treated fairly at Garrett”. The survey will be rolled out company-wide in 2021 enabling Garrett to create a global baseline for employee perception of equity.



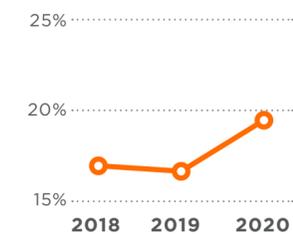
% OF FEMALE REPRESENTATION IN GARRETT WORKFORCE & GARRETT 2025 GENDER DIVERSITY AMBITION

TOTAL WORKFORCE



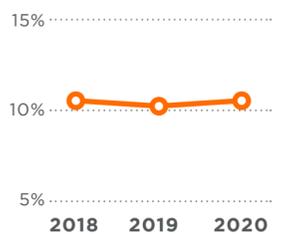
2025 AMBITION
25%

DIRECTOR+ ROLES



2025 AMBITION
25%

STEM ROLES



2025 AMBITION
15%

ENABLING GROWTH MINDSETS

At Garrett, we encourage our employees to develop their skills and capabilities through a comprehensive Performance and Talent Management system. From annual goal-setting and performance reviews to learning opportunities for employees and leaders, Garrett helps its people align their professional experience with the company’s business objectives and encourages them to take ownership of their development and career paths.

LEARNING & DEVELOPMENT

Our “Learn up” learning environment offers employees access to more than 1,000 online trainings that address a wide range of functional competencies, technical, and human skills. Learning can be self-paced, while Garrett’s growing online peer-to-peer learning communities also allow employees to easily access courses specific to their function and to share materials and ideas on the topics of interest. Dedicated programs support Garrett’s current and emerging leaders — these were successfully transformed into virtual learning academies in 2020.

SUCCESSION PLANNING

Garrett uses regular talent reviews to strengthen the Company’s internal development processes and to calibrate assessment of individual performance. Twice per year we hold succession planning meetings up to and including Executive Level during which the bench-strength of teams are scrutinized and development plans for their talent are reviewed. Ahead of both annual and mid-year performance reviews, leaders hold calibration meetings to ensure that assessment ratings are consistent and fair amongst peer groups.



Learning From Our Learners

In 2020, Garrett implemented a new learning rating system based on the principles of learner empowerment and continuous improvement. Learners are encouraged to decide on the value of any given learning module. Scores are then evaluated to monitor quality and decide how to evolve the learning catalog.

CREATING AN ENGAGING WORKPLACE



COMPENSATION AND BENEFITS

Garrett’s rewards programs are rooted in our “Be well, work well” principle, and aim to support employees in achieving the right work-life balance. Ensuring that our talented team is rewarded for their performance is a key priority. We invest significant time and resources in establishing compensation programs that are both competitive and equitable. We constantly evaluate our positions for market competitiveness and adjust when necessary with the goal of ensuring the retention of top talent and continuation of equitable pay practices.

Garrett’s Recognition practices include global awards for outstanding individual and team contributions and a process that encourages employees to recognize their peers with monetary award levels adapted to various levels of contribution.

EMPLOYEE FEEDBACK

Garrett’s Performance Management system aims to ensure that two-way dialogue is ongoing between employees and managers, punctuated by both an annual and a mid-year review, which provide employees the opportunity to express their opinions and ideas in terms of their development goals and career aspirations.

In 2020 Garrett piloted its first Employee Engagement Survey with one third of its workforce across three continents and achieved a very strong aggregated participation rate of 91%. The company intends to roll out the Engagement Survey globally in 2021 and to set a baseline engagement score which will be monitored twice a year.

EMPLOYEE REPRESENTATION

Garrett’s strategy is to build positive, direct, business-focused working relationships with all employees in order to drive business results. Garrett respects employees’ rights and their wish to be part of employee representative bodies including Unions, Works Councils and Employee Forums.

The Company understands the value of collective bargaining in its labor and employee relations strategy and the importance of trust in its working relationships. Approximately 40% of the Company’s permanent employees (including both full-time and part-time employees) are represented by unions and works councils under current collective bargaining agreements.

EMPLOYEE RETENTION

Garrett closely monitors employee turnover to measure retention and define improvement actions as and where necessary. As of December 2020, the Company’s annual turnover for 2020 was 9.01%.



In March 2020, Garrett created its **Garrett Together** communications platform to help employees globally stay connected as work for many moved from office to home, and to promote a positive mindset while navigating work and life through COVID-19. An informative bulletin was shared regularly, with over 30 bulletins providing expert advice on staying healthy in both body and mind, uplifting stories and ideas for activities during lockdown. The Garrett Together Yammer group enabled connected employees across the world to share their own tips and tricks and to support one another, with over 1,000 posts and comments shared.

TAKING CARE OF OUR EMPLOYEES

Ensuring that world-class health and safety considerations are integrated into our procedures and processes is one of Garrett’s fundamentals. In 2020, Garrett increased its efforts to provide access to programs and activities that support the well-being of company employees as teams globally coped with the COVID-19 crisis and its impact on their professional and personal lives.

HEALTH AND SAFETY

Our management systems apply global standards that are currently transitioning from OHSAS 18001 to ISO 45001 and that provide protection of human health and safety during normal and emergency situations. Our commitment to these systems is stated in our global HSE Policy, which is signed by our CEO. Garrett’s senior leadership are accountable for effective health and safety management and we involve our employees in the decisions we make, formally or informally across our sites.

Garrett’s HSE systems ensure compliance with both our global standards and with local regulatory requirements, monitored through an annual company-wide audit process. We develop, implement and monitor process improvement and corrective action plans, and carry out regular health and safety training on risks and best practices, based on our Learning Needs Assessment and Training Plan. Objectives and targets are set — and progress monitored — to reduce incidents, mitigate risks, ensure compliance, and facilitate other HSE improvements.

We also have procedures for hazard identification risk assessment and risk reduction, such as our Non-Routine Risk Assessment process and we have developed an emergency response plan at corporate level with individualized plans per site, covering all potential site emergencies. .



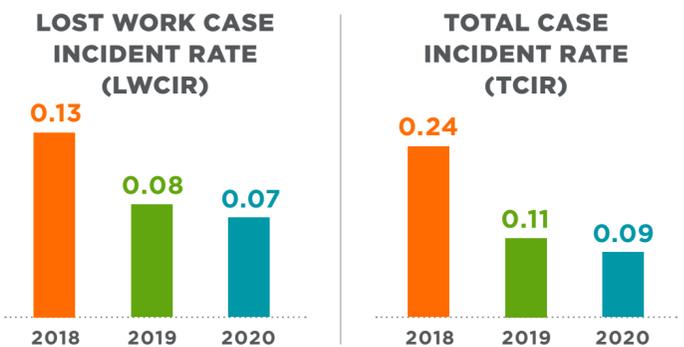
WELL-BEING

As part of our commitment to the well-being of our employees, Garrett offers an Employee Assistance Program (EAP). It is an external counseling service designed to assist employees with personal, family, or workplace matters such as mental health, financial planning and legal assistance. This service, which is confidential and extends to employee’s dependents, was available to employees in 18 countries in their local language in 2020 and will be expanded to all Garrett employees in 2021.

In late 2020, Garrett made a number of well-being resources available to all its connected employees including useful links and techniques for managing mental and physical health, in addition to dedicated online events with external experts. Monthly well-being events are planned in 2021.

From early 2020, Garrett’s global Health and Safety team worked tirelessly to deliver and implement best practice safety guidelines relating to COVID-19. Virtual Gemba Walks were held with members of the Garrett Senior Leadership Team to monitor the implementation of the safety guidelines within our plants. A global safety campaign was rolled out alongside dedicated employee newsletters to support the entire workforce with rules on staying safe and healthy. An ergonomics survey for employees working from home was also deployed to evaluate and drive any corrective measures required.

The particular focus on the health of our employees to address the challenges posed by COVID-19 also provided a benefit in the focus on their safety with further reductions in our Lost Work Case Incident Rate (LWCIR) and our Total Case Incident Rate (TCIR).



LWCIR: Number of Lost Work Case injuries and illnesses x200,000 / Employee total hours worked
TCIR: Number of recordable injuries and illnesses x200,000 / Employee total hours worked

ONBOARDING YOUNG TALENT

Garrett places a high value on Science, Technology, Engineering and Math (STEM) research and learning opportunities that provide young people with the skills needed to develop the future of sustainable mobility. Our Garrett Graduate and Internship programs are designed to support young women and men as they take their first steps in a professional environment.

INTERNSHIP PROGRAM

Garrett's Internship Programs enable students to connect theoretical knowledge with practical responsibilities in the spirit of 'living laboratories' during which they are encouraged to take ownership of business projects and define tactics to meet the project goals. Despite the challenging context of COVID-19, Garrett offered 100 internships in 10 countries in 2020.



“

What I particularly appreciate about this internship is the diversity of my work. I have been trusted with new and interesting tasks. The flexible working schedule can also be very comfortably combined with my school hours, and I always find support during the credit and exam period.

— Jan, Engineering Intern in Garrett's Electrification Center of Excellence, Czech Republic



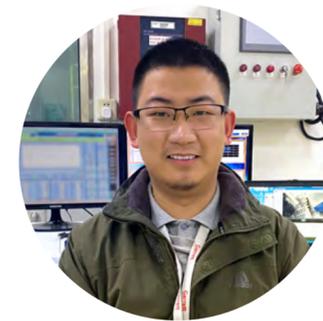
“

During my internship at Garrett, my thoughts and contributions were valued and appreciated which motivated me to do more. Whenever I faced hurdles, my mentors, manager and fellow colleagues supported me to overcome them. As a trainee, I had wonderful opportunities to interact with global leaders, a chance that you don't get in many companies.

— Jayaasree, Garrett engineer and former Garrett 2020 intern, India

GRADUATE PROGRAM

Garrett also runs a Graduate Program which in 2020 provided 11 graduates in three countries with a unique two-year opportunity to gain experience and exposure to Garrett's cutting-edge technologies while at the same time building their leadership skills in a fast-paced and professional work environment.



“

Participating in Garrett's rotational program for graduates provides a multi-dimensional approach to personal development and is enabling my self-improvement. Not only am I developing my professional abilities, I'm also enhancing my coordination, leadership and communication skills. What I like the most is the sense of accomplishment I have when I look back over my time with Garrett and see my own growth.

— Isaac, R&D Engineering Trainee, China



“

I must say it's the people and the atmosphere I like the most. Although I am surrounded by senior experts, they are always friendly, open, and ready to help when I approach them with a problem. I appreciate that my mentor really understands the purpose of this trainee position and he's trying to teach me as much as possible.

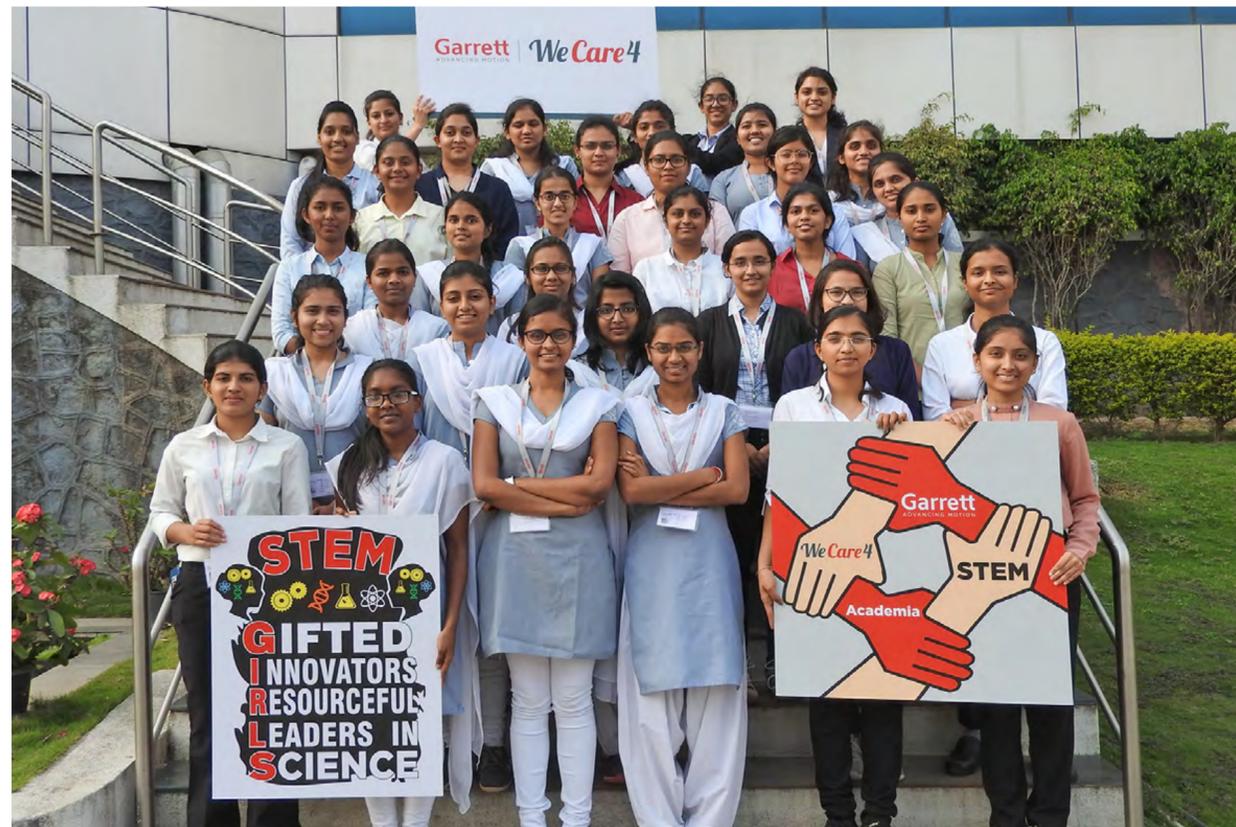
— Petra, R&D Engineering Trainee, Czech Republic

PARTNERING WITH INSTITUTIONS

We focus our community outreach on partnering with schools and higher education institutes in several countries to promote STEM education. From student sponsorships to engineering competitions, Garrett employees are passionate about helping young people acquire the vital skills needed to become tomorrow’s solution-finders.

GARRETT’S FIRST STEM MONTH

Garrett research and development centers, plants and offices opened their doors throughout February 2020 for students, employees’ families and educators to inspire more passion for STEM-based fields within the next generation of innovators. Garrett hosted nearly 300 students from almost a dozen schools and universities across the world to learn about the importance of Science, Technology, Engineering and Math (STEM) and helped engage students in the fundamental concepts of energy, electrochemistry, and marketing/management.



COLLEGE MENTORING

Garrett sponsors Formula SAE and Formula Student teams in several countries, mentoring engineering students, and in 2020 we sponsored the **European BEST Engineering Competition (EBEC)**, the biggest international technical competition in Central Europe. where we defined an assignment for 24 students around the concept of Sustainable Future Mobility. Garrett also launched its “Next Generation of Innovators” STEM education project in Romania, focused on providing over 100 Technical and Economic students a mentoring framework.



WECARE4 SCHOLARSHIP PROGRAM

Garrett aims to ensure that financial constraint is no barrier to learning for talented young women and men in India developing knowledge and skills in STEM fields such as mechanical engineering, IT and computer science. In partnership with three colleges — the College of Engineering in Pune, the National Institute of Technology Karnataka in Mangalore, and the Thiagarajar College of Engineering TCE in Madurai — Garrett is supporting 15 young people each year through merit-based financial grants covering 80% of their university fees. By 2023, the program will be supporting 60 students including more than 30 female students.

In a year marked by the COVID-19 pandemic, Garrett refocused its community outreach programs from March 2020 onwards to support front-line workers and populations in need with hospital beds, Personal Protective Equipment (PPE) and nutrition packs for vulnerable families. We also made a contribution to UNICEF to help children and families hard-hit by COVID-19.





OPERATING RESPONSIBLY

How we behave is as important as what we do. We are committed to reducing the environmental impact of our operations and to behaving ethically at all times so that we can continue to serve our global automotive customers for many more years to come.

MANAGING OUR ENVIRONMENTAL FOOTPRINT

At Garrett, we believe that a strong system drives performance. Our company-wide HSE Management System is complemented by local management systems for each of our manufacturing sites. This enables us to achieve appropriate oversight for environmental matters, and to ensure adequate resource allocation for the continuous improvement of our environmental footprint.

BEHAVING ETHICALLY

We are committed to achieving regulatory compliance in the countries where we do business and to protecting information through the implementation of security into the design of our products, systems and services. Our business ethics expectations are shared with the suppliers and partners with whom we work.



MANAGING OUR ENVIRONMENTAL FOOTPRINT

Garrett’s commitments to environmental protection focus on carbon, energy, waste and water. Our Health, Safety & Environment (HSE) policy, approved by our CEO, underlines these commitments to create awareness, use natural resources more efficiently, reduce emissions, monitor and report performance, and engage with stakeholders.

ENVIRONMENTAL REPORTING

In 2020, we improved our environmental metrics through increased data collection and by automation of a greater proportion of it. This enabled us to strengthen our internal and external environmental reporting, particularly on energy and carbon, which led to the improved score for CDP Climate Change (B).

Adherence to ISO 14001 continued to play a key role in assuring that Garrett is compliant with environmental regulation, sets clear roles and responsibilities, regularly trains and educates employees, maintains environmental performance records, conducts environmental audits, and addresses corrective actions to stimulate continuous improvement.

In line with many global businesses, our environmental footprint was significantly affected by the COVID-19 pandemic in 2020. A decrease in production affected our carbon, energy and waste; the more frequent washing and sanitization led to increased water usage; and our business travel drastically dropped. We therefore do not believe that our 2020 environmental metrics are reliable indicators of our future environmental performance.

LIFE CYCLE APPROACH TO OUR PRODUCTS

We adopt a cradle-to-gate model at Garrett for product life cycle — this incorporates supplier parts, transportation to Garrett, and our own production. Reports are aligned to ISO 14040 and available to customers on request. Our products are designed in accordance with the European End of Life Vehicle Directive, meaning that 95% of our hardware is recyclable and 99% is recoverable. In addition, our teams continue to investigate opportunities to increase recycled content in our product parts without compromising performance and quality, in line with the Kaizen continuous improvement methodology deployed throughout our operations.

53,582

HOURS OF TRAINING*
ON HSE TOPICS

100%

% MANUFACTURING
WITH ISO 14001

*direct & indirect employees

GOAL

MAINTAIN ISO 14001 CERTIFICATION
FOR 100% OF MANUFACTURING SITES

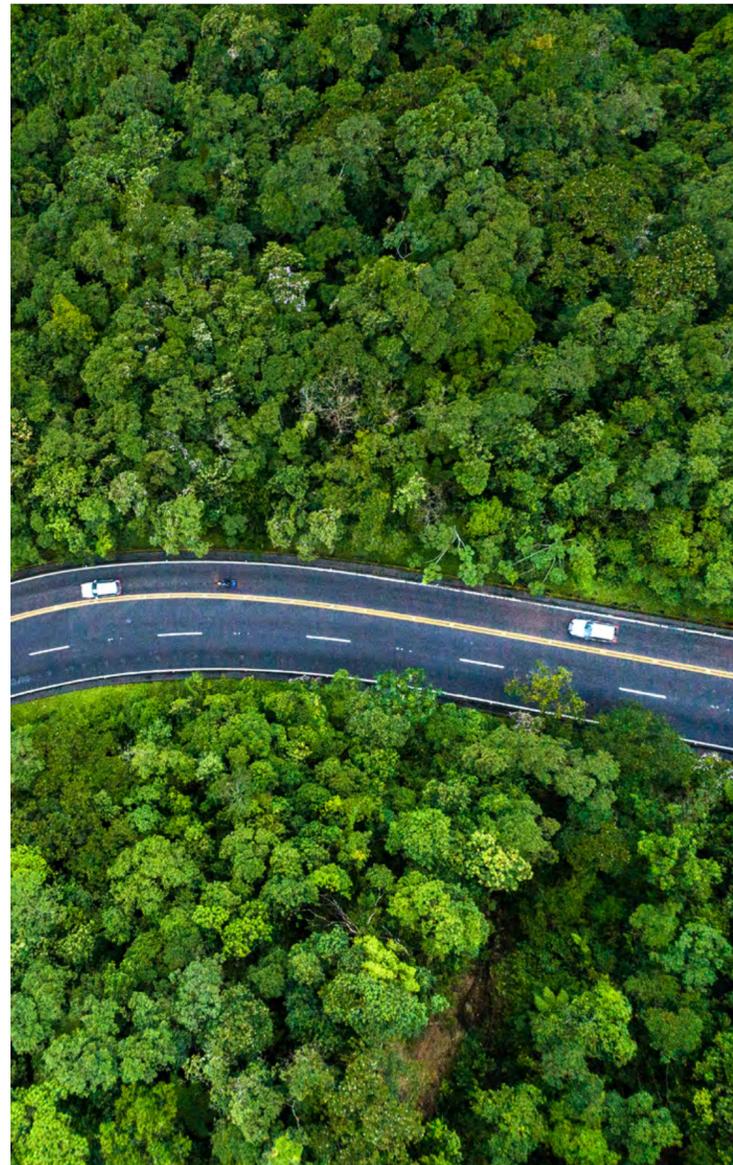


Garrett has focused on strengthening engagement on environmental issues to non-production departments such as procurement, customer teams and innovation. Despite the challenging context of COVID-19, we ran our annual environmental engagement campaign on World Environment Day, generating 45 ideas, of which 22 have already been implemented.



STRUCTURING OUR CLIMATE CHANGE APPROACH

Garrett’s contribution to society is primarily as a provider of and leader in emissions-reducing products — this responsibility is today guiding how we will tackle climate change within our own operations. Our 2020 CDP Climate Change score of B is a testament to the company’s commitment to continuous improvement.



OUR GREENHOUSE GAS (GHG) SYSTEMS

Our commitment to reduce our GHG emissions and improve energy productivity is detailed in our HSE Policy. Garrett has a dedicated capital expenditure budget for energy and CO2 reduction projects and our HSE Management System is designed to identify opportunities, monitor and carry out improvement studies and audits. The company has implemented processes around energy management and savings opportunity identification, guided by internal targets for energy reduction. The deployment of an energy digitization strategy, for example, enabled the company to onboard five sites to its real-time energy metering system and data platform since 2020.

Our carbon accounting and reporting methodologies and processes are aligned with the GHG Protocol, and our inventory management plan outlines the methods, processes and methodologies for GHG management. Garrett is working hard to calculate Scope 3 emissions to ensure our stakeholders have a comprehensive picture of our true carbon footprint.



GOAL

REDUCE SCOPE 1 & 2 GHG EMISSIONS INTENSITY

PER USD MILLION REVENUE & DEVELOP AND ANNOUNCE LONG-TERM CLIMATE TARGET BY 2024

OUR GREENHOUSE GAS FOCUS

Our main initiatives to reduce Scope 1 & 2 GHG emissions are:

- **CAPEX investment:** In 2020, our projects focused on upgrades to heating ventilation and air conditioning, LED lighting and compressed air reduction;
- **Energy digitization, adding intelligence to Energy Management:** Digitizing our energy consumption allows us to see opportunities to reduce energy through operational or “low-cost-no-cost” initiatives that can be implemented efficiently and quickly;
- **Renewable energy:** We have already installed solar on site at Pune (India) and continue to explore more opportunities.

We are improving Scope 3 emissions and currently assure and verify business travel, in addition to working to improve the assurance of our other material categories. We plan to assure one new Scope 3 category per year, in addition to continued third-party assurance for Scopes 1 & 2.

OUR 2024 GHG AND ENERGY TARGETS

<75,000
TONNES

CO2E

TOTAL SCOPE 1 & 2 GHG EMISSIONS

↓ 25%

ENERGY INTENSITY PER TURBO

↑ 100%

RENEWABLE ENERGY

100%

MANUFACTURING SITES WITH ISO 50001

COVERAGE & ASSURANCE OF MATERIAL SCOPE 3 CATEGORIES BY **2023**

REDUCE SCOPE 1 & 2 GHG EMISSIONS INTENSITY PER USD MILLION REVENUE BY 4% BY **2024**

OUR GREENHOUSE GAS AND ENERGY SCORECARD

2020 was a challenging year, with COVID-19 impacting our environmental metrics. While the agility of our global teams enabled the company to continue making progress on our plans for greenhouse gas (GHG) emissions reductions, our 2020 metrics should not be viewed as representative indicators of our future environmental performance.

2020 IN NUMBERS

Total GHG emissions decreased by almost 65,000 tonnes (5%), mostly due to a decrease in production. The automotive sector slowed considerably in the first quarter of 2020, a slowdown that impacted our direct emissions and electricity (Scope 1 & 2 emissions, down by almost 9,000 or over 16%), as well as the cradle-to-gate emissions (Scope 3 emissions Purchased Goods and Services, decreased about 130,000 tonnes, or 11%).

Garrett also took measures within its control, continuing to roll-out its energy-saving capital expenditures, low-cost-no-cost process improvements, and digitization strategies. Garrett's renewable energy slightly increased with the installation of solar at our Pune site in late 2019, which started generating clean energy in 2020. As the pandemic triggered border closures and travel restrictions, Garrett significantly reduced its business travel. This part of our footprint reduced over 80%, decreasing from over 8,000 to about 1,500 tonnes of CO₂e.

Finally, Garrett decreased Scope 3 Capital Goods emissions by 17%, reflected by an equivalent decrease in capital expenditure during 2020.

GHG & ENERGY TARGETS

GHG METRICS

| | 2019 BASELINE | 2020 PERFORMANCE | % CHANGE AGAINST BASELINE | 2024 TARGET |
|---|---------------|------------------|---------------------------|-------------|
| Scope 1 & 2 GHG Emissions intensity per USDm revenue (tCO ₂ e) | 16.91 | 15.14 | -10.5% | 16.23 |
| Total Scope 1 & 2 GHG emissions (tCO ₂ e) | 54,909 | 45,919 | -16.4% | <75,000 |

ENERGY METRICS

| | 2019 BASELINE | 2020 PERFORMANCE | % CHANGE AGAINST BASELINE | 2024 TARGET |
|--|---------------|------------------|---------------------------|-------------|
| Energy intensity per turbo (MWh) | 0.0082 | 0.0079 | -3.7% | 0.0061 |
| Total electricity consumption from renewable sources (MWh) | 500 | 576 | 15.2% | 1,000 |

Lloyd's Register Quality Assurance Limited has performed limited assurance over Garrett Motion's greenhouse gas emissions for the calendar year ending 31 December 2020. Assurance was conducted to a "Limited level of assurance and materiality" using LR's verification procedure, based on current best practice and in accordance with ISAE 3000 and ISAE 3410.

OTHER GHG METRICS

| | 2019 BASELINE | 2020 PERFORMANCE | % CHANGE AGAINST BASELINE |
|---|---------------|------------------|---------------------------|
| Scope 1 & 2 GHG Emissions intensity per turbo (tCO ₂ e) | 0.0041 | 0.0038 | -7.3% |
| Scope 3 Emissions - Purchased Goods & Services (tCO ₂ e) | 1,206,541 | 1,076,422 | -10.8% |
| Scope 3 Emissions - Capital Goods (tCO ₂ e) | 107,830 | 90,090 | -16.5% |
| Scope 3 Emissions - Fuel & Energy (tCO ₂ e) | 4,182 | 3,317 | -20.7% |
| Scope 3 Emissions - Upstream Transportation & Distribution (tCO ₂ e) | 68,495 | 60,711 | -11.4% |
| Scope 3 Emissions - Business Travel (tCO ₂ e) | 8,227 | 1,689 | -79.5% |
| Scope 3 Emissions - Waste Generated In Operations (tCO ₂ e) | 393.5 | 329 | -16.4% |
| Scope 3 Emissions - Employee Commuting (tCO ₂ e) | 12,513 | 7,994 | -36.1% |
| Total Scope 3 Emissions (tCO ₂ e) | 1,408,182 | 1,240,552 | -11.9% |
| Total Scope 1, 2 & 3 GHG Emissions (tCO ₂ e) | 1,463,091 | 1,286,471 | -12.1% |
| Scope 1, 2 & 3 GHG Emissions intensity per USDm revenue (tCO ₂ e) | 450 | 424 | -5.8% |

Scope 1 & 2 emissions for all manufacturing, lab, and office sites. Other categories in our Scope 3 include Purchased Goods & Services, Upstream Transportation, Capital Goods, Business Travel, Waste Generated in Operations, and Employee Commuting.

OTHER ENERGY METRICS

| | 2019 BASELINE | 2020 PERFORMANCE | % CHANGE AGAINST BASELINE |
|--|---------------|------------------|---------------------------|
| Total electricity consumption (MWh) | 118,191 | 94,050 | -20.4% |
| % electricity consumption from renewable sources | 0.42% | 0.61% | 45.2% |
| Total gas consumption (MWh) | 43,196 | 32,874 | -23.9% |
| Total energy consumption (MWh) | 161,387 | 126,924 | -21.4% |
| Total operational spend on energy (USDm) | 12.4 | 10.7 | -13.7% |

We actively monitor the manufacturing and lab site electricity, natural gas and liquid fuels. We also monitor the electricity and natural gas for office sites. Due to materiality, liquid fuels from offices are out of scope. Compressed air is the main category of energy use; we pay attention to pressure and leakage, monitoring and setting targets for both.

MANAGING WASTE AND WATER

As part of our HSE Management System, Garrett seeks to comply with any local regulations relating to waste and water management and tracks relevant metrics. The company educates its employees on best practices and encourages them to generate and implement ideas which support reduced consumption at site-level.



GOALS

REDUCE WASTE
INTENSITY PER TURBO
BY 1% AND INCREASE
WASTE DIVERSION
RATE BY 1% BY 2024

REDUCE WATER
INTENSITY PER TURBO
BY 1%, BY 2024

START REPORTING TO
CDP WATER, BY 2022

WASTE MANAGEMENT

In addition to reducing waste, our approach at Garrett seeks to increase diversion rates from landfill and reduce hazardous waste. In our operations and supply chains, we seek to encourage our suppliers to implement strong waste management, and are currently exploring more waste-effective packaging solutions.

We have streamlined our waste data collection and reporting process significantly and will continue to develop our procedures in the short-term. Total waste volume increased despite a decrease in turbocharger production, causing an increase in waste intensity. This was mainly due to an increase in hazardous waste quantity (50%) caused by two main factors: an evolution in our waste reporting approach, and a now-resolved water issue at one of our sites where we decided, as a precaution, to collect and remove waste water by a tanker to improve the quality of our water treatment before discharge.

We implement a variety of measures to reduce waste and use resources efficiently to achieve an absolute reduction in waste disposal. Our sites reuse packaging materials whenever possible when shipping parts and employees are encouraged to suggest ideas on waste through internal campaigns, monthly site meetings and Kaizen continuous improvement process.

WATER CONSUMPTION

Our usage of water is highly dependent on the number of employees, and less dependent on production activities so the typical trend of usage across an entire year is almost flat. Water usage increased by 16%, mainly due to the pandemic which led to a significant increase in cleaning and washing.

Ideas generated by employees during our internal Environment Week campaign focused on raising awareness of efficient water conservation behaviors at site-level. Once uncovered, our sites fund the implementation of the ideas, such as treating wastewater, or sensor-based faucets, and water atomizer faucets.



WASTE & WATER TARGETS

| | 2019 BASELINE | 2020 PERFORMANCE | % CHANGE AGAINST BASELINE | 2024 TARGET |
|--|---------------|------------------|---------------------------|--------------|
| Waste intensity per turbo (kgs) | 0.735 | 0.956 | 30.0% | 0.728 |
| Waste diversion rate | 70.1% | 67.1% | -4.3% | 71.1% |
| Water intensity per turbo (l) | 15.5 | 20.3 | 31.1% | 15.4 |

OTHER WASTE & WATER METRICS

| | 2019 BASELINE | 2020 PERFORMANCE | % CHANGE AGAINST BASELINE |
|--|----------------|------------------|---------------------------|
| Total volume of hazardous waste generated (t) | 1,687 | 2,532 | 50.1% |
| Total volume of recycled waste generated (t) | 7,195 | 8,021 | 11.5% |
| % total waste that is hazardous | 16.4% | 21.2% | 28.8% |
| Total water consumption (m3) | 243,366 | 281,215 | 15.6% |
| % manufacturing sites that recycle | 100% | 100% | — |

We actively monitor manufacturing and lab sites for waste generation and water consumption. We are building expertise in tracking different sources and end uses, and reporting. For waste, this reporting is influenced by local legislation, to which we carefully comply. We do not track waste or water at office sites, due to materiality.

MANAGING PRODUCT LIFE-CYCLE

At Garrett, we believe merely complying with regulations is no longer enough. Our dedicated Product Stewardship team helps the company to control and minimize risks and impacts caused by the chemicals present in our products from production to use and disposal.

PRODUCT STEWARDSHIP SYSTEM

We seek to comply with global regulations, integrating product stewardship across the value chain from the innovation process, to raw materials, production, and end of life. We are engaged with suppliers, manufacturers, distributors and customers, and cooperate with them to develop appropriate risk management plans and to monitor and assess the impact of changes in chemical management regulations worldwide.

We have a Garrett Restricted and Banned Substance List, designed to discourage chemicals banned or restricted by different legislation around the world. Our manufacturing sites screen chemicals before use on site. These must pass a risk assessment, not have safer eco-friendly alternatives, meet globally harmonized system (GHS) requirements, and be able to use and handle in compliance with our HSE Management System. We do not entertain any supplier products that breach regulatory limits or restrictions. Finally, we continue to review our legacy parts, which were in production before certain regulations entered into force.



RESPECT OF REGULATORY REQUIREMENTS

European Union (EU) Restriction of Hazardous Substances (RoHS) — Directive 2002/95/EC

To restrict the use of ten hazardous substances in the manufacture of electrical and electronic equipment. Garrett products have been verified to meet the maximum concentration tolerances (including bans) for substance in accordance with the regulatory requirements.

Conflict Minerals — United States (US) 2010 Dodd-Frank Wall Street Reform & Consumer Protection Act (Section 1502) and EU Regulation No 2017/821

See page 25

EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) — Regulation (EC) No 1907/2006

Requires article suppliers to inform recipients if an article contains a Substance of Very High Concern (SVHC) over 0.1% by weight. Garrett continuously monitors the presence of substances in our products, ensuring no SVHCs have over 0.1% in our products. We review the substance list frequently to ensure we respond to regulatory changes, and we keep our customers updated on our own product and materials in relation to these limits. Garrett also complies with its requirements around the proper handling and disposal of certain chemical substances.

California Proposition 65 — The Safe Drinking Water and Toxic Enforcement Act of 1986

In accordance with our own strict HSE management system and in full compliance with local regulations, it has been assessed that anyone in direct contact with our products, including our employees are not exposed at any levels that require a Proposition 65 warning, and there is no health risk. As a conservative measure we decided to label our individual boxes with a warning statement.

EU End-of-Life Vehicle (ELV) — Directive 2000/53/EC

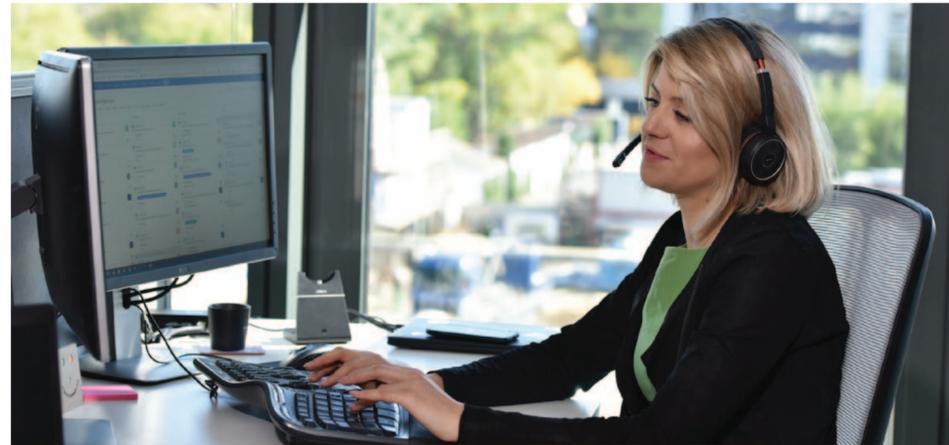
ELV sets recovery targets for recycling of vehicles and components, encourages manufacturers to design their vehicles with part reuse and recycling in mind, and restricts the use of certain heavy metals in new vehicle manufacturing processes or in automotive products. Garrett's materials and engineering teams consider the dismantling, reuse and recovery process of the components it designs and produces. It adheres to the following minimums: reusable and/or recyclable to a minimum of 85% by weight per vehicle, and reusable and/or recoverable to a minimum of 95% by weight per vehicle. Garrett also strives to minimize the use of these hazardous substances as much as possible.

PROTECTING OUR STAKEHOLDERS

Garrett’s management systems underpin the company’s commitments to achieve regulatory compliance and protect its stakeholders at all times. Ethical behavior is driven by the adoption of best-in-class practices and policies which bind the directors, officers and employees of Garrett.

INTEGRITY & COMPLIANCE

Garrett’s Integrity & Compliance (I&C) program has been structured to meet the standards set forth in the US Sarbanes-Oxley Act of 2002 (SOX), the US Foreign Corrupt Practices Act of 1977, the UK Bribery Act and other relevant laws. The program promotes an organizational culture that encourages ethical conduct and a commitment to compliance with the law. Garrett’s Integrity & Compliance Office within the Law Department administrates the I&C program, manages the investigation process, develops and ensures compliance training for all Garretts employees. Those processes are globally managed by the I&C Director and the Senior Investigator.



Integrity & Compliance Training

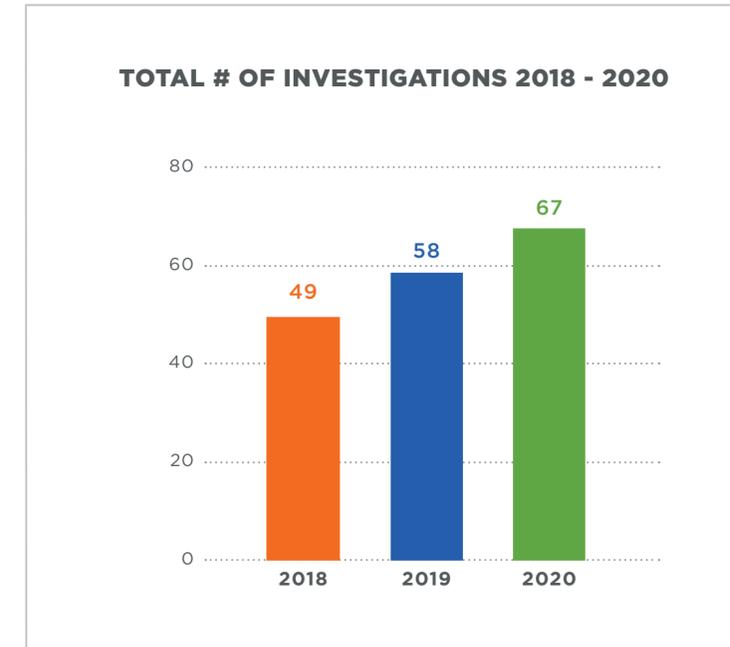
All Garrett employees are required to be trained on the Code of Business Conduct and all employees complete an annual retraining as a reaffirmation to the Code. An additional twenty training courses covering topics such as anti-corruption, conflicts of interest and personal data compliance are assigned to employees and leaders to ensure compliance with local and global regulations; thirteen courses are available in multiple languages.

GARRETT CODE OF BUSINESS CONDUCT

Garrett’s Board has adopted a written Code of Business Conduct which covers topics such as child and forced labor, external stakeholder human rights and working conditions. It is available on our website www.garrettmotion.com, where we also post all disclosures that are required by law or applicable listing rules concerning any amendments to, or waivers from, any provision of our Code of Conduct.

GARRETT INTEGRITY HELPLINE

Since becoming an independent company end 2018, Garrett has strongly promoted the means available to share issues and allegations in order to support the company’s culture of integrity and compliance. We take employee concerns very seriously and investigate all allegations brought to the I&C office or raised through our third-party Integrity Helpline. Metrics are shared with Garrett Leadership and the Board of Directors and the company takes appropriate corrective and disciplinary actions when allegations are substantiated.



27 Days

AVERAGE ALLEGATION CLOSURE TIME IN 2020

VS

BENCHMARK* OF 41.5 DAYS

*Source: Gartner | State of the Compliance Function 2020: Data from companies with 5,000 to 9,999 ee's

INTERNAL CONTROL

The effectiveness of our ethics and compliance control systems is regularly monitored and audited within the SOX framework. In 2020, Garrett’s Internal Audit team assessed the Garrett I&C global program, including an audit of governance and oversight framework, risk assessment, policies and procedures, operational controls, compliance reporting, investigation, books and records and employee training and awareness. Audit observations were shared with Garrett’s Board of Directors and a number of actions were subsequently implemented including a Compliance Risk Assessment and a 3rd party Due Diligence.

GOAL | **100%** COMPLETION RATE FOR ALL INTEGRITY & COMPLIANCE TRAINING COURSES

WORKING WITH OUR SUPPLY BASE

Garrett is committed to integrity and compliance in everything we do. As part of that commitment, we expect our suppliers to comply with our Supplier Code of Conduct and with the laws governing the countries in which they conduct business.

SUPPLIER CODE OF CONDUCT

Garrett's Supplier Code of Conduct provides clear expectations for our global supply chain to ensure that they provide their employees a safe working environment, treat their workers with dignity and respect, and engage in environmentally sound and sustainable manufacturing processes. Suppliers commit to our Code when they sign our standard purchase order Award Letter's Terms and conditions for Direct materials. The Code is also available on the Garrett website.

Suppliers are expected to foster a culture where employees and managers can communicate openly and raise concerns without fear of retaliation, intimidation, or harassment. The Garrett Integrity Helpline is communicated as part of our Supplier Code of Conduct to enable interested parties to anonymously voice and record concerns.

CONFLICT MINERALS

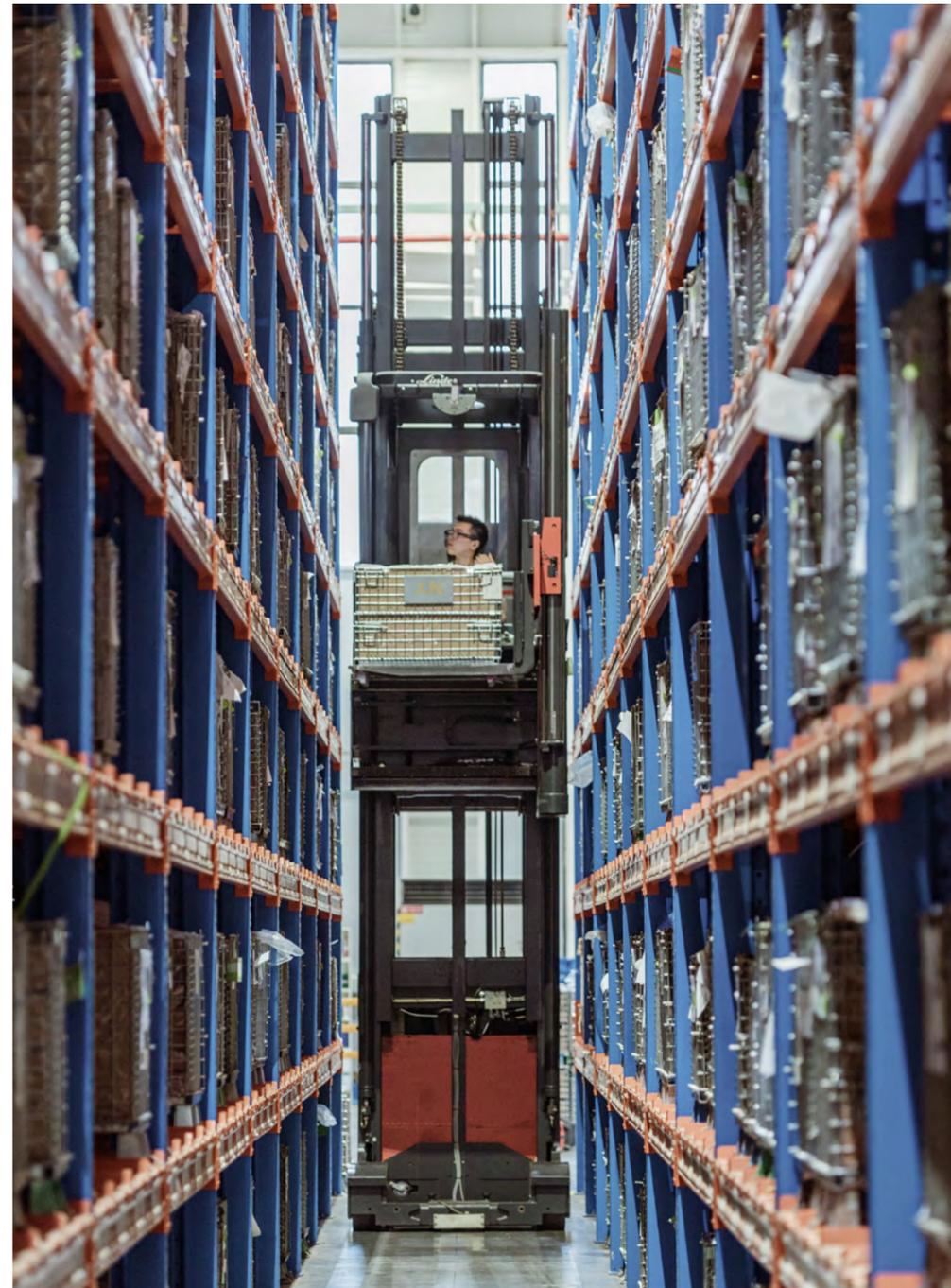
Garrett is committed to the responsible sourcing of tantalum, tin, tungsten and gold (3TG) throughout our global supply chain and in compliance with the OECD requirements on Conflict Minerals. To determine if our manufactured products contain Conflict Minerals, we work with a third party to help identify and assess conflict mineral risk in our supply chain. We ask our suppliers to submit the Conflict Minerals Reporting Template (CMRT) and monitor the coverage of suppliers providing information. We keep our customers and regulators up to date via our own CMRT and Conflict Minerals Reporting each year. Our Conflict Minerals report is published annually on the Garrett website.

3-5 VIRTUAL SUPPLIER GEMBA WALKS EACH WEEK

In Q4 2020, Garrett's procurement team asked all active suppliers to self declare responses to 14 questions relating to COVID-19 safety and prevention rules.

A list of at-risk suppliers was established and 3-5 virtual Gemba Walks have since been carried out each week using video cameras to assess on-site application of the safety rules. This best practice has enabled Garrett to virtually monitor COVID-19 safety measures with over 90 of its suppliers to date.

Gemba Walks: In lean manufacturing, a Gemba Walk allows leaders to observe the actual work process on the factory floor.



Supplier Sustainability Assessment

Garrett's Supplier Risk Management policy guides the company's procurement teams in the identification and management of incoming supply risks. In late 2020, Garrett created and launched a health, safety and environment (HS&E) online self-assessment questionnaire with 160 of its top direct suppliers. The questionnaire contains 38 core questions on topics such as Health & Safety, Carbon emissions, Energy use and Conflict Minerals. The results of this questionnaire will be analyzed by Garrett's Supplier Risk Management and HSE teams, and a baseline report will be reviewed by Garrett's Sustainability Committee with a view to gradually expand supplier coverage starting 2022.

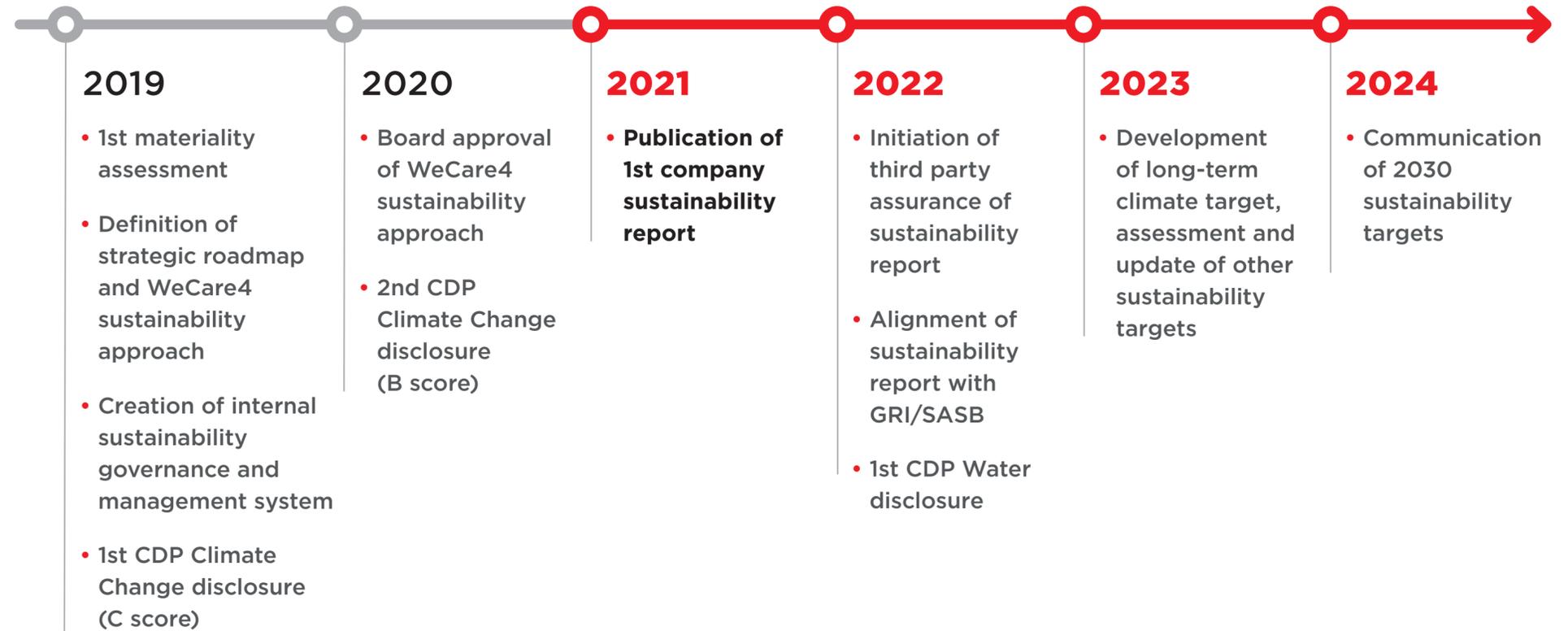
LOOKING AHEAD

Since becoming an independent company in October 2018, Garrett has taken several steps to structure its sustainability approach and define a roadmap that enables the reliable measurement and communication of the company’s sustainability commitments and performance.

This first sustainability report is an important step for Garrett and is the result of the company’s long-lasting commitment to responsible corporate citizenship. In the spirit of continuous improvement Garrett will work towards aligning its 2021 sustainability report with global sustainability standards and enabling 3rd party assurance of data shared.

We would like to thank the Garrett employees who contributed to this report and all Garrett team members worldwide for their contributions to strengthening Garrett’s corporate sustainability each day.

For more information on the company’s governance, please visit the Investors section on www.garrettmotion.com.



All photos with employees not wearing face masks were either taken before the COVID-19 pandemic or in a home-office setting.

Garrett

ADVANCING MOTION



| garrettmotion

www.garrettmotion.com

© April 2021 Garrett Motion Inc.