2022

SUSTAINABILITY
REPORT

Garrett
ADVANCING MOTION

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We are committed to continuing to develop our Sustainability Report to keep our stakeholders informed about the progress we are making. We welcome comments and questions. The team can be contacted via email at **sustainability@garrettmotion.com**.

MESSAGE FROM OUR PRESIDENT & CEO

As a global technology leader, Garrett's differentiated product portfolio is centered around **emission-reduction and zero-emission technologies that help shape the clean transportation future** we envision. This is at the core of our lasting, positive contribution to society.

We are committed to conducting business at every organizational level in an ethical manner, fostering environmental and social sustainability that aims to achieve long-term viability, all the while optimizing our financial returns. Our sustainability framework is focused on two main pillars, operating responsibly and cultivating a culture of innovation, and **our actions and decisions are all geared towards creating meaningful impact**. Throughout this Garrett Sustainability Report, you will learn about the ways we're delivering against the ambitions of our WeCare4 sustainability strategy.

Reflecting on 2022, **I am proud to say that our Garrett team continued to make strong progress** across several key areas.

With more than 99% of our revenue and R&D spend in emission-reducing and zero-emission innovations, our business growth and sustainability strategy go hand in hand. From our differentiated turbocharging solutions that improve fuel efficiency and reduce emissions in pure and hybrid combustion engine vehicles, to electrified technologies such as hydrogen fuel cell, E-Axle and E-Cooling that enable zero emissions. Our ambition is to reach more than **$1 billion in revenue from zero-emission solutions by 2030**, demonstrating our unwavering commitment to a more sustainable tomorrow. We are strategically directing more than 50% of our R&D investments toward zero-emission technologies.

I'm pleased to share that we have set a new science-based carbon reduction target for our own operations. We aim for a **46% reduction in scope 1 and 2 greenhouse gas emissions to 2030**. In practice it means that we continue our longstanding focus on improving energy efficiency across our global footprint. We reduced our Scope 1 and 2 carbon emissions by 9% and our absolute energy consumption by 4.4% in 2022 compared to the previous year.

Our drive for innovation needs to be fueled by continuous learning and we increased our total training hours by 18% over the past year, reaching almost 78 thousand hours. Being a diverse and inclusive organization is also essential to our continued success. Work still remains to achieve our ambition of 25% female representation by 2025, reaching 21.8% in 2022. We created a new **WeCare4 Network across nine Garrett sites, increasing local employee and community engagement**. This has proven to be a catalyst for inspiring initiatives, and we look forward to the expansion to all Garrett sites in 2023.

The Garrett team knows the importance of fresh perspectives and attracting new talent remains a key priority. In 2022, we welcomed 213 interns, fostering the next generation of innovators in STEM and other roles.

I am also proud of the external recognition we've earned in 2022. We received **EcoVadis Gold score for our performance across Ethics, Labor and Human Rights, Environment, and Sustainable Procurement**, placing us in the top 2% among auto suppliers. We also upheld our CDP climate change B score and earned a C rating for CDP water security.

As we navigate an ever-changing world, Garrett intends to remain at the forefront of these changes, staying relevant to our customers and society. Our dedicated team around the world continues to go above and beyond, and to them, I extend my sincere gratitude.

Thank you for engaging with us on this journey. **We'll continue to innovate for a cleaner, more efficient and connected future**.

Olivier Rabiller
President & CEO
Garrett Motion

WE ARE GARRETT MOTION

ADVANCING SUSTAINABLE MOBILITY

We are a global automotive technology leader and innovation powerhouse committed to making vehicles cleaner, more efficient, and connected. We design, manufacture and sell highly engineered solutions for passenger and commercial vehicle original equipment manufacturers and the global independent vehicle aftermarket.

Over the decades, we have led the revolution of turbocharger technology that improves fuel efficiency and reduce emissions. Our differentiated turbo portfolio includes solutions for internal combustion engines (ICE) using gasoline, diesel, natural gas for both pure ICE and hybrid vehicles. With approximately 1,700 patents and patents pending we maintain a leading position.

Additionally, our customers are working on zero emissions versions internal combustion engines through the use of hydrogen fuel, which leverages the large base of ICE capability in the industry's zero emissions roadmap. Turbocharging is a key enabler for H2-ICE engines, and Garrett is working with numerous customers to develop this technology.

Our unique capabilities in turbomachinery, motors, power electronics and controls software have resulted in differentiated technologies for zero-emission vehicles. Our growing product portfolio includes hydrogen fuel cell compressor solutions and differentiated technologies for battery electric vehicles such as high-speed E-Axle and E-Cooling compressor.

SERVING OUR CUSTOMERS GLOBALLY

Garrett has an almost 70-year legacy of delivering industry-first differentiated technologies. We are serving our customers worldwide with passenger vehicles, commercial vehicles and off-highway heavy machinery, aftermarket replacement, and performance enhancement products.

Our customers consist of more than 60 of the world's leading vehicle manufacturers and cooperation is facilitated by our 11 close-to-customer engineering facilities. In many cases, the partnerships with our customers are several decades long. We also supply the global vehicle independent aftermarket industry with a network of more than 250 specialized distributors in 165 countries.

* Includes ~7,300 permanent employees and ~2,000 temporary and contract workers globally

Net Sales in 2022

$3.6B

Net Sales by geography (%)

- Europe — 48
- North America — 19
- Asia — 31
- Other — 2

Net Sales by product line (%)

- Diesel — 26
- Gas — 41
- Commercial Vehicles — 19
- After Market — 12
- Other — 2
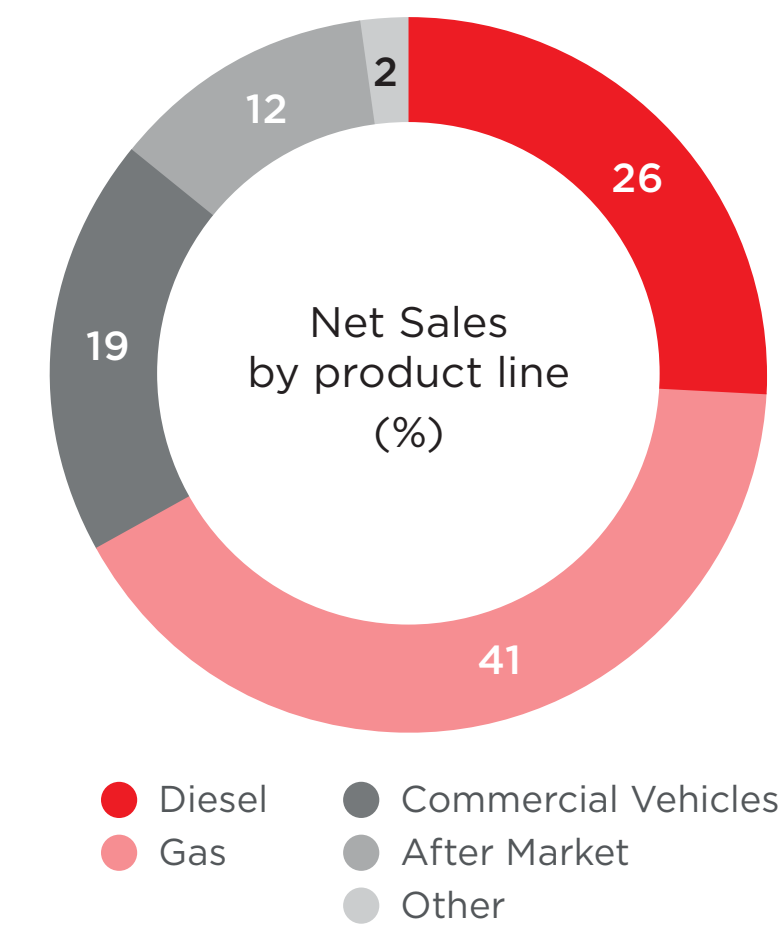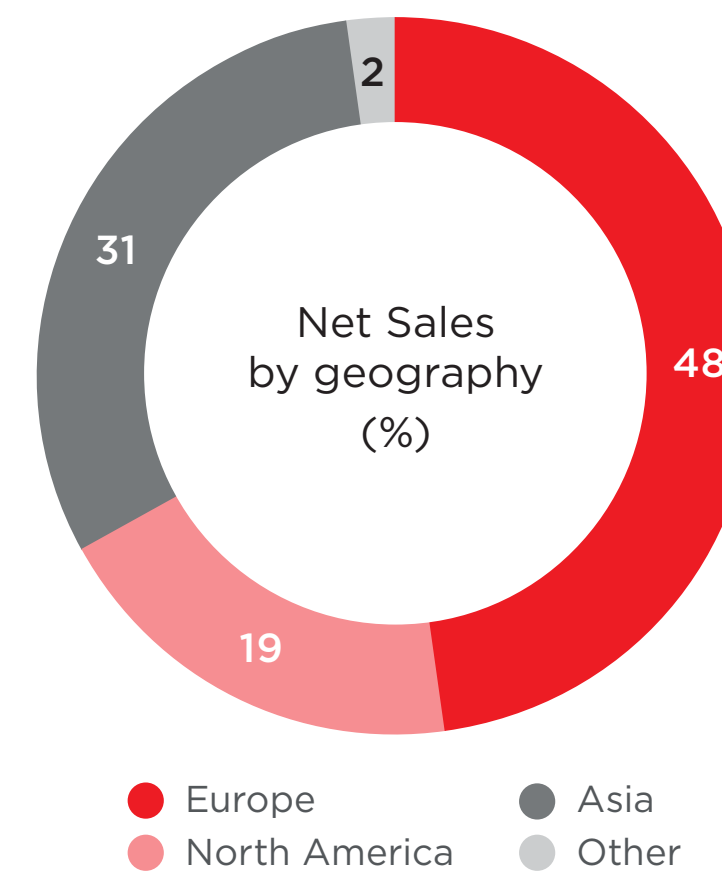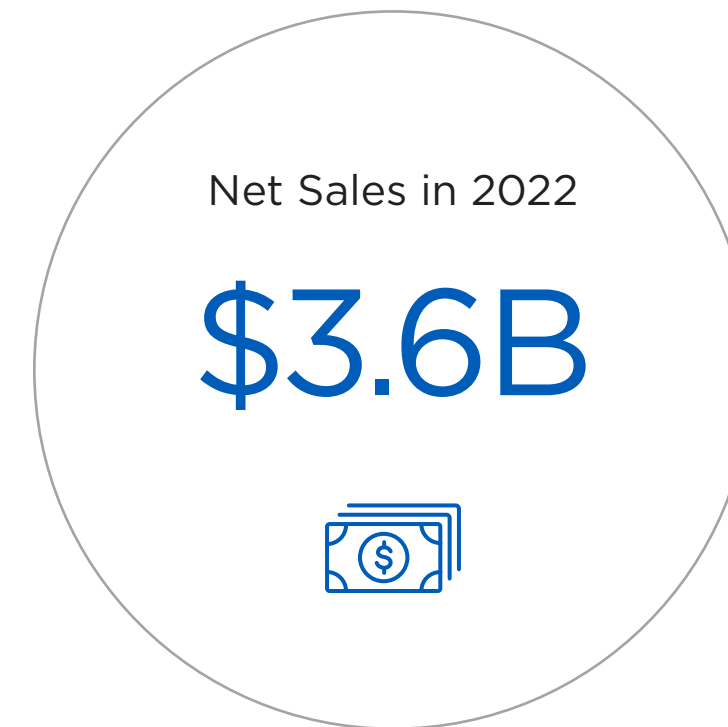
Our team 2022
~9,300*

Employee nationalities
60+

Countries
20+

OUR GLOBAL FOOTPRINT

HQ
ROLLE
SWITZERLAND

Serving customers globally

13 State-of-the-art manufacturing sites

5 R&D centers

5 Software development centers

11 Close-to-customers engineering centers

2022 HIGHLIGHTS

SOCIAL

21.8%
Women in our workforce

19%
Women in senior management positions

18% ↑
Increase in number of training hours compared to 2021

17.9
Average number of **training hours** per salaried employee

USD $2.3M
2022 Investments in **Health & Safety projects**

PRODUCTS

99%
of revenue and R&D spend focused on **emission-reducing and zero-emission technologies**

GOVERNANCE

B
RATING
Climate change

CDP
DISCLOSURE INSIGHT ACTION

GOLD
RATING
by **EcoVadis**

GOLD 2022 ecovadis Sustainability Rating

ESG performance assessment questionnaire to suppliers covering
>95%
OF DIRECT SPEND

ENVIRONMENT

46.2%
Reduction in emissions by 2030 Science-Based Targets Scope 1 & 2

9% ↓
Less Scope 1 & 2 Emissions in 2022 compared to 2021

4.4% ↓
Decrease in energy consumption in 2022 compared to 2021

7.2% ↓
Decrease in energy intensity compared to 2021

76.6%
of waste is **recycled**

OUR SUSTAINABILITY APPROACH

SUSTAINABILITY ROADMAP

At Garrett our business mission and our sustainability strategy go hand in hand. Our innovative products that enable more sustainable mobility are at the heart of our contribution to society. Our corporate sustainability framework, called WeCare4, starts from our mission by spearheading technology development and continuing to deliver industry-first innovations.

In 2022, it was four years since Garrett became an independent company and we have continuously worked to grow and strengthen our sustainability performance. From defining the relevant scope of our sustainability framework, developing and reinforcing core processes and policies, to establishing strong governance.

Board of Directors
Reviews strategy, ensures business alignment

Senior Executive Sustainability Committee
Oversees and approves Garrett's sustainability strategy development, definition, targets and deployment.

Sustainability Core Team (champions)
Cross-functional team that drives delivery of strategy. Supports sustainability communications activities.

Functional, business area and regional leaders
Leads delivery of the sustainability strategy in respective area. Measures progress. Defines resource required for key initiatives.

We conducted an initial materiality assessment in 2019 and Garrett's Senior Executive Sustainability Committee established the WeCare4 sustainability framework. The following year, in 2020, the Board of Directors approved the WeCare4 approach, and the team forged ahead with the initial stages of the 2020-2024 WeCare4 roadmap and targets. In 2021, we published our first annual Sustainability Report for the year 2020. In 2022, the company continued to develop and deliver against the long-term sustainability strategy.

SUSTAINABILITY GOVERNANCE

Sustainability is embedded in our corporate governance structure. Our Senior Executive Sustainability Committee, which is composed of our CEO and majority of Garrett's senior leadership team, meets every month through the year and more often when needed. The Committee oversees our sustainability strategy development, definition and deployment. All functional business and regional leaders lead delivery of the sustainability strategy in their respective areas of responsibility. A cross-functional Sustainability Core Team leads the day-to-day sustainability activities. The core team, consisting of subject-matter experts that are responsible for driving the sustainability activities in their respective functions, is in continuous dialogue and convenes together as a full team at least monthly.

Given that our core business relies on innovative solutions that help our customers develop more efficient vehicles and transformation toward electrified powertrains, the Sustainability Committee is sponsored by our Chief Technology Officer. Garrett's Board of Directors, including its committees' reviews the company's annual operating plans and strategic plans twice a year, which includes the review of research and development (R&D) investments in emission-reducing technologies. The Board also provides oversight of our environment, social and governance (ESG) activities, corporate responsibility and sustainability strategy. Primary responsibility at Board level for reviewing and reporting to the full Board

on our sustainability programs and policies, as well as our corporate citizen commitments, resides with the Nominating & Governance Committee.

Garrett articulates its commitments to ethical, social and environmental considerations in the communities in which we operate in the Company's **Code of Business Conduct**.

In 2022, the company strengthened the ESG governance at board level with updated committee charters to reflect risk oversight responsibility by the board and its committees for matters related to ESG.

WECARE4 SUSTAINABILITY FRAMEWORK

Our WeCare4 global sustainability framework starts from our mission to enable cleaner, more efficient vehicles by spearheading technology development and continuing to deliver industry-first innovations of emission-reduction and zero-emission solutions. Our mission is supported by two pillars: investing in our people — and in the innovators of tomorrow — to stimulate a strong culture of innovation, and operating responsibly by adopting best-in-class, robust practices and policies throughout our business. Collectively, these commitments drive our environmental, social and governance ambitions and accountability.

CLEANER, MORE EFFICIENT VEHICLES
We help make vehicles cleaner, more efficient and connected 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

SUSTAINABILITY MATERIALITY ASSESSMENT

In 2023, we carried out a new materiality assessment process to determine which sustainability topics are most material to Garrett and to our stakeholders and assess the impact of our business.

The process involved comprehensive desk research evaluating the most material topics for the automotive industry. This involved the analysis of materiality methodologies and materiality results of vehicle manufacturers and peer companies, other external development such as sustainability reporting frameworks, emerging regulations, ESG ratings and sustainability topics on the public agenda. The research was corroborated with the insights from our dialogue with key stakeholders.

The research resulted in a preliminary list of material topics covering the impact on environment, social, governance and economy. Following further analysis that involved input from Garrett senior leadership team, we developed a final list of 17 material topics and a materiality matrix. These were calibrated and approved by Garrett's Senior Executive Sustainability Committee.

SUSTAINABILITY MATERIAL TOPICS MATRIX 2023

External Impact — Stakeholders

Business Impact — Garrett
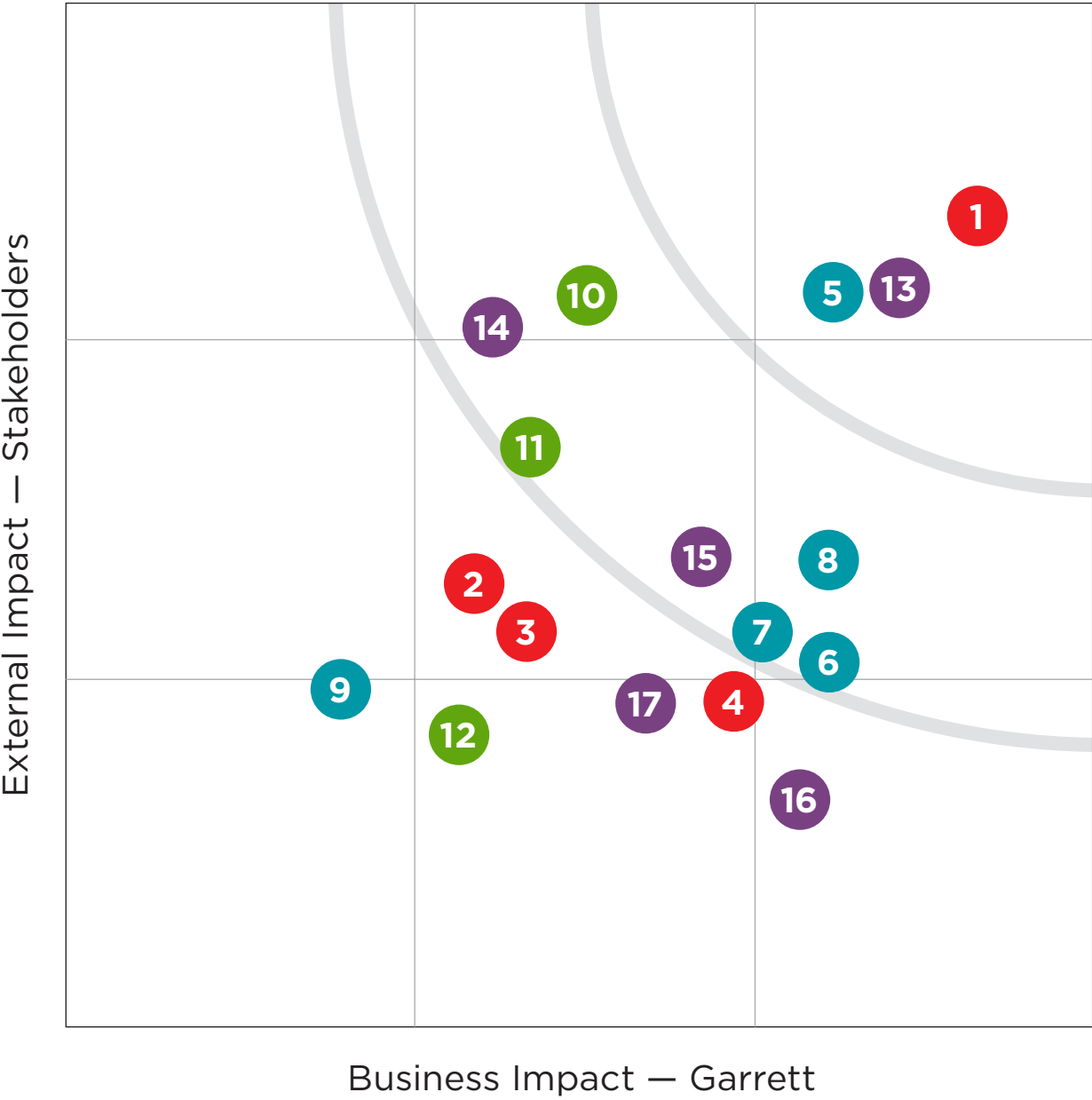
PRODUCTS & SERVICES
1. Innovative solutions for sustainable mobility
2. Product design & lifecycles
3. Product quality & safety
4. Customer satisfaction

SOCIAL
5. Employee Engagement, attraction & retention
6. Employee development
7. Occupational Health & Safety and wellbeing
8. Diversity & Inclusion
9. Community partnerships & programs

ENVIRONMENT
10. Greenhouse Gas emissions (incl. energy efficiency)
11. Resource efficiency (incl. water)
12. Operational waste

GOVERNANCE
13. Business ethics
14. Human rights
15. Supply chain management & responsible sourcing
16. Data privacy & IT security
17. Transparency & accountability

MEMBERSHIPS

As an automotive technology leader, Garrett is a member of many trade associations and other business organizations with similar focus areas. For more information about industry memberships, see **Appendix page 42**.

ABOUT THE REPORT

HOW WE REPORT

As a responsible business, we are committed to transparent reporting. This is the third consecutive year we have published a corporate Sustainability Report. All previous reports are available to download at **Garrettmotion.com/sustainability**.

This Sustainability Report describes our approach to and performance on our most material environment, social and governance issues for the financial year January 1 to December 31, 2022. It covers the activity of Garrett Motion Inc and all subsidiaries that are controlled by Garrett. This scope includes 13 manufacturing sites, 5 R&D centers, 5 software development centers, 17 offices and 11 close-to-customer engineering centers located in 17 countries. We also describe in this report how we contribute to the UN Sustainable Development Goals (SDGs). We provide an overview of our main focus areas on this page and cover our contribution in more detail in the various sections of the report.

This year we have increased the ambition level for the Sustainability Report and are reporting in accordance with the GRI (Global Reporting Initiative) standard. The GRI reference index is available on **page 38**.

SUSTAINABILITY RATINGS

In 2022, Garrett achieved gold rating by EcoVadis, ranking in the top 2% among companies in the automotive supply industry. We maintained our B score from CDP Climate Change, achieved a C score from CDP water security and were rewarded A- CDP Supplier Engagement Rating for climate change.

EXTERNAL ASSURANCE

Garrett received independent limited level of assurance by Lloyd's Register Quality Assurance (LRQA) for GHG, HSE and energy metrics for the period 1 January 1 to December 31, 2022. The assurance verified conformance with Greenhouse Gas Protocol; Global Sustainability Standards Board (GSSB) / Global Reporting Initiative (GRI) Standard for Sustainability Reporting - GRI 403: Occupational Health and Safety 2018 and GRI 302: Energy 2016. The assurance evaluated accuracy and reliability of data and information for selected indicators. These included GHG Data for direct (Scope 1), energy indirect (Scope 2) and other indirect (Scope 3) limited to capital goods, upstream transportation & distribution, waste generated from turbocharger manufacturing locations and business travel comprising of air travel, rental car travel and hotel stay. Energy data covered non-renewable and renewable energy consumption, energy intensity for turbocharger manufacturing and implemented energy efficiency improvement initiatives. OHS data included types of injury, injury rate, occupational disease rate, lost day rate, work-related fatalities for all employees (all categories breakdown by gender & region) and contractors, coverage of Occupational Health and Safety Management System, worker's representation in health & safety committees and coverage of HSE topics in trade union agreements.

Our HSE Management system is based on ISO standards: Occupational Health and Safety ISO 45001), Environment Management (ISO 14001) and Energy Management (ISO 50001).

2022 ANNUAL REPORT

Our **2022 Annual Report** (including **10-K**) and **2023 Proxy statement**, both of which are available on the Investors section on the company website, include more detailed information about the company business activities and governance that are not duplicated in the Sustainability Report.

OUR FOCUS ON SUSTAINABLE DEVELOPMENT GOALS

HOW WE CONTRIBUTE TO THE UN'S SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (UN SDGs) is an ambitious plan to create a better world by 2030. At Garrett, while we contribute to many of the SDGs, we have identified five that are most relevant to our business and where we primarily focus.

SUSTAINABLE DEVELOPMENT GOALS

UN SUSTAINABLE DEVELOPMENT GOALS FOCUS @ GARRETT

CLEANER, MORE EFFICIENT VEHICLES

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Living our mission to enable cleaner, more efficient and connected vehicles, Garrett invests heavily in R&D to support the transformation to low and zero emission vehicles. We have 5 R&D centers and 5 software development centers across the world and over 1,250 highly specialized engineers.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Garrett supports responsible consumption by developing solutions that increase vehicle efficiency, reduce fuel consumption and emissions, and enable the transition to zero-emission vehicles. We report on this performance through the annual sustainability report, as well as CDP and EcoVadis disclosures.

A CULTURE OF INNOVATION

4 QUALITY EDUCATION

Garrett actively supports science, technology, engineering and mathematics (STEM) education to grow the number of future innovators. Activities range from engaging younger school children to activities with university students to cultivate more interest in STEM topics and offer development opportunities. We are also running programs meant to facilitate access to proper education for students living in vulnerable communities.

RESPONSIBLE OPERATIONS

7 AFFORDABLE AND CLEAN ENERGY
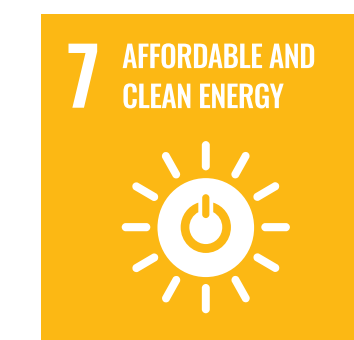
At Garrett we focus on continuous energy efficiency improvements to drive energy efficiency across all operations. Energy efficiency improvements are included in our annual budget and investment planning.

8 DECENT WORK AND ECONOMIC GROWTH
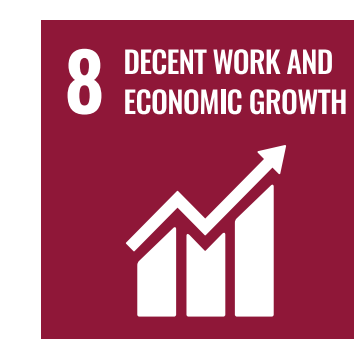
Garrett employs around 9,300 people, representing more than 60 nationalities, and delivered $3.6 billion in revenue in 2022. We are committed to ethical business practices; we live by our Code of Business Conduct and all employees train on our Code regularly. Health and Safety is part of the company's DNA.

OTHER UN SUSTAINABLE DEVELOPMENT GOALS THAT GARRETT IS CONTRIBUTING TO

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

13 CLIMATE ACTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

GOVERNANCE, BUSINESS ETHICS & RESPONSIBILITY

At Garrett we are committed to operate as a responsible, respected corporate citizen. We continue to develop solutions for the automotive industry's most pressing sustainability issues, while ensuring our operations are mindful to the environment and communities in which we serve and comply with all applicable laws and regulations.

Our corporate governance practices, internal policies, procedures and programs, as well as Garrett's **Business Code of Conduct** allow us to keep the highest level of business ethics, integrity and transparency.

GARRETT CODE OF BUSINESS CONDUCT

The Code of Business Conduct is designed to provide guidance to employees and business partners regarding Garrett's standards of integrity and compliance in all our business dealings. The Code is an integral element of the Garrett Fundamentals, and it describes the basic rules of conduct that we, as Garrett, are expected to follow:

The document is revised and updated on a regular basis, and is publicly available on the Garrett Motion website, 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 Business Conduct.

All employees are required to be trained on the Code of Business Conduct in the first 30 days of employment, and they must redo the training every year. In 2022, over 99% of permanent employees finalized the training on the Garrett Code of Business Conduct.

INTEGRITY AND COMPLIANCE

Integrity, compliance and ethical behavior are at the center of the Garrett corporate culture. We have set up an Integrity & Compliance program meant to promote an organizational culture that encourages ethical conduct and a strict commitment to compliance with the law.

The program is structured to meet the standards set forth in the U.S. Sarbanes-Oxley Act of 2002 (SOX), the U.S. Foreign Corrupt Practices Act of 1977, the UK Bribery Act

and other relevant laws. The program is managed and implemented by the Integrity and Compliance Department, a structure that resides within the Law Department, and is led by the Global Compliance Leader. Main responsibilities of the structure include assisting in the development and implementation of integrity and compliance initiatives, administering the Garrett Integrity Helpline and managing the investigation process, ensuring our own compliance with Company policies, laws and regulations and developing resources and trainings for employees.

The responsibility to supervise the program belongs to the Garrett Integrity and Compliance Council that includes key corporate functions. The council receives a monthly I&C performance report and meets at least quarterly. The Council is responsible to develop and approve Integrity & Compliance policies, standards, practices and procedures, review and approve Integrity & Compliance trainings, monitor compliance with Company policies and with laws and regulations and evaluate trends arising from I&C investigations. Its role is to also ensure that key-processes and metrics of the program are reported at least annually to the Board of Directors.

Several policies and programs are meant to keep the highest level of integrity of compliance of our operations. Garrett has zero tolerance for corruption, bribery and unethical behavior in all forms. The Integrity and Compliance program is governed by Garrett's Internal Integrity and Compliance Policy, which covers all employees, operating units, direct and indirect subsidiaries and joint ventures where Garrett has a controlling interest.

In the reporting period, we have not registered any significant instances of non-compliance with laws and regulations.

In addition to the Integrity & Compliance program, we have implemented an Antitrust Compliance Policy that ensures our activity is conducted in full compliance with the applicable competition or antitrust laws.

In 2022, there have been no cases of legal actions for anti-competitive behavior, anti-trust, and monopoly practices.

ZERO TOLERANCE TO CORRUPTION

The Garrett Anti-corruption policy implements in detail the provisions of the Garrett Code of Business Conduct regarding conflicts of interest, receipt of improper personal benefits by Garrett employees and other individuals, and the prohibition of bribery of private individuals and public officials. The policy provides definitions and examples for such situations, specifies the obligations of employees and the roles and responsibilities in managing the policy.

Political contributions are also covered by this policy, which strictly states that no expenses can be made if they are linked to political activities.

The Anti-corruption policy is under the responsibility of the Integrity and Compliance Department. All changes to the policy and exceptions are subject to prior approval by the Senior Vice President and General Counsel of Garrett Motion. The document is reviewed regularly, with the latest review taking place in 2022.

To ensure that all Garrett employees follow and are up to date with the strict regulations and with the highest standards of integrity and compliance, we offer a training on Anti-corruption and Compliance practices to all colleagues. The training cover principles that employees need to know about anti-corruption laws and regulations and about consequences of violating such laws and regulations. Employees learn how to identify potential non-compliant circumstances, distinguish between

facilitation payments and official service fees, and avoid even the appearance of bribery.

The course addresses the importance of following due diligence procedures before engaging third parties, as well as best practices for record keeping, and provides direction on how to report actual or suspected violations.

New employees are required to finalize the training in the first 90 days of employment and renew it every two years. 700 employees had to complete the training in 2022.

In 2022, no confirmed incidents of corruption were identified at Garrett and there were no public legal cases regarding corruption brought against the company or its employees.

14,000
LEARNING HOURS
on Code of Conduct and Compliance trainings completed in 2022

INTEGRITY HELPLINE

To strengthen our culture of integrity and compliance, Garrett continues to strongly support the use of open communication channels that allow employees to share issues and allegations. Employees' and business partners' concerns are taken very seriously. We investigate all allegations brought to the Integrity & Compliance Office or raised through our third-party Integrity Helpline. Metrics are shared with Garrett Leadership and the Board of Directors. When allegations are substantiated, the company takes appropriate corrective and disciplinary actions.

Garrett Integrity & Compliance Office conducted 86 internal investigations in 2022, of which 8 concerns were reported through the Integrity Helpline. All reported issues were investigated in due time, with average time to close an investigation of 19 days. The latest benchmarking data available published by sources like Gartner or Navex show the average case closure time is around 40 days.

76.6% of all reported allegations were substantiated through internal investigations, 23.4% of reported allegations remained unsubstantiated. Benchmarking data published by Navex show overall substantiation rate of 41% in 2022 globally.

INTERNAL INVESTIGATIONS

NUMBER OF INTERNAL INVESTIGATION CASES

2019	2020	2021	**2022**
58	67	79	**86**
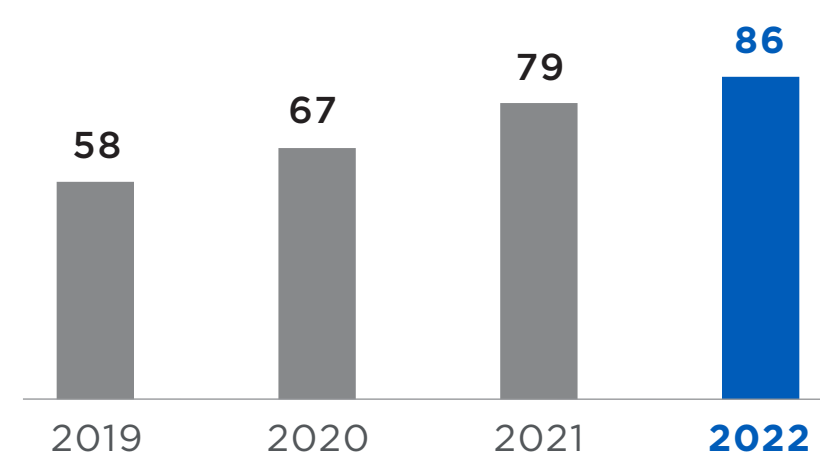
INTERNAL CONTROL

The effectiveness of our ethics and compliance control systems is regularly monitored and audited within the SOX framework. Audit observations are shared with Garrett's Board of Directors and a number of actions are subsequently implemented as appropriate, which in the past have included a Compliance Risk Assessment and third-party Due Diligence.

CYBER SECURITY, DATA PRIVACY & DATA PROTECTION

At Garrett, we are committed to promoting a work environment and operating our businesses in a manner that fosters confidence and trust. To that end, we take a holistic approach to securing our data and business systems from cyber-attack, compromise or loss. The Company's cybersecurity objective is to protect Garrett intellectual property and confidential data including customer data, personal & sensitive data from external and insider cyber threats. This includes the combination of leading technologies, policies, processes and procedures, employee awareness program and the Company's robust Cyber Security program.

The Company's Cyber Security program covers all information technology assets and includes proactive cyber security Threat Detection and Mitigation Technology to facilitate the identification of misconfigurations to mitigate threats and prevent data loss. As part of the Company's integrated approach to cyber security, there are incremental programs and technology associated with vulnerability scanning and threat detection & prevention and response technology. We continually evaluate risks, threats, intelligence feeds and vulnerabilities to adapt, mitigate or respond as necessary to preserve a secure state. Combining technology and processes, we deliver specific and timely awareness and training to the organization, including mandatory training for all employees.

While Garrett focuses heavily on prevention and detection, response and recovery plans, service agreements and partner engagements are in place should there be a need for us to respond to an attack.

When processing personal data, Garrett complies with applicable law as well as Company policies, practices and training programs. We have in place a Data Privacy Policy, Acceptable Use of Information Resources Policy and Information Classification & Handling Policy and training programs for employees that are designed to assure proper management of personal data.

All new employees completed the Data Privacy training in 2022, a mandatory training that employees must complete in the first 60 days of employment. Other cyber security trainings — Appropriate Electronic Communications, Confidential Information and Computer Security — must be completed by permanent employees and renewed every two or three years.

In 2022, we have not registered any substantiated breaches of customer privacy, nor have we identified leaks, thefts or losses of customer data. There have been no material cybersecurity events during the reporting period.

RESPECTING HUMAN RIGHTS

Our Code of Business Conduct, along with other Garrett policies, establishes practices and standards that address a broad range of human rights and workplace issues and fosters respect for all of our co-workers and business partners.

Our Company does not condone or employ child labor. At Garrett, we will not employ anyone under the age of sixteen, even if authorized by local law. If local law is stricter than Company policy, we will comply with that law. In addition, our policies clearly state we will never use forced, indentured or involuntary labor in any of our operations and we will not tolerate exploitation of children, punishment or any type of abuse.

As part of our commitment to our communities and our world, Garrett will not tolerate any instances of human trafficking or other forced labor. We will also never conduct business with any third parties (such as agents or suppliers) who engage in human trafficking or forced labor. All partners must abide by the Garrett Supplier Code of Conduct that provides clear expectations for suppliers to ensure that they treat their employees with dignity and respect.
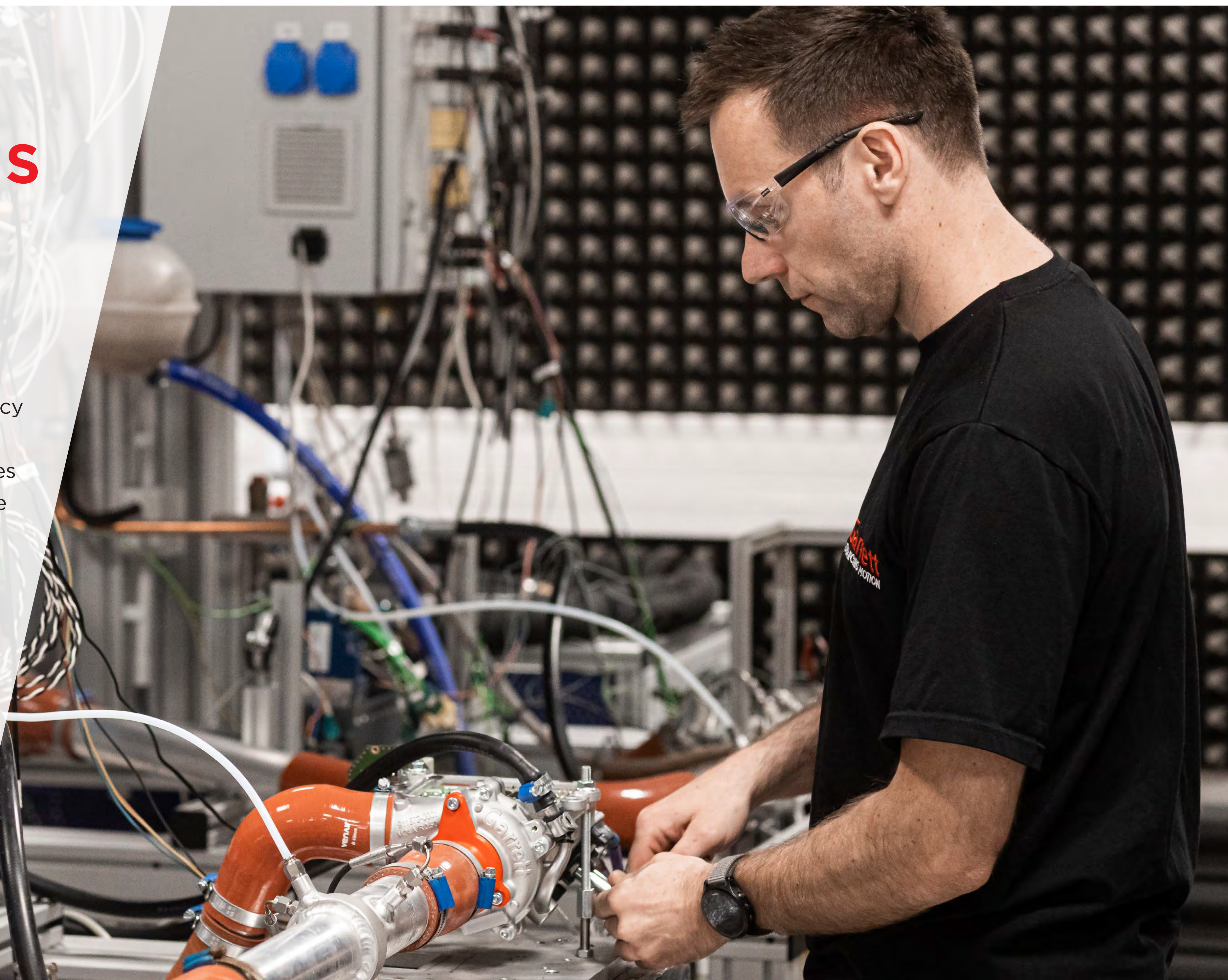
INNOVATIONS FOR CLEAN MOBILITY

OPTIMIZING VEHICLES FOR A MORE SUSTAINABLE FUTURE.

Building on our almost 70-year legacy as an innovator for passenger and commercial vehicles, our strength lies in our in-house technology expertise to create emission-reduction and zero-emission solutions for powertrain and vehicle makers around the world.

QUEST FOR MORE SUSTAINABLE MOBILITY

Our pursuit to make vehicles cleaner and more efficient means we are focused on advancing both existing and breakthrough technologies. This is the ethos across our portfolio — from our core turbocharging technologies and electric boosting systems for conventional or hybrid gasoline and diesel internal combustion engines (ICE), to hydrogen fuel cell electric vehicles (FCEVs) and new breakthrough technologies for battery electric vehicles (BEV).

We are supporting our customers to continually improve fuel efficiency and emission reduction, and catalyze the mass adoption of zero-emission vehicles through innovations within energy consumption, driving range, and thermal management domains.

Our team of more than 1,250 specialized engineers is at the forefront of leading the charge with industry-first solutions. This dedication has seen us launching many groundbreaking applications each year, continually enhancing performance and efficiency across our portfolio.
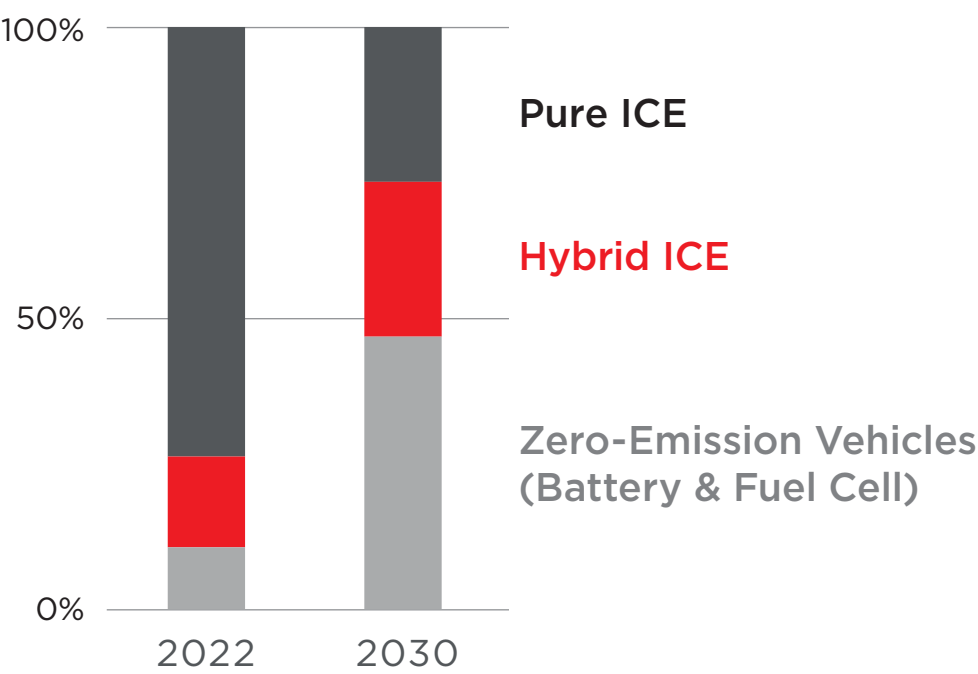
IMPROVING FUEL EFFICIENCY AND LOWERING EMISSIONS

Turbochargers are one of the most effective technologies for helping global vehicle manufacturers to achieve greater fuel economy and lower emissions. This is why Garrett continues to invest in turbocharging technology to make every kind of ICE-based vehicle — including hybrids — more efficient.

Our differentiated ICE-based solutions and product applications simultaneously improve fuel efficiency and reduce harmful emissions while enhancing the drivability of passenger cars and strengthening the productivity of commercial vehicles. Importantly, these ICE technologies apply for multiple fuel types, from conventional such as diesel and gas, to natural gas, bio-fuels, hydrogen and other e-fuels.

Garrett is an iconic brand in the independent aftermarket business, which continues to be an important part of Garrett with a 120-million-unit turbo installed base. Garrett partners with more than 250 specialized distributors in 160 countries and we aim to continue to strengthen our aftermarket footprint. Read more about remanufacturing of used turbos in Materials **page 33**.

Variable Nozzle Turbine (VNT) Technology

Central to this transition is our proprietary Variable Nozzle Turbine (VNT) technology. Initially introduced for diesel applications in the mid-90s, the VNT technology for gasoline engines has demonstrated significant CO_2 emissions reduction, similar to diesel performance levels on gasoline engines. Emerging gasoline VNT applications are expected to ramp up three-fold by 2025, reaching 35% industry penetration. By synergizing VNT turbo technology with hybrid powertrains, we've harnessed the potential for even greater advancements in emission reductions.

Building upon our heritage of innovation in turbocharging, Garrett has been at the forefront of the industry's transition to electric boosting solutions for hybrid vehicles.

EVOLUTION OF LIGHT VEHICLES

The overall light vehicle production is forecasted to grow from 82 million in 2022 to 97 million vehicles in 2030.

Data source IHS Light vehicle forecast

Pure ICE

Hybrid ICE

Zero-Emission Vehicles (Battery & Fuel Cell)

68 YEARS OF INDUSTRY-FIRST INNOVATIONS

First VNT™ turbo on heavy-duty truck in China

Turbo on gasoline passenger car
1962

Ball bearing turbo on commercial vehicle
1997

Natural gas turbo on commercial vehicle (bus)
2005

First turbo on gasoline hybrid passenger car
2008

First centrifugal air compressor on hydrogen fuel cell electric vehicle
2016

Cybersecurity intrusion detection software developed
2019

PACE award for industry first E-Turbo
2021

1955
Turbo on commercial vehicle

1995
First Variable Geometry Turbo (VNT™) on diesel passenger car

2002
First turbo electrification patent

2006
Two-stage system on diesel passenger car

2011
Ball bearing turbo on passenger car

2017
First high volume VNT™ turbo on gasoline passenger car

2020
Turbo control software on trucks and passenger cars

2022
Cybersecurity intrusion detection software on passenger car

E-Turbo on passenger car

High-speed E-Axle for battery electric vehicles customer pre-development

E-Turbo

To further optimize fuel economy and CO_2 reductions, we've embraced the evolution of electric boosting. In 2022, we launched our industry first Electric Turbo (E-Turbo) technology, which has raised the bar by further improving performance, fuel economy, and CO_2 reduction. The innovation of our E-Turbo technology was honored with the PACE Award in 2021, and production was initiated in 2022.

E-Compressor

Garrett's Electric Compressor (E-Compressor) solutions are another way to bring electrification to the boosting system, complementing turbocharger functionality. In 2022, we won a major launch program with our newest generation E-Compressor, which surpasses industry standards in terms of power, response, and efficiency, all the while being lighter and more compact. This innovative technology boosts the efficiency of mild hybrid, full hybrid, and plug-in hybrid vehicles, including SUVs. We anticipate mass production of our E-Compressor to commence in 2024.

CAPABILITIES AND EXPERTISE THAT SUPPORT THE ELECTRIFICATION ERA

Our growing portfolio of differentiated technologies, whether in turbocharging, electrification systems, software solutions or cybersecurity, has been built on our strong track record of engineering expertise, foresight, and ingenuity. We have built from the ground-up unique, industry leading in-house capabilities in high-speed electric motors, power electronics and control software, all key areas to make mobility more sustainable.

We improved our capabilities on electrification and software by attracting and hiring top industry talent in 2022, now with more than 400 highly specialized engineers working within these domains. To support this transformation even further, we invest more than 50% of our overall R&D resources to electrification. Our industry-first passenger vehicle E-Turbo and advanced electric compressor technology for hybrid vehicles serve as significant technology milestones in powertrain electrification. Simultaneously, our zero-emission technologies aim to optimize energy consumption, thus increasing electric range, and reducing overall environmental impact. We believe in the potential of hydrogen fuel cells and are exploring other advanced zero-emission technologies — a testament to our commitment to driving a more sustainable future.
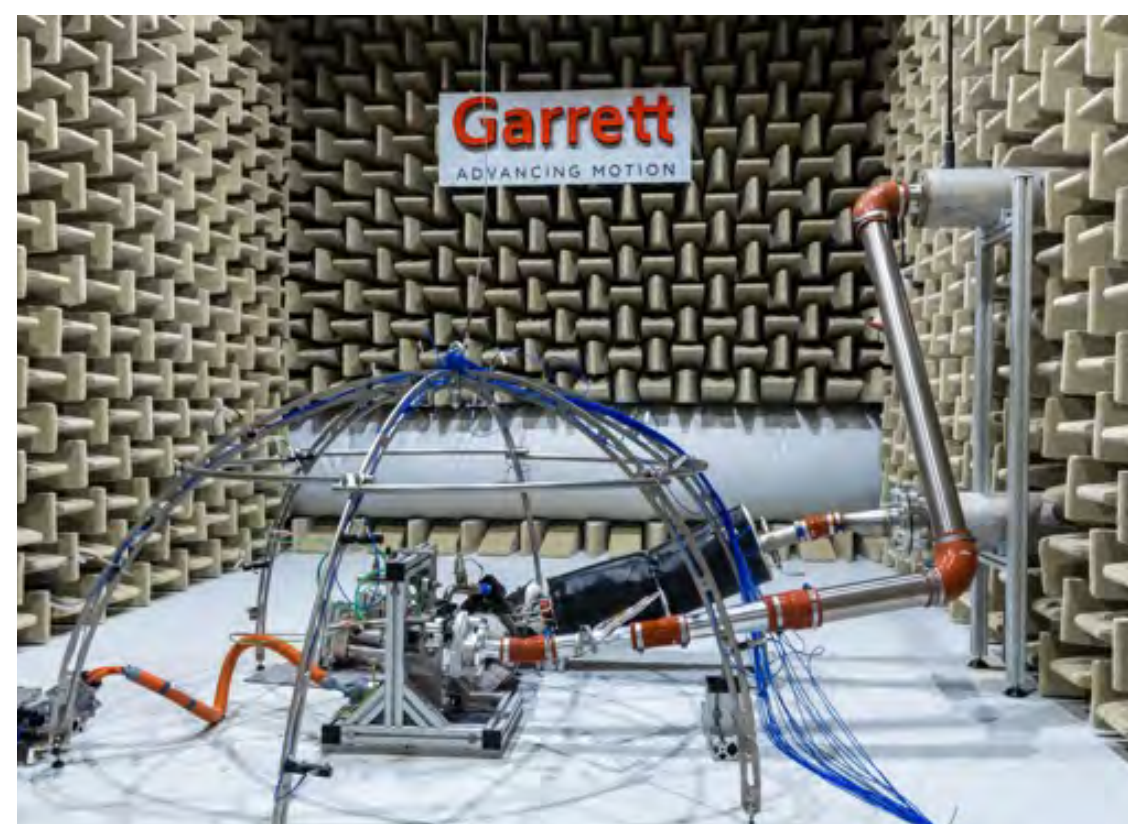
TOWARDS A ZERO-EMISSION FUTURE

Garrett is moving into the forefront of the zero-emission transformation of the automotive sector. We've secured a considerable foothold in this space, with a total lifetime revenue of approximately $350 million already awarded from zero-emission vehicle contracts. Looking towards the future, we project a substantial increase, estimating a revenue of around $1 billion in 2030 from zero-emission vehicle solutions alone.

Hydrogen Fuel Cell

In the realm of fuel cell electric vehicles, energy storage takes a different form than battery electric vehicles — hydrogen in a high-pressure vessel rather than electrons in a battery. The fuel cell stack combines this stored hydrogen with oxygen in the air to generate on-demand electricity, driving the vehicle. This process underscores the importance of an effective electric boosting system for optimal air intake and pressure.

Garrett is at the forefront of this technology, pioneering air compressor technology tailored to the unique requirements of automakers. As the second largest electricity consumer on a fuel cell electric vehicle, air compressor efficiency is critical to minimize hydrogen consumption and enhance vehicle range. Garrett's air compressor solutions cater to the diverse needs of both passenger and commercial electric vehicles powered by hydrogen.

We are continuing the development of our hydrogen fuel cell compressor (FCC) portfolio and reinforcing our position as an early industry leader in the hydrogen fuel cell space since we first launched the technology in 2016. In 2022, we were awarded three new series production contracts with major global OEMs, markedly for commercial vehicle applications. During the year we have delivered more than 200 prototypes for our hydrogen fuel cell compressor technology to support our customers' development.

Battery Electric

While adoption of battery electric vehicles continues to increase in the industry, there are still a number of key challenges for the OEMs to address, including energy consumption, driving range, thermal management, and packaging optimization across a broader range of vehicles.

Over the last few years, Garrett has developed differentiated and industry leading technologies in high-speed electric motors, high power-density power electronics, and advanced control software. These capabilities, combined with our expertise in precision high-speed mechanics and aerodynamics enable us to offer innovative solutions to address the specific challenges generated by the industry transformation. As an example, we developed an innovative concept of a high-speed 3-in-1 E-Axle technology that operates at rotational speed 2-3 times faster than industry-standard solutions and which offers breakthrough performance with a significantly reduced packaging and weight.

Garrett has also developed an E-Cooling compressor for battery electric vehicles that enable ultra-fast charging and high-speed driving while improving cabin comfort. The compressor is the heart of the vehicle thermal management system, and Garrett's revolutionary E-Cooling centrifugal compressor technology provides a revolutionary technology solution that provides a step change in performance and energy efficiency in a compressor that is two times smaller and lighter compared to state-of-the-art systems. We are engaged in

discussions with many OEMs on these technologies and have earned the first pre-development projects with top global automakers, underlining our capabilities to provide differentiated solutions in new electrified areas.

Hydrogen ICE

Interest within the commercial vehicle space for hydrogen-propelled mobility is not limited to FCC technology — there's growing traction for hydrogen-fueled internal combustion engines (H2-ICE). H2-ICE engines are recognized as a zero-emissions solution that allows the industry to address sustainability challenges while leveraging the vast established technology and infrastructure of the industry. Turbocharging is an enabler for H2-ICE engines, and Garrett, with our broad range of technologies such as VNT and E-Turbo, is engaged with numerous customers in development and has multiple contracts for off-highway commercial vehicles.

INTEGRATING CONNECTED VEHICLE SOLUTIONS

Garrett's software solutions provide an essential pillar supporting the transition to electrification. Our portfolio encompasses three key areas: securing, optimizing, and maintaining vehicles.

With an eye on energy management, we're fast-tracking the fuel to electric transition by employing Model Predictive Control (MPC) systems to optimize performance and efficiency. To enhance vehicle cyber security, we developed and put into production industry-leading solutions for vehicle intrusion detection system software (IDS), and to ensure vehicle health, we're actively contributing to the industry's implementation of Integrated Vehicle Health Management (IVHM), reducing warranty and maintenance costs while maximizing vehicle uptime.

LCA ON THE MOST EFFECTIVE PATH TO DECARBONIZE TRANSPORT

Garrett has published a Life Cycle Assessment (LCA) study that compares the CO_2 emissions generated by different kinds of battery electric and hybrid passenger vehicles throughout their life cycle, including the manufacture and use of these vehicles. The study captures real-world CO_2 emissions data from the European car market, by type of vehicle and by type of use. Throughout its lifecycle the actual usage of a vehicle, regardless of its technology, is a determining factor when calculating its real-world energy and environmental performance.

With this study, Garrett contributes to the conversation that encourages the use of real-world criteria, such as vehicle usage, in calculating the environmental impact of the various electrified technologies. The results suggests that, to meet the challenge of CO_2 reductions as effectively as possible, battery electric vehicles and hybrid vehicles should be used in a complementary way to meet a wide variety of daily uses.

CO₂ SAVINGS USING GARRETT PRODUCT SOLUTIONS

VEHICLES	GARRETT TECHNOLOGIES	CO₂ SAVING
Gasoline and Diesel ICE	Turbochargers	**10-15%***
Mild hybrid (electrified assistance)	Turbochargers + Electric boosting technologies (E-Compressor, E-Turbo)	**20-30%***
High voltage hybrid (plug-in electric)		**60-90%***
Hydrogen fuel cell and battery electric vehicles	Fuel Cell compressor, advanced diagnostic & prognostic software, new pioneering technologies in development	**100%****
Hydrogen ICE	Turbochargers	**100%****

* CO₂ savings versus naturally aspirated internal combustion engine. Source: Garrett industry research

** Not including CO₂ emissions for production of hydrogen or electricity production

CUSTOMER SERVICE & SATISFACTION

A RELIABLE AND REPUTABLE PARTNER

We maintain close partnerships with a broad spectrum of global automakers, working together to shape the future of vehicle technology.

Garrett's unwavering commitment to meeting rigorous design, performance, and quality standards, while consistently fulfilling capacity and delivery schedules, forms the foundation of our long-standing success. The Garrett Excellence Model, our proprietary business operating system, together with our regional R&D and manufacturing capabilities, equips us to support our customers as they expand to more global programs with standardized engines and vehicle platforms.

Our commitment to superior service not only strengthens our individual partnerships but contributes positively to the overall efficiency and productivity of the global automotive sector. We have ensured supply continuity to our customers, despite challenges in the global supply chain over the recent years. As an example, despite the nearly unending challenges in the global supply chain over the recent years, we have ensured supply continuity to our customers, to help minimize disruptions to their operations.

INVALUABLE INSIGHTS FROM CUSTOMER EXPERIENCES

Central to our collaborative approach with vehicle manufacturers is our continuous monitoring of customer experiences and satisfaction through a Net Promoter Score (NPS) system. We actively seek, review, and act on customer feedback, which foster streamlined communication, effective problem-solving, and efficient workflows. As a result of this initiative, we have constantly improved our NPS score over the past years, reaching today >75.

This ongoing dialogue is crucial in our pursuit of excellence, constantly driving us to innovate and exceed expectations in the dynamic world of vehicle technology. Our focus on customer experience has yielded substantial results, reflected in our rising NPS reports. This upward trend in NPS is a testament to the strength of our commitment and the effectiveness of our actions.

QUALITY MANAGEMENT

THE GARRETT EXCELLENCE MODEL

At Garrett, we drive for constant evolution, embodied in our Garrett Excellence Model (GEM). GEM serves as the compass guiding our journey of continuous improvement, always steering us towards our strategic goals. This robust operational framework harnesses the power of Six Sigma and Lean methodologies, providing a structured, effective toolkit for performance enhancement.

More than just a strategy, GEM is our company's heartbeat, a pathway to building sustainable competitive advantage. It operates across a scale of maturity levels: Foundational, Opal, Ruby, and Diamond. Each level signifies a key milestone against detailed key performance indicators, process discipline, and customer satisfaction.

In the past year, we've seen significant progress, with several plants rising from the Opal to the Ruby level, and global functions being developed into Foundational and Opal level status. This achievement speaks volumes about the focus from our sites to meet the rigorous metrics to earn these recognitions.

Our ambition is to reach at least Ruby GEM maturity across all sites by 2025, with a significant portion set to achieve Diamond level.

Our strategy is to embed in GEM all the new industry best practices and standards, that are very relevant for the new zero-emissions products we are developing. In this field, we have already demonstrated an advanced level of maturity with Automotive Software Performance Improvement and Capability Determination (ASPICE) compliance and IATF external SW audit completed successfully.

SUPERIOR QUALITY MANAGEMENT

Aligned with the Garrett Excellence Model, our Quality Management System (QMS) ensures constant focus to achieve outstanding product launches and the delivery of products and services. We take a proactive quality approach, which anticipates and mitigates potential issues, ensuring all our processes effectively meet product requirements and exceed customer expectations.

Garrett's Quality Commitment, a policy reviewed annually by senior leadership, sets measurable goals aimed at continuous improvement and business performance enhancement. Our customer quality result PPM is 10 PPM (parts per million).

Our Quality team oversees the application of Garrett's related policies and procedures across the organization. They ensure adherence to ISO 9001:2015, IATF 16949:2016 and ISO 14001 standards, alongside meeting any customer-specific requirements. The team also drives the development of innovative technologies and procedures to improve quality, processes, and controls continuously, with a particular focus on defect prevention and reducing the cost of poor quality. All our manufacturing facilities are certified according to either IATF 16949:2016 or ISO 9001:2015 standards.

GARRETT EXCELLENCE MODEL

| FOUNDATIONAL | OPAL | RUBY | DIAMOND |

CULTURE OF INNOVATION

As a global technology leader, 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. This supports our sustainable growth strategy and ensures that the world at large will continue to benefit from our breakthroughs in emission reduction and zero-emission solutions that advance sustainable mobility.
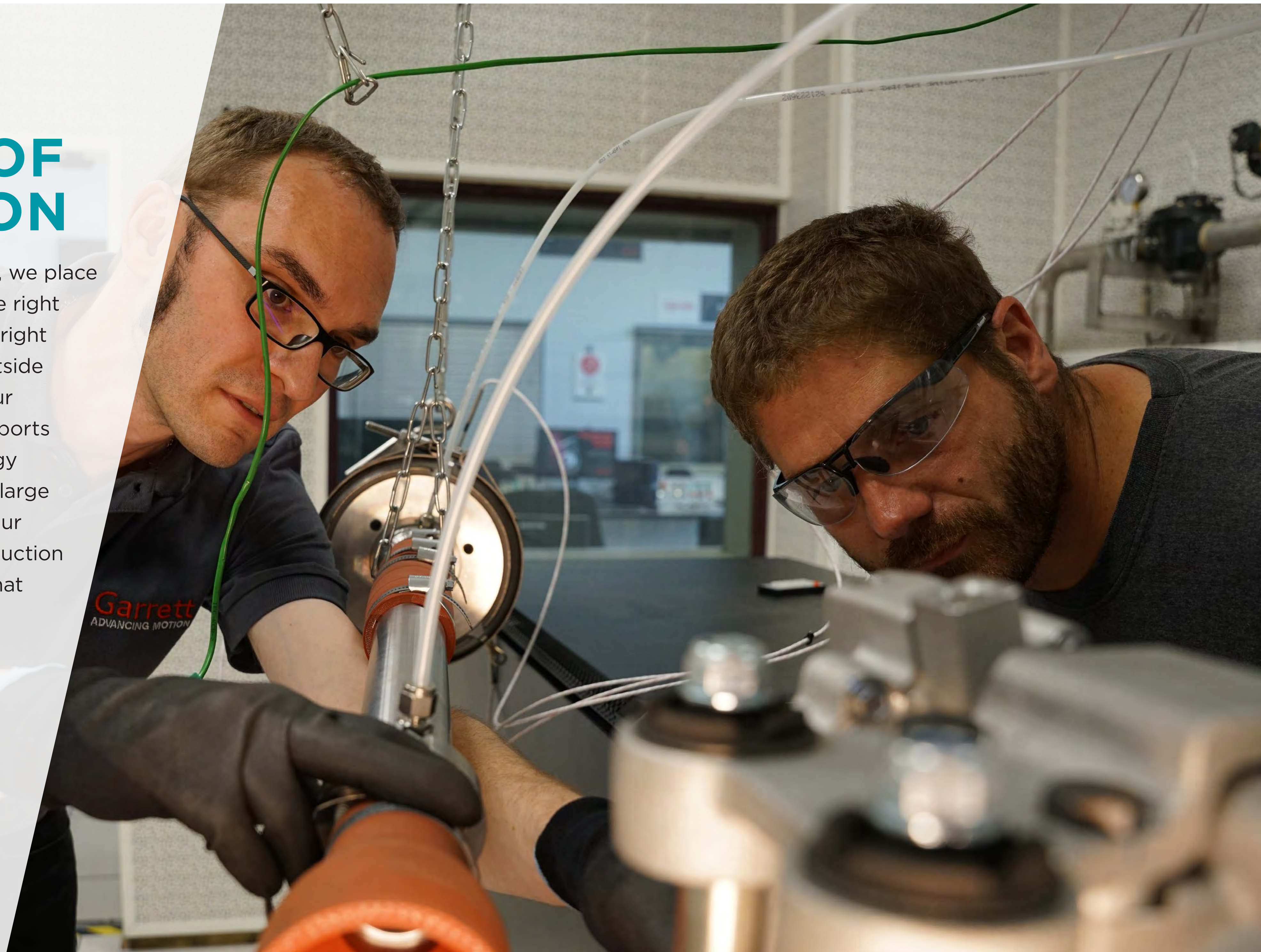
OUR GLOBAL TEAM OF INNOVATORS

We believe that sustainability is a journey we all need to be part of. We are committed to maintaining an inclusive, safe and fair working environment for all colleagues. Our people are the company's main drivers for innovation and progress.

Garrett's global Human Resources function has three main focus areas:

1. People: Ensure Garrett has the right people in the right jobs at the right time, and that diverse and engaged employees around the world understand their role in helping the business achieve its objectives.

2. Organizational Effectiveness: Business leaders, together with the HR partners, design, align and develop the organization's strategy, culture, leadership effectiveness, organizational structure, systems, processes, and people to deliver the desired business results for Garrett.

3. Leadership: Develop leaders who model the desired behaviors and effectively lead and manage our teams.

As of 31 December 2022, our global team had a total of 7,289 colleagues, representing more than 60 nationalities and working in more than 20 countries worldwide. Our diversified global activities require us to also engage with workers who are not directly employed by Garrett. As of December 31, 2022, we collaborated with a total of 1,972 contract service workers and subcontractors, most of them operating in IT functions and manufacturing operations.

We take pride in having a diverse and highly skilled team of employees that contribute with a rich range of backgrounds, ideas, and experiences. The average age of our colleagues working in Garrett sites worldwide is 40.6 years old, confirming stability over the last three years.

EMPLOYEE ENGAGEMENT & DIALOGUE

We are focused on keeping a continuous engagement with our colleagues and understanding how they feel about their work. Every year we conduct a Pulse Employee Engagement survey and analyze the feedback from our employees across the globe. The insights are used to set actions plans that help drive continuous improvements. In 2022, we had a response rate of 89%, up from 87% in the previous year and received 25,000 comments from employees around the world that helps make Garrett even better. For more employment data, see **Appendix page 41**.

7,289
Employees

1,972
Contingent workers

60+
Nationalities

COMPENSATION & BENEFITS

The overall objective of Garrett's rewards programs is to encourage, recognize and reward people for the impact that they create and for their contributions to the company's success.

We know that a fair and transparent approach to pay, recognition and benefits will contribute to foster a culture of performance, innovation, engagement and respect.

> **Garrett's compensation program is designed to be:**
>
> • Performance Driven
>
> • Individually Differentiated
>
> • Aligned with Business Goals
>
> • Market Competitive
>
> • Fair and Consistent
>
> • Open and Transparent
>
> • Globally Oriented
>
> • Compliant with Local Laws

Garrett offers employees a series of benefits and rewards, ranging from life insurance and private health care to assistance programs for employees and flexible work schedule. Benefits and rewards depend on local regulations and we regularly compare to market data enabling the company to continue to offer a competitive package in each country where we operate.

Employee Assistance Program

We have implemented a global program for Garrett employees, called our Employee Assistance Program (EAP), which offers access to non-occupational medical and healthcare services. EAP is an external counseling service designed to assist Garrett employees and their family members with personal, family, or work-life issues. Our colleagues have access to five sessions per year of professional psychological counselling, where they can

address concerns such as stress and anxiety, family and personal issues, have access to free legal counseling and financial advisory to help them plan personal budget, managing credits or savings as well as investments.

The service is confidential and available in all Garrett locations. It allows discussions of problems employees may be facing outside of work, with a licensed professional either face-to-face or via toll-free telephone calls in local language and free of charge.

Employees can also access the GuidanceResources® Online platform, which provides unlimited access to online information, resources, tools and other features on relevant subjects such as health and wellness, family and relationships, work and education.

We also provide some other services such as optical examination, skin cancer prevention examination, flu vaccination, COVID vaccination, ergonomics exercise and coaching with certified physio therapists, other medical examination, and mental health care services, which may differ by country.

Flexible work schedule

In 2022 we launched our hybrid Garrett Workplace Policy, with the purpose of providing additional flexibility and improving work-life balance for our colleagues. The policy allows 2 days per week of work from home for those positions that can be performed partially remotely and is possible based on local requirements. Additionally, colleagues can work remotely for an extra week per year.

EMPLOYEE REPRESENTATION

Garrett's aim is to build and maintain positive working relationships with all employees. We fully respect employees' rights and their wish to be part of employee representative bodies including Unions, Works Councils and Employee Forums. We understand the value of collective bargaining in our labor and employee relations strategy and the importance of trust in working relationships.

Employee representative bodies are recognized at many of our manufacturing sites in Europe, Asia and the Americas, where collective bargaining agreements set out such things as information and consultation arrangements, working conditions, pay and benefits, holidays and leave. Approximately 40% of our permanent workforce are covered by collective bargaining agreements. Where sites are not covered by such formal agreements, Garrett ensures that wide-ranging and effective information and communication initiatives keep employees well informed and provide a forum for constructive dialogue.

In addition to its commitment to employee representative bodies at country and site level, Garrett has a close working relationship with its European Works Council (EWC). The EWC is comprised of employees representing EU countries where Garrett operates, the United Kingdom and Switzerland. The EWC meets annually with management to discuss topics related to the progress of business, corporate initiatives, employment and working conditions at European sites. A Select Committee of the EWC meets quarterly with management and additionally where appropriate.

Where operational changes could potentially affect employment at any of our sites, we put great emphasis on engaging in a timely information and consultation process with employee representative bodies and employees in accordance with all local laws. In the regrettable event that any roles are adversely impacted, Garrett fully respects its legal obligations in relation to notice and severance.

EMPOWERING GROWTH

The development of our people is a top priority, making sure continuous development, career exploration and growth are within everyone's reach. Within Garrett, the term "Career Development" includes a wide range of development experiences aimed at developing the depth or breadth of expertise and acquiring new skills and mindsets, within or beyond the current job role. Our aim is to ensure all employees are focused on the critical activities that make a real difference to our business, giving them fair, direct, regular feedback on their performance and by supporting their ongoing development.

Our Global Learning Program for 2022 was built on the previous year's success to provide improved and diverse learning experiences. Through engaging in virtual instructor-led training (VILTs) sessions, covering key business topics, we aimed to equip our employees with diverse skills for success in a dynamic business landscape: Coaching Essentials, Situational Leadership, Leading Virtually, Communicate with Impact, Influencing without Authority, Work Productivity.

An important improvement was the increased number of training sessions, with a total of 38 scheduled throughout the year. These allowed 499 colleagues worldwide to participate in one or more sessions tailored to their development needs. We have partnered with renowned external providers, and we track the feedback from every course, indicating high satisfaction and the positive impact of our learning initiatives.

We continued to expand our peer-to-peer community as a platform for our employees to share valuable content developed specifically for their colleagues. Peer-to-peer Program in Learning is an opportunity to create in-house short instructional videos and share knowledge with other Garrett colleagues.

In addition to these initiatives, we have implemented specialized learning programs designed to strengthen the skills of our workforce across multiple domains. These programs focused on enhancing digital workplace proficiency, fostering leadership development, or facilitating dedicated engineering training programs. Furthermore, we have continued to deploy and support our existing programs. Our diverse range of programs caters to various target populations, including new managers, future leaders, and teams or individuals seeking to address specific skills gaps or future development needs.

The technical training courses received a learner satisfaction rating of 8.8 out of 10.

1,480
ONLINE COURSES
Available in the learning management system

573
Internally created courses

To ensure comprehensive development, our approach involves a diverse range of activities. This includes a combination of online or Virtual Instructor-Led Training sessions, accompanied by post-training assignments. Furthermore, we have actively fostered collaborative learning by establishing dedicated learning communities where employees can freely share insights, lessons learned, and provide valuable feedback. Through these initiatives, we aim to cultivate a culture of continuous learning, empowering our employees to acquire new skills, bridge skill gaps, and excel in their respective roles.

Garrett Engineering Technology Academy is an online space where Garrett engineering knowledge comes together. The learning community offers over 300 online and instructor-led trainings, with number of courses still growing, representing the learning core of our technical community. It is addressed to both our technical staff and to colleagues from other functions that wish to discover the Engineering community.

In 2022, our colleagues invested 77,992 hours in their career development, through both online and instructor-led trainings, an increase of 18% compared to 66,000 training hours in 2021. The average number of trainings hours per employee* in 2022 was 17.9.

77,992
HOURS
of Training in 2022

17.9
Average number of training
hours per employee in 2022

*Total number of training hours
covers salaried employees

GROWING SKILLS FOR THE FUTURE OF MOBILITY

As part of Garrett's commitment to our personal development and to the support our business transformation and growth, Garrett has deployed a re-skilling training program for engineers coming from multiple fields supporting Internal Combustion Engines to enhance the capabilities of our engineering workforce to develop zero-emission technologies.

In 2022, we have trained a large number of engineers on role-specific key growth areas within zero-emission vehicles. This includes powertrain architecture, high voltage safety, automotive standards, systems engineering, power electronics, electric machine design, electric product reliability, software and control systems.

CUSTOMER INTERACTION FRAMEWORK

In 2022, we introduced a comprehensive training program, named Customer Interaction Framework, specifically designed to enhance the skills and knowledge of all employees in customer-facing roles.

The program comprises 13 Virtual Instructor-Led Training (VILT) sessions, expertly delivered by a reputable external training partner. With an average duration of 30 hours per learner, the learning experience is carefully customized to align with various job roles.

In 2022, 377 employees joined the program, and 240 completed all modules and earned a Customer Interaction Framework certification. This program will ensure that we continue to deliver superior customer experience.

GROWING TOGETHER

Developing a career growth mindset allows our colleagues to take ownership of their career development by honestly assessing their strengths and sets of skills, focusing on continuous improvement, being open to different perspectives on career and aiming towards achieving their goals. Our HR policies and programs are meant to ensure that continuous development, career exploration and growth are within everyone's reach.

Career Development is a partnership between employees and the company. Employees are the owners of their own career development plans, while managers are the enablers of employees' development plans within Garrett.

One of the methods we implement to foster a career growth mindset is by valuing feedback and communication. We put great focus on our Performance Goals setting process, which enables both employees

and managers to have an open conversation about how our day-to-day work can achieve great results and measurable progress. As part of this program, each new employee must set their performance goals within the first 30 days at Garrett. To ensure goals remain relevant, they are reviewed every three months, or when employees take on new responsibilities or change jobs within the company, when organization priorities change or when target deadline and key performance indicators change during the year. The formal performance review process includes mandatory mid- and full-year review.

Career development opportunities are accessible to all employees. In 2022, 99% of employees received annual performance and career development reviews.

99%
of salaried employees received annual
performance reviews in 2022

DIVERSITY AND INCLUSION

At Garrett we are committed to achieving workplace diversity and fostering a culture of inclusion. Diversity & Inclusion are core components of embracing the many different talents and backgrounds of Garrett's employees. We use policies and programs to create an environment where everybody — regardless of race, ethnicity, sexual orientation, gender identity, age, language, abilities/disabilities, socioeconomic status, geographic region, national origin or other diversity — are involved, supported, respected and connected so they can reach their maximum potential.

Our Code of Business Conduct and global Diversity & Inclusion policy cover all our employees, as well as temporary employees, consultants, contractors, secondees, interns and graduates working at Garrett.

Garrett's Human Resources function is responsible for implementing and updating the Diversity & Inclusion Policy, and the Senior Vice President Chief Human Resources and Communication is accountable for ensuring the policy and practices remain relevant and are adhered to. The D&I initiatives and ambitions are regularly reviewed by Garrett's Board of Directors.

All global D&I initiatives and programs at Garrett are managed by the Diversity and Inclusion Council that includes a team of D&I champions composed of colleagues from a wide variety of functions and countries. The Council's role is to lead and measure Garrett's Diversity and Inclusion strategy implementation, ensuring

local relevance of D&I activities. Our 14 D&I champions lead the local D&I initiatives within their country in collaboration with local management and HR.

In 2022, 21.8% of the total workforce were women and 19% of senior management positions, while our ambition for 2025 is to have 25% women representation overall and in senior management functions.

In 2022

21.8%
WOMEN

78.2%
MEN
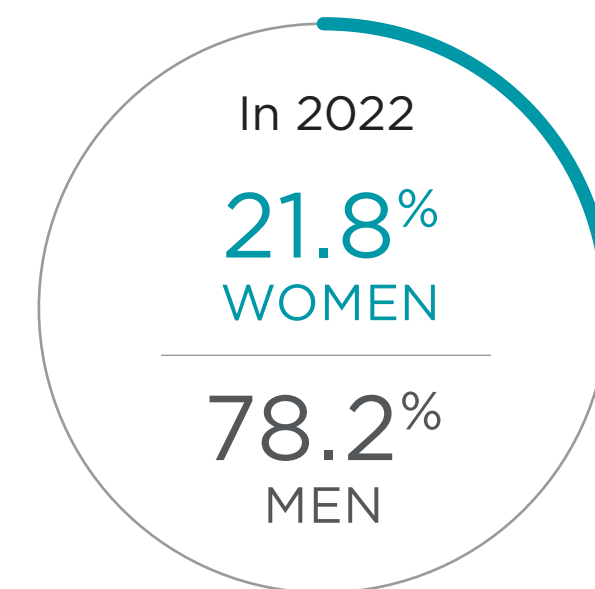
Our ambition by 2025

25%
WOMEN

We all have the right to work in a positive environment. By working together, we can maintain a healthy and productive atmosphere in the workplace. We offer our colleagues the tools to report on any behavior that violates the Garrett Code of Business Conduct and protect them against any retaliation. In 2022, one concern about discrimination in the workplace was received through the Integrity Helpline. After internal investigation, the concern proved not to be substantiated. For more D&I data, see .

DIVERSITY & INCLUSION WEEK

In 2022, we continued our annual Diversity & Inclusion Week for the third consecutive year, shaping the content and initiatives around the theme "Beyond Bias". Activities included a workshop for employees designed to assist them in identifying and addressing "Unconscious bias in the workplace", an online tool called Implicit Association Test to assess unconscious bias and several activities designed to help them gain knowledge about the topic.

Following the D&I week, we have rolled out a mandatory training for all managers to grow understanding to identify and remove unconscious bias. Furthermore, all new employees take mandatory training on the prevention of harassment in the workplace.

beyond
BIAS
2022 DIVERSITY & INCLUSION WEEK
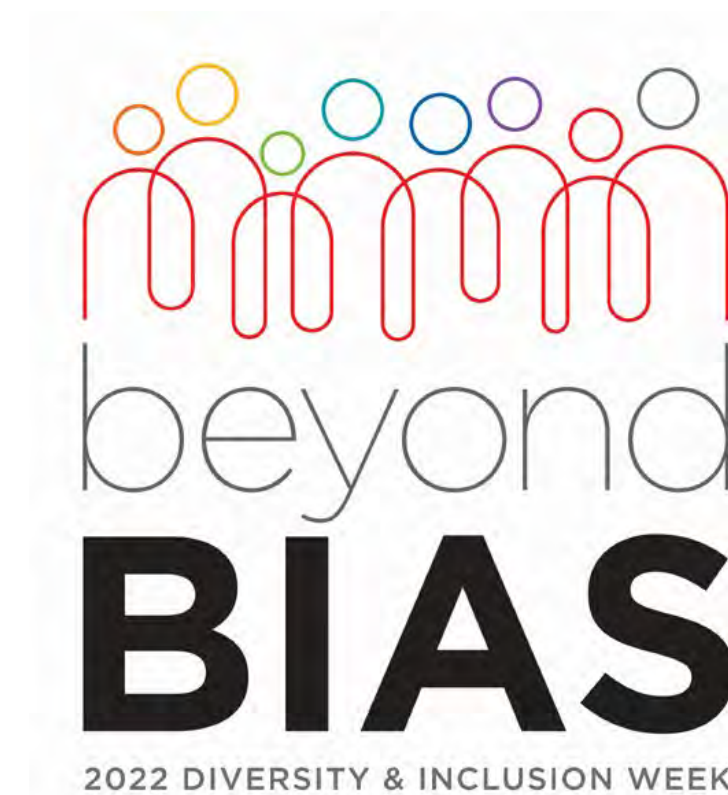
GARRETT WOMEN'S NETWORK

Garrett Women's Network (GWN) is a community aimed at supporting and enhancing the experience for women at Garrett and to capitalize on the power of inclusion and diversity. The goal of the community is to engage employees in a company-wide conversation on gender diversity, to create new opportunities for networking and mentorship, and to help increase the volume of female applicants and the percentage women in the company's leadership. In 2022, the GWN organized a number of inspiring events for Garrett employees including a panel discussion about "Thriving through Transformation" with colleagues bringing personal perspectives from inside and outside Garrett and Energizer Moment with a certified coach on "Mental fitness" and tips how to flex the mental muscles.

PROGRAMS FOR STUDENTS AND YOUNG PROFESSIONALS

GARRETT GRADUATE AND INTERNSHIP PROGRAMS

The Garrett Engineering & Technology Program is a career accelerator which prepares young graduates for future technological roles by offering challenging and rewarding rotational assignments. Participants gain engineering experience and exposure to Garrett's new products and cutting-edge technologies while building their leadership skills in a fast-paced and professional work atmosphere. The program is composed of three consecutive 12-month assignments with our largest Engineering Hubs located in Europe and Asia. During the program, graduates work directly with key engineering experts and leaders and receive specific training focusing on technical and leadership competencies.

Garrett places a high value on mentorship and learning opportunities that provide young people with the skills needed to support the future of sustainable mobility. In 2022, Garrett offered 261 internships and welcomed 213 interns across 11 countries, which is a significant

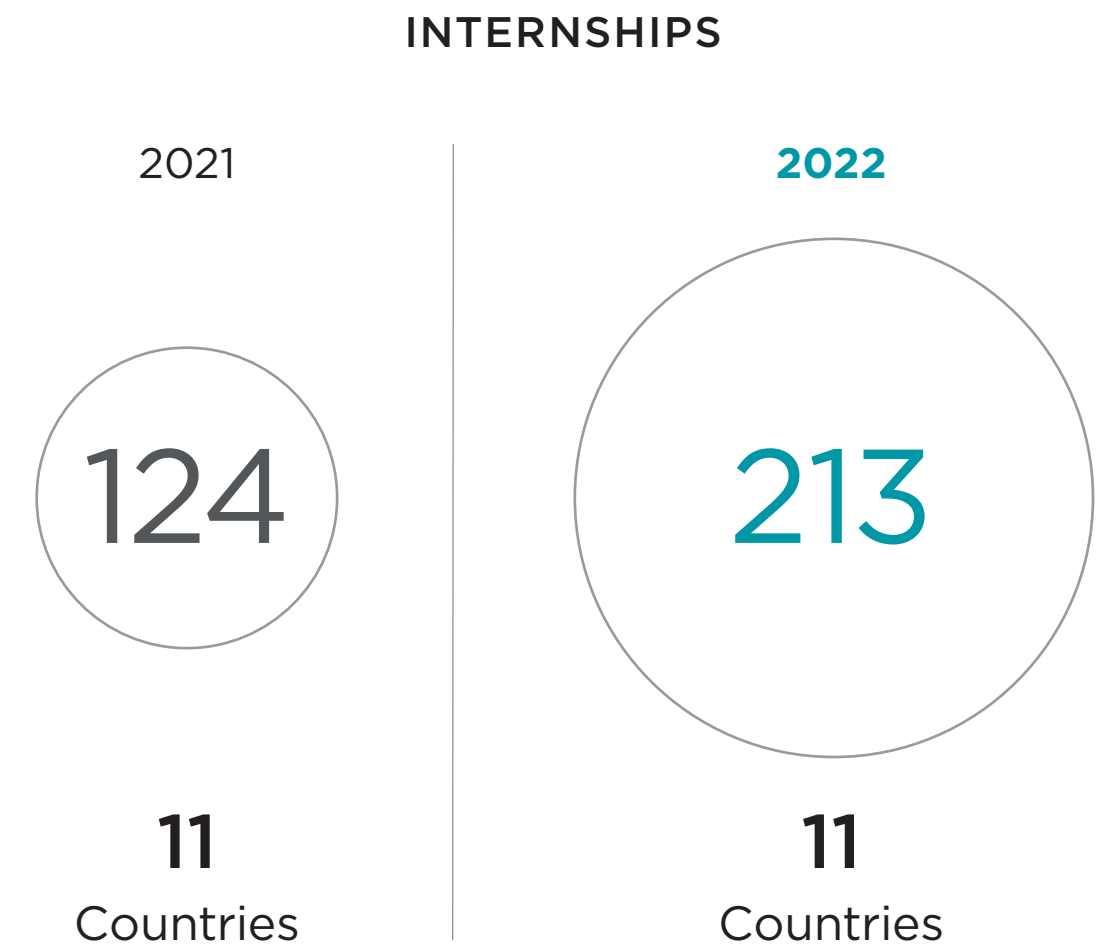increase compared to 2021. Approximately 37% of interns occupied positions in Engineering, 32% in Integrated Supply Chain, 12% in IT and the remainder in Finance, HR, Marketing and Sales, Legal and Internal Audit.

Garrett continues to collaborate with leading universities in the US, Europe and Asia-Pacific region to secure a talent pipeline and contribute to developing the engineering skills of students by offering internships. This includes sharing problem statements with universities that can be solved together by sponsoring PhDs, theses or projects. Garrett has also helped to create training curriculums with universities to upskill and retrain employees.

48 engineering students joined the Garrett team in Brno, Czech Republic in 2022. During their internship at Garrett, students work with cutting-edge technologies — from design to testing, simulation to software — and contribute to the next generation of automotive technology, while collaborating with Garrett professionals worldwide.

During 2022, Garrett in India developed an internship program for 30 interns across different functions of the company – Technical, Supply Base, Supply Chain, Customer Management, IT, and Computer science. During the internships, Garrett mentors guided

students to develop their own end-to-end projects. They are encouraged to take ownership, find solutions to overcome challenges, and define tactics to meet goals. Interns joined from leading colleges and educational institutes such as Symbiosis, Centre for Management and Human Resource Development and College of Engineering Pune, Velammal Engineering College in Madurai, and NITK Surathkal in Karnataka.

EDUCATION IN ACTION

In 2022, Garrett sponsored three racing cars in Formula Student, an international engineering design competition whose goal is to develop and provide a platform for student engineers to experience, build, and learn.

STEM MONTH IN 2022

In 2022, our annual STEM Month program reached its third edition and saw thousands of Garrett employees getting involved and hundreds of them volunteering to engage with more than 700 young people across the company's global footprint. Activities included workshops, webinars, careers fairs and family fun days.

In addition, educational opportunities were abundant for Garrett teams to learn more about the company's technologies, capabilities and future offerings. Four global STEM Hour events were hosted for employees each week through February 2022.

Globally, Garrett hosted various activities:

• In the US and Czech Republic, nearly 600 young people engaged in student competitions and jobs fairs.

• Another 150 students took part in webinars and workshops in China, France, Romania and Slovakia.

• 75 students in the U.S. from the Wisconsin Electric Machines and Power Electronics Consortium (WEMPEC) attended an interactive seminar about Garrett, its award-winning E-Turbo, career opportunities and more.

• A 'Girls in STEM' workshop in Romania for 40 students and other 'Celebrating Women in STEM' internal and external workshops across all countries.

• A local celebration of National Science Day in India, where students from 11 schools were invited to create science projects, carefully reviewed by Garrett leaders.

INTERNSHIPS

2021

124

11
Countries

2022

213

11
Countries

OUR COMMUNITIES

While partnering with schools and higher education institutes to support STEM education is a core focus, Garrett and its volunteers are also active citizens in the communities where we operate, engaging in programs in the field of education, health & wellbeing, and environmental protection.

GARRETT WECARE4 NETWORK

2022 marked the official launch of Garrett's WeCare4 Network pilot meant to boost community outreach and engage our colleagues in volunteering programs for the communities where they live and work. The network is currently active in 9 Garrett sites, each having a WeCare4 Champion leading the activities and a local WeCare4 committee. They are currently managing community initiatives related to Diversity & Inclusion, environmental protection, wellbeing, education, and community driven social events.

The network aims to equip WeCare4 Champions with the knowledge and skills they need to help their local Garrett sites structure community activities, reinforce employee engagement and offer them the opportunity to identify and contribute to changing their own communities.

OUR COMMUNITY INITIATIVES IN INDIA

One of the communities where we are most active is in India, where the local Garrett teams are running community programs that reached more than 4,000 beneficiaries in 2022.

STEM SCHOLARSHIP PROGRAM

41 Students from low-income backgrounds benefited through Garrett's WeCare4 Scholarship Program. The students, pursuing engineering studies at colleges in Pune, Bangalore and Madurai, received financial aid from Garrett to continue their studies.

INFRASTRUCTURE UPGRADE

More than 1,200 students from 4 public schools in Madurai have better conditions for their studies, as we set-up computer centers and provided technical equipment, as well as new furniture and sports equipment. Many more students will be supported over the coming years.

RAINWATER HARVESTING PROJECT

2,500 students from three public schools in Bangalore and Pune have access to proper water facilities after installation of rainwater harvesting systems.

EMPLOYEES TAKING ACTION

During 2022, the Garrett teams across several countries supported Ukrainian refugees via donation of food and essential items, blood drives and more. Employee-led initiatives in Romania, Slovakia and Ireland mobilized hundreds of colleagues in the efforts.

ROMANIA

In Romania, the team helped facilitate a blood drive hosted by the Blood Transfusion Center in Bucharest. The drive was open to the entire site, including other businesses within the office complex. Hundreds of people participated throughout the drive from several companies, including nearly 40 Garrett colleagues.

SLOVAKIA

The Slovakia team organized an event called "The Bag of Help for Ukraine" where employees bought items needed for daily life, and worked with a local NGO to enable delivery of the items.

IRELAND

At the Waterford site, in Ireland, the team hosted a Coffee Morning and raffle event in with the Irish Red Cross - Ukraine Crisis Appeal. The cause helps provide food, medicine, shelter and water to assist those in need. The local colleagues also sold hand-made baked treats with all proceeds being donated to support Ukrainians in need. In total, the event raised more than €1,000 for the cause.

OTHER EXAMPLES OF OUR COMMUNITY INITIATIVES INCLUDED:

CHINA

38 colleagues from Garrett Shanghai site and engineering center participated in a voluntary blood donation to support the local community and ensure safe and sufficient blood supply.

US

As part of Women's Equality Day, the local team kicked off a school supply drive to uplift girls and help teach more about STEM. The initiative helped over 5,000 girls.

RESPONSIBLE OPERATIONS

It's not only what we do, but how we do it. While our product portfolio centers around emission-reduction and zero-emission technologies, we run our operations with the objective of minimizing environmental footprint, safeguarding natural resources, reducing emissions and ensuring a safe place to work for our employees.

OUR APPROACH TO HEALTH, SAFETY & ENVIRONMENT

We drive a culture of HSE excellence across all processes and core functions in our company, as Health, Safety and Environment are primary areas of focus at Garrett. Our management systems for Health, Safety, Environment and Energy apply a global standard that provides protection of the environment during normal and emergency situations and ensures the reduction of global emissions. We focus not only on offering the safest working conditions and preventing any risks and harm, but also on promoting health and wellbeing for all colleagues in the long term.

HOW WE ENFORCE HEALTH, SAFETY & ENVIRONMENT AT GARRETT

Safety is one of the fundamentals to how Garrett operates. Our Health, Safety and Environment (HSE) Management System is designed to provide a systematic framework for minimizing HSE risks and associated liabilities. We have implemented processes that identify, monitor and control risks associated with the design, production and delivery of products and services including intended use through disposal. We apply a framework for continual improvement of the management system and the fulfillment of conformity to applicable statutory, regulatory and stakeholder requirements.

All material HSE topic processes, procedures, and systems are subject to ongoing review as part of the Maturity Assessment process in our HSE Management System. Additionally, the HSE team runs internal audits for sites on a regular basis where all HSE topics are part of the agenda. Sites also organize local audits to prepare for their annual ISO-standards audits.

HSE metrics are evaluated internally for each site in monthly HSE performance reviews, and across the portfolio of sites in monthly operations meetings. The Garrett Senior Leadership, Plant managers, facilities and HSE teams all pay attention to our performance and take accountability to ensure improvements.

The HSE Management System applies to all Garrett organizations, subsidiaries and activities worldwide where Garrett has operational control. Activities include product and project design and development, changes to products and processes, services, manufacturing, supply, distribution, and use of raw materials, products and waste management. 100% of our employees are covered by our global HSE management system, while 84% of our global workforce is based in our manufacturing and test laboratories. These have site specific procedures that conform to and support the global management system requirements.

ENSURING SAFETY PERFORMANCE

We use two main safety performance indicators to monitor and improve safety performance: Total Case Incident Rate (TCIR), which applies everywhere Garrett operates, and HSE Maturity Score, an indicator that applies to our 18 sites — 13 manufacturing sites and 5 laboratories.

The Maturity Score (MAT) assesses the full HSE maturity of each site versus the HSE Garrett Management System and is the primary HSE metric monitored through the Garrett Excellence Model (GEM). The MAT merges self-assessment by the sites and auditing by the Garrett HSE Central Department.

Our management systems apply a global standard for Operations Health & Safety (ISO 45001), which aims to provide protection of human health and safety during normal and emergency situations. Garrett prioritizes ISO certifications, and each site is required to maintain the ISO45001 HSE Management System certification. Sites holding a certification are audited regularly in accordance with external certification body requirements to maintain certification through the three-year cycle.

Today, 12 of 13 manufacturing sites and 2 of 3 significant laboratories are already certified to ISO 45001. The remaining manufacturing site and significant laboratory without current certification are working toward ISO 45001 certification by the end of 2025.

Garrett's HSE systems ensure compliance with both our global standards and with local regulatory requirements, monitored through a rolling risk-based company-wide audit program. 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.

Plant Managers, facilities and HSE teams at each Garrett site take responsibility for maintaining these procedures to ensure high performance. We employ qualified professionals and allocate responsibility in accordance with the materiality of these issues for the site. We also work with experts to regularly audit our sites to identify efficiency and risk reduction opportunities, while also leveraging the engagement and expertise of our employees on-the-ground. These audits and surveys are focused on Loss Prevention, Occupational Health, Machine Safety or Legislative Compliance.

RISK ASSESSMENT AND MANAGEMENT

Garrett's senior leadership are accountable for effective health and safety management across all Garrett locations. Our CEO presents HSE updates company-wide every quarter, including safety performance, incidents and main HSE improvement initiatives.

Garrett works with external specialists to prevent risks or assess employee exposure to both physical and chemical hazards. Fire inspection and thermography campaigns are conducted at each site. New or significantly modified equipment are assessed from the design phase to fulfill with the high standards of "Machine Guarding". Furthermore, where required, sites are supported with specific 3rd party assessments, such as Noise, Ergonomics, Chemical, and Arc Flash.

Our HSE Management system is based on ISO standards (ISO 45001, ISO 14001 and ISO 50001) covering hazard identification, risk evaluation and incident investigation. We have procedures covering these requirements for normal and non-routine activities for all people at every location (employees, contractors, visitors, as well as employees working or traveling outside a Garrett location). All our procedures refer to legal requirements to be met with Garrett requirements superseding these if more stringent.

Routine activity is covered by an SOP (standard operation procedure) describing steps to follow and highlighting HSE risks. All employees, including contractors, are trained before executing any type of work. Tutoring is a usual process to ensure proper understanding, evaluation and safe execution of work. Records for training are maintained and refreshed regularly.

For non-routine activity, a non-routine risk assessment form is used to identify hazard, evaluate risks, and implement proper controls before executing a task. We are using permits to work for specific activities as per our procedures' requirements or legal requirements. This process covers all employees, including contractor workers.

In 2022, we developed an operational risk assessment module to have a common global risk approach for hazard identification and controls implementation. Sites initiated the evaluation of their activities and will continue to implement this new approach.

The management of change procedure applies to any changes to evaluate HSE impacts to the activity and risk assessment and standard operation procedure as necessary.

At Garrett, no work is carried out if it is not deemed safe. Our HSE policy, Cardinal safety rules, Code of Conduct and training reflect the requirements to respect our procedures, ensure immediate reporting in case of issue identification, as well as protection against reprisals (part of the Garrett Code of Conduct).

Each time an event is reported, a severity evaluation takes place and an incident report is issued to an appropriate level and investigation is performed with systematic root cause analysis. This informs the action plan to eliminate the risk and refresh of the risk evaluation, standard operation sheet and procedure, if applicable. Where significant failures are found and/or there is important learning to cascade an HSE Alert is issued and the action plans are consolidated and tracked to completion in the global Management System Tool. Less significant learning is circulated by other means appropriate to the situation.

Behavior Observation Program and employee observations related to improper conditions or behaviors are processes that are used in our sites to prevent incidents. HSE is the first subject that is discussed at the beginning of each Tier meeting across all levels in the organization. Action plans are then consolidated and tracked to completion locally.

OCCUPATIONAL HEALTH SERVICES

Occupational health is covered in several operational procedures, including Emergency Preparedness and Response. These procedures refer to legal requirements to be met, with Garrett requirements superseding if more stringent.

In all our sites, occupational health service is either provided by qualified Garrett employees or contractors located in our premises (for two thirds of our sites) or within dedicated centers located near our premises. Occupational health professionals regularly meet our employees to fulfill Garrett and regulatory requirements, and at the employees' requests. The visits are planned during working time. Temporary contracts or contractors have their own occupational health centers or are using Garrett ones, depending on location.

The different sites promote the occupational health services during induction training, specific health campaigns and communication campaigns.

ACCOUNTABILITY & RESPONSIBILITIES

Garrett's senior leadership accountable for effective health and safety management, and we involve our employees in the decisions we make, formally or informally across our sites. 85% of employees working within main Garrett sites are represented by formal joint management worker health and safety committees.

Site leaders, managers and HSE teams sit within the Integrated Supply Chain Function, which is ultimately responsible for achieving our management goals. The HSE Team provides crucial support to sites to deliver the management system, implement projects, complete reporting, and continuous improvement. It also supports Integrated Supply Chain and Engineering leadership to review performance on a monthly basis. The responsibilities of HSE are linked to team and individual performance evaluation and incentives.

EMPLOYEE CONSULTATION AND ENGAGEMENT

Across Garrett sites all levels of workers – both full-time employees and temporary contractors, are represented and are meeting regularly — meetings take place every quarter, with some every month. The main activities and points of discussion are linked to the topics spread across all aspects of Health and Safety driven by the H&S Management system including hazard and risk management, performance metrics, incident reporting and investigation, audits, compliance, and action closure.

Contractors working on our sites are also covered by committees where hazard identification, controls and respect of the HSE rules are checked.

Furthermore, 40% of the Garrett sites have a formal collective agreement (recognized organization with official signed documents) with trade unions that cover health and safety topics. All employees — including members of these committees — are protected against reprisal, as specified in the Garrett Code of Conduct.

TRAINING OUR EMPLOYEES ON OCCUPATIONAL HEALTH AND SAFETY

Each new employee receives an HSE induction training that is further completed with specific training depending on the work performed, including practical training. In addition, sites are following legal training requirements, as well as job-related training based on skill matrix requirements and learning needs assessment.

The training is performed either locally by internal trainers, such as for HSE induction training, or externally, and can include specific certification requirements, such as electrical or powered trucks license in local languages. The training is provided free of charge to employees with an appropriate evaluation of the employee's knowledge at the end.

On average in 2022, each Garrett employee received 5.6 hours of training on Health & Safety.

INVESTMENTS FOR HEALTH AND SAFETY

In 2022, Garrett allocated 2.3 million USD for the implementation of 50 projects meant to decrease the Occupational Health and Safety risk level and/or ensure legislative compliance.

The projects cover several topics, from ergonomics, industrial hygiene and loss prevention to machine safety improvements, working at height, electrical safety and pedestrian safety.

The Safety projects completion is tracked monthly, quarterly and annually. We reached 100% of completion by the end of 2022.

USD $2.3M$
Invested in
Health & Safety projects

AREAS OF FOCUS IN 2022: ERGONOMICS & FORKLIFT TRUCKS

In the reporting period, we continued to focus on ergonomic and forklift truck — pedestrian interactions to enhance improvements initiated in 2021.

Ergonomics

For each of our Garrett sites, we updated the Ergonomics Risk Assessment process. Following this, we identified 89 actions to be implemented in 22 sites, with 74 completed by end of 2021.

The Occupational Health Department reviewed the ergonomics procedure and assessment tools used globally, and these tools were implemented when the procedure was deployed in April 2022.

As a result of the Ergonomics Risk Assessment, we decided to focus our annual 2022 Safety Week initiative on ergonomics.

As a result of the measures taken, no reportable or lost-time incidents linked to ergonomic issues were registered in 2022.

Forklift trucks safety

Several actions were implemented across Garrett locations to continue efforts of securing warehouses and pedestrians. These included installation of pedestrian sensors on powered industrial trucks, self-locking gates with sensors to prevent pedestrians from crossing if powered industrial truck is engaged, installation of cameras on Forklift fork to improve visibility when racking goods, and height sensor limits to ensure safe storage of goods.

OPERATIONAL RISK ASSESSMENT

An Operational Risk Assessment module has been developed to have a common and standardized approach for assessing the Health & Safety risk within the company. This will enable us to get a better overview of our risks globally to target common themes and improvement actions.

INCREASING KNOWLEDGE AND RAISING AWARENESS ON HEALTH AND SAFETY

As continuous employee development is the key focus areas at Garrett, we developed a competency matrix for HSE professionals to improve competencies and highlight areas for development for 2023 implementation.

During 2022, we organized several HSE town halls for all employees, in order to encourage sharing of best practices implemented across Garrett sites. Raising awareness on HSE topics included HSE Alerts and Bulletins sent to all employees and a dedicated Safety Week.

SAFETY WEEK

In 2022, we continued our annual Safety Week at Garrett. Under the theme of "Mind your Body", Garrett colleagues partook in a range of activities and learning opportunities led by local Health, Safety & Environment (HSE) teams. With nearly 100 different events hosted throughout Safety Week, thousands of employees participated to learn more about positive ergonomics and other essential personal safety practices.

mind your body!

PREVENTING OCCUPATIONAL HEALTH AND SAFETY IMPACTS

From conception to delivery of our products, we manufacture products deemed to be safe such as by design to prevent sharp edges, and ensure our suppliers conform to global and Garrett standards to protect anyone interacting with our products. We closely check chemical products and materials used to manufacture our products to ensure they can be used safely and are not banned. We follow specific processes to ensure chemicals are validated throughout procurement and usage.

We ensure our machines and equipment are manufactured and delivered with the proper level of safety, requiring external safety certification such as CE certification or other local requirements.

We do regular surveys at our suppliers that include health and safety topics and all our contractors working on site need to sign an HSE declaration and receive a safety induction before operating. Our HSE contractor procedure describes the minimum HSE requirements to work in our sites and apply a risk-based approach around the management system elements.

In 2022, we maintained the Total Case Incident Rate (TCIR) related to recordable accident at a low level, in line with the industry benchmark, and stable for the fourth consecutive year. These targets are monitored on a monthly, quarterly and annual basis. For more Health & Safety data, see **Appendix page 44**.

MATURITY (MAT): SELF-ASSESSMENT AND AUDIT

Maturity Assessment Tool (MAT) is a compliance tool that enables the comprehensive self-assessment of all Garrett HSE Management System requirements, incorporating also local applicable compliance obligations. The tool comprises a scoring methodology that allows the assessment of each requirement and the associated risk from failure. Moreover, it helps to identify, record and track nonconformities and follow-up actions.

Each Garrett site has MAT goals, tracked monthly as a primary metric. Self-assessment is triggered by sites when they consider that significant improvement can be submitted for review and validation by the Central HSE Department. Central HSE Department triggers the assessment for a new or modified element or simply for a regular update.

The MAT includes assessment of 54 different elements covering:

Level 1

**Management System
(ISO 45001 Based):** **17 standards**

Level 2

General HSE: **3 standards**

Safety: **12 standards**

Environment: **7 standards**

Health Management: **4 standards**

Industrial Hygiene: **8 standards**

Loss Prevention: **3 standards**

14 of Garrett 18 sites were audited through the year during the reporting period. In the second quarter of 2022, once COVID-19 restrictions were lifted, physical audits restarted.

The final MAT score includes the Self-assessment validated by Garrett HSE Central Department and the audit results.

All corrective and improvement actions are tracked until completion and monitored with specific metrics reviewed monthly with each site.

All manufacturing sites achieved their target and the GEM expected level.

THIRD PARTY ASSESSMENT OF OUR HEALTH AND SAFETY MEASURES

We are taking all needed measures to ensure the safety of our colleagues and we work with external specialists to prevent risks or assess the exposure of our employee to physical, electrical and chemical hazards. Part of the health & safety assessments we perform regularly include:

• Regular fire inspection and thermography campaign are conducted in each site.

• New or significantly modified equipment are assessed from the design phase to fulfill the highest standards of "Machine Guarding".

• Sites are supported with specific Industrial Hygiene assessments (Noise, Ergonomics, Chemical and others).

• A local regulatory compliance audit is performed since 2022. Each Garrett site will be audited during a 4-year cycle program against their local legal compliance.

• Arc flash hazard analysis and other electrical assessments

GARRETT TOTAL CASE INCIDENT RATE (TCIR)

2018	2019	2020	2021	**2022**
0.26	0.13	0.09	0.11	**0.12**
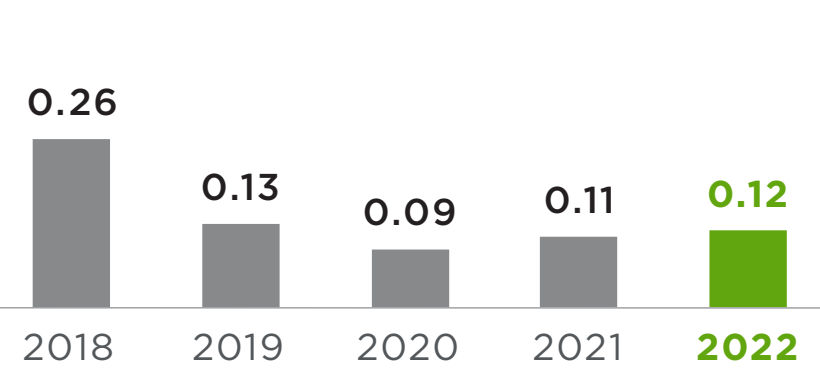
LOST WORK CASE INCIDENT RATE (LWCIR)

2018	2019	2020	2021	**2022**
0.13	0.08	0.07	0.08	**0.09**
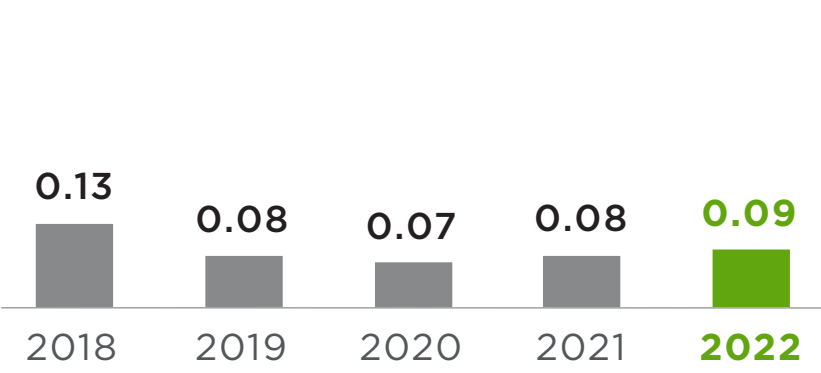
LOST WORKDAYS INCIDENT RATE (LWIR)

2019	2020	2021	**2022**
0.78	0.93	4.34	**4.74**

NEAR MISS RATE

2019	2020	2021	**2022**
1.64	1.55	0.97	**0.58**
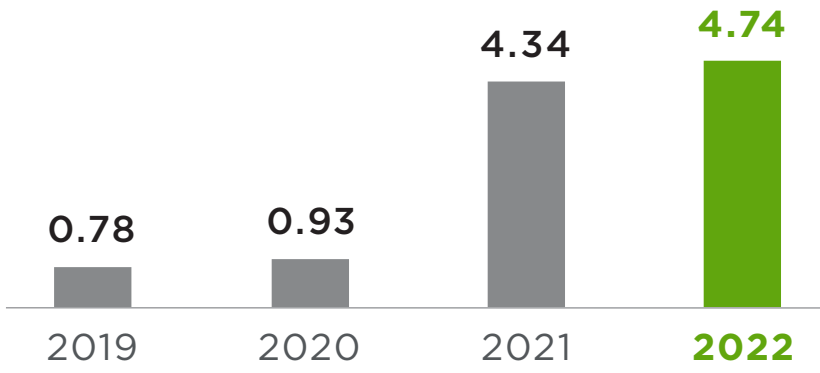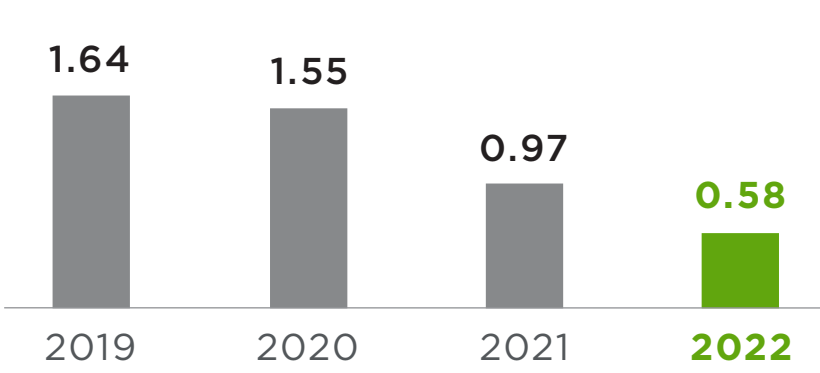
These results are supported by regular activities and investments and supported by specific initiatives implemented following CEO and the Garrett Senior Leadership Team approval.

MANAGING GREENHOUSE GAS EMISSIONS

Garrett's total Scope 1 and 2 Green House Gas (GHG) emissions (market-based) decreased by 9% in 2022 compared to 2021 with an overall decrease of 24.3% since 2019 (our baseline year). This was achieved while production volumes were broadly flat across 2019, 2021 and 2022. These absolute GHG emissions level reductions were achieved through energy efficiency projects, on-site renewable energy projects, purchased renewable energy and shifts in residual emissions factors.

CALCULATING EMISSIONS ACCORDING TO GHG PROTOCOL

In previous years, Garrett has reported GHG emissions on a location-basis. In 2023, Garrett is launching a new commitment to Science Based-Targets (SBT) that align to the Paris Agreement to limit global warming to 1.5°C. Consequently, we have applied a market-based approach to our Scopes 1 and 2 data this year, in accordance with the GHG Protocol.

In establishing this target, Garrett referred to the Science-Based Targets initiative (SBTi) methodology and the GHG protocol. Our approach to this reduction is to focus on low cost/no cost and capital projects to achieve energy efficiencies, and the implementation of other capital projects to deliver on-site renewable energy (e.g. solar). This target can be achieved on the basis that external factors such as industry production levels and the decarbonization of energy supplies, proceed within predicted ranges.

Where we don't have a direct measure for these emissions (e.g., leased offices with no sub-metering, or small quantities of refrigerants), we have applied appropriate GHG protocol methods to estimate these emissions. Overall, these estimated contributions to our GHG Scope 1 and 2 emissions are less than 4% of the total. As this is a new approach for Garrett, we brought in an external specialist consultancy to calculate and verify

our Scope 1 and Scope 2 emissions for our baseline year 2019, as well as 2021 and 2022.

The analysis did not cover the year 2020, which was significantly affected by the COVID-19 pandemic. In 2020, we saw a significant decrease in GHG emission levels, but direct comparison is only possible between the location-based data, showing a decrease of 18.8% compared to 2019, mainly due to the lower production levels as a result of the COVID-19 pandemic.

For the first time with this report, we are disclosing the full extent of our Scope 3 emissions. These are estimates applying the GHG Protocol methodology and were calculated and verified by the same external specialist consultant. We will continue to refine these over the coming years.

9%↓
LESS SCOPE 1 & 2 EMISSIONS
in 2022 compared to 2021

NEW TARGET
46.2%↓
REDUCTION IN EMISSIONS
by 2030 Science-Based
Targets Scope 1 & 2

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	**2022 PERFORMANCE**	2030 TARGET
Total Scope 1 & 2 GHG emissions (tCO₂e) {Market-based}	**56,582**	**45,919** Location based	**47,037**	**42,822**	**30,441**
Gross direct (Scope 1) GHG emissions	9,577	6,912	8,453	**7,363**	
Gross energy indirect (Scope 2) GHG emissions	47,005	n/a	38,584	**35,460**	
Total Scope 1 & 2 GHG emissions (tCO2e) {Location-based}	**56,144**	**45,919**	**48,477**	**44,490**	
Gross direct (Scope 1) GHG emissions	9,577	6,912	8,453	**7,363**	
Gross energy indirect (Scope 2) GHG emissions	46,567	39,007	40,024	**37,127**	
Total Scope 3 GHG emissions (tCO₂e)	**1,427,855**	**1,233,636**	**1,513,725**	**1,666,428**	
Purchased goods & services	1,231,646	1,076,422	1,364,950	**1,462,747**	
Capital goods	52,408	90,090	17,740	**30,699**	
Fuel and energy-related activities	4,059	3,317	3,860	**7,343**	
Upstream transportation & distribution	68,495	53,785	68,961	**105,541**	
Waste generated in operations	1,553	329	651	**517**	
Business travel	7,445	1,699	922	**3,990**	
Employee commuting	12,513	7,994	10,253	**10,652**	
Upstream leased assets	-	-	-	**-**	
Downstream transportation and distribution	2,923	-	2,824	**2,553**	
Processing of sold products	42,920	-	40,186	**38,968**	
Use of sold products	-	-	-	**-**	
End-of-life treatment of sold products	25	-	25	**25**	
Downstream leased assets	-	-	-	**-**	
Franchises	-	-	-	**-**	
Investments	3,864	-	3,351	**3,391**	
Total Scope 1, 2 & 3 GHG emissions (tCO₂e) {Location-based}	**1,484,000**	**1,279,555**	**1,562,203**	**1,710,918**	

Garrett carbon accounting, reporting methodologies and processes are aligned with the GHG Protocol, and our inventory management plan outlines the methods, processes, and methodologies for GHG management.

Scope 3 emissions for Purchased goods & services and Capital goods categories were calculated using spend-based method. The rest of the categories are calculated using activity-based methodology.

The market-based method reflects the GHG emissions associated with the choices a consumer makes regarding its electricity supplier or product. These choices—such as choosing a retail electricity supplier, a specific generator, a differentiated electricity product, or purchasing unbundled energy attribute certificates—are conveyed through agreements between the purchaser and the provider. The location-based method is based on statistical emissions information and electricity output aggregated and averaged within a defined geographic boundary and during a defined time period.

OUR PROJECTS FOR REDUCING GHG EMISSIONS

We are implementing a series of initiatives meant to improve energy management systems and lower consumption. These include improving energy productivity initiatives, programs to reduce energy consumption and increase renewable energy across all sites. As part of these efforts, we implemented twelve energy efficiency projects in 2022, which help save 463 tons of CO_2 every year.

Since 2019, we invested 1.6 million USD in energy projects which resulted in 1,119 tons of CO_2 savings in the last four years. In addition, we are implementing low-cost energy saving initiatives that can contribute to savings of at least 200 to 500 tons of CO_2 yearly.

MANAGING ENERGY

In 2022, our absolute energy consumption decreased by 4.4% compared to 2021.

We have implemented processes around energy management and identification of savings opportunities, guided by internal targets for energy reduction. We improved on several aspects in 2022 including increased number of energy monitoring systems implemented at sites, improved procedural elements, and improved operational control. We also strengthened our monitoring process during the year. For more Energy data, see **Appendix page 41**.

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	2022 PERFORMANCE
Total energy consumption (MWh)	**152,909**	**132,134**	**139,982**	**133,874**
Renewable fuel consumption, including fuel types (MWh)	2,231	10,087	11,001	**8,457**
Electricity	*2,231*	*10,087*	*11,001*	*8,457*
Other types of renewable energy sources	*0*	*0*	*0*	*0*
Non-Renewable fuel consumption, including fuel types (MWh)	43,866	38,084	39,036	**35,928**
Natural Gas	*36,737*	*32,874*	*32,675*	*29,557*
Liquid fuels (Gasoline, Diesel, LPG, Kerosene)	*7,129*	*5,210*	*6,361*	*6,371*
Electricity/heating/cooling/steam consumption (MWh)	*106,812*	*83,963*	*89,945*	*89,489*
Amount of reduction achieved from energy efficiency, types of energy included in the reductions (MWh)				
Compressor	318	12	140	**132**
HVAC (Heating, Ventilation, and Air Conditioning)	693	734	560	**610**
Lighting	374	249	25	**43**
Others	78	0	64	**84**
Solar	95	0	0	**304**

4.4%↓

Decrease in energy consumption in 2022 compared to 2021

ENERGY TARGETS

We made progress towards our short-term target to reduce energy intensity per produced turbocharger. In 2022, the energy intensity was 7.2% lower compared to 2021 and 16% lower that 2019 baseline and is on track to achieve our 2024 target. While we are focusing on our commitment to science-based GHG target for scope 1+2, we will maintain the energy intensity target to 2024.

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	**2022 PERFORMANCE**	2024 TARGET
Energy intensity ratio per product Calculated by total energy consumption (MWh) ÷ total turbos manufactured (products)	0.0082	0.0079	0.0074	**0.0069**	0.0061

Intensity target (MWh/turbo) is calculated by dividing the total electricity and gas used at our 11 turbo manufacturing facilities and our one foundry by the number of turbochargers manufactured

INVESTMENTS FOR ENERGY EFFICIENCY

Garrett allocates a dedicated budget for energy efficiency projects in manufacturing operations and has implemented twelve projects that resulted in 1,173 MWh savings in 2022.

Currently, Garrett prioritizes identifying and implementing capital expenditure projects that improve energy productivity and reduce greenhouse gas emissions, improving operational controls to identify "low-cost/no-cost" savings, and increase renewable energy through onsite generation.

12 ENERGY EFFICIENCY INVESTMENT PROJECTS IMPLEMENTED

In 2022, we implemented 12 different capital expenditure projects to improve energy productivity, covering a spectrum of different activities and upgrades.

HVAC = Heating, Ventilation, and Air Conditioning

VFD = Variable-Frequency Drive

HVLD = High-Volume, Large-Diameter

PRESOV
SLOVAKIA
Solar panels installation

WATERFORD
IRELAND
Furnace combustion tuning

ANSAN
KOREA
Improvement of HVAC efficiency

BUCHAREST
ROMANIA
Office chiller upgrade, HVAC upgrade

WUHAN
CHINA
Heat energy recycle

MEXICALI
MEXICO
HVAC upgrade, Solar panels installation, LED lighting on parking area

PUNE
INDIA
Compressor upgrade with VFD, HVAC upgrade with HVLD fan

GUARULHOS
BRAZIL
Energy metering system

RENEWABLE ENERGY PROJECTS

Garrett continually focuses on identifying and implementing renewable energy projects. During 2022, we implemented two onsite solar projects in our facilities in Mexicali, Mexico and Presov, Slovakia. In Mexicali, we implemented a rooftop solar project which generates approximately 477 MWh of electricity per year and there is a plan to expand capacity by 167 KWp (Kilowatt peak power) in 2023 to generate more renewable energy. In Presov, we extended the capacity of the existing vertical solar panel installation and added an additional capacity of 16 KWp which generates 15 MWh of electricity annually.

RENEWABLE ELECTRICITY PURCHASE

During three quarters of 2022, 100% of the electricity consumed by our plant in Waterford, Ireland, was sourced from renewable energy. The plant in Cheadle, UK, sourced 100% electricity from renewable sources during the last 6 months of the reporting year.

The Garrett site in Pune installed 462 KWp solar panel on the car parking area. This is expected to generate over 600 MWh per year and will support both the expansion of the site and increase the proportion of renewable energy at site. Currently, 16% of the total plant electricity consumption is being generated by renewable sources.
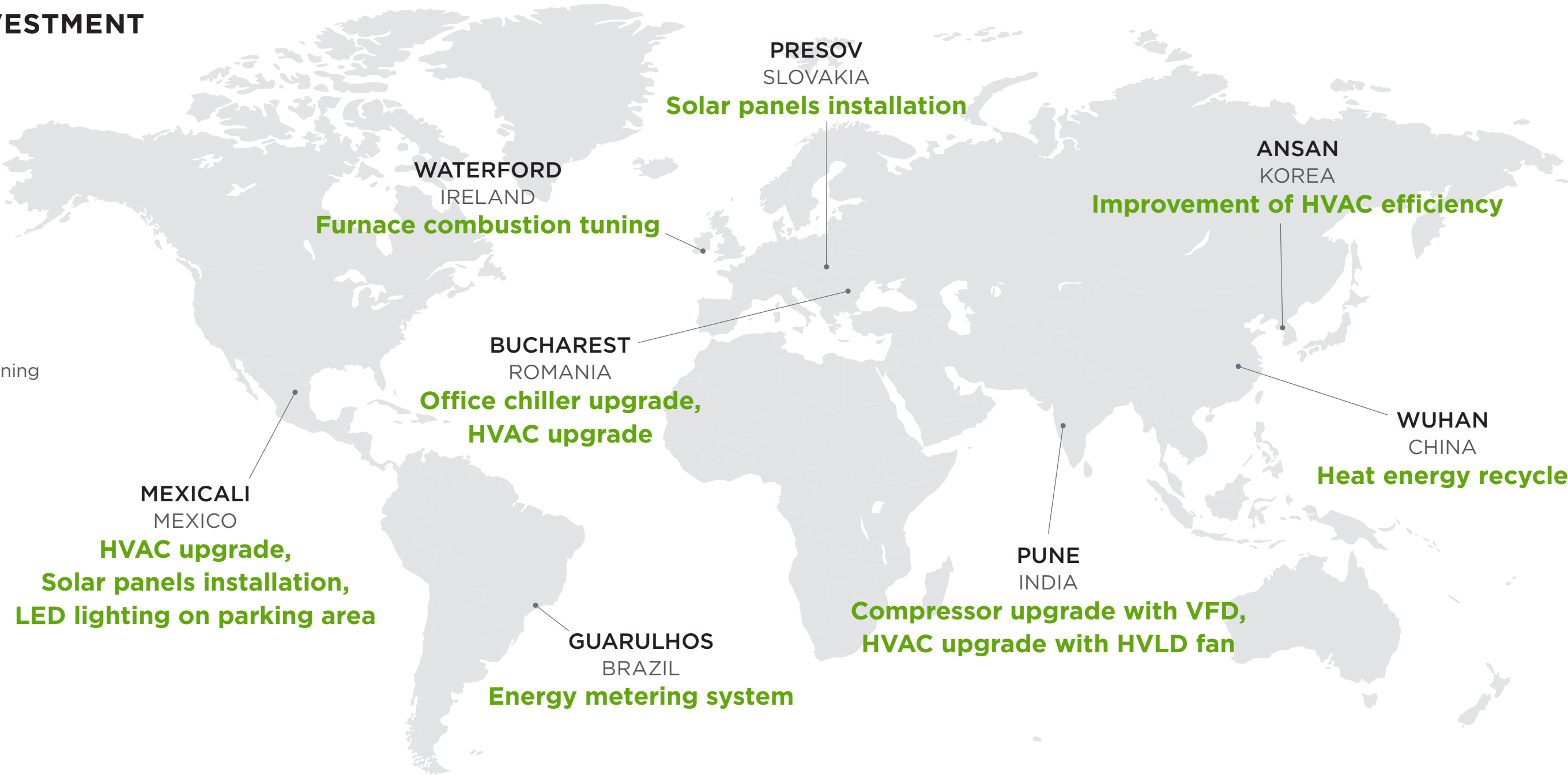
NO/LOW-COST SAVINGS

As part of our efforts to increase energy efficiency and reduce consumption, we are continuously looking at no/ low-cost initiatives that can be implemented with rapid results. In 2022, we conducted energy audits in our plants in Slovakia and Romania and identified a series of measures that once implemented will ensure savings of 2,249 MWh every year.

In addition, we strengthened the process around identifying and monitoring savings from low-cost initiatives and, as a result, implemented 26 such projects in our European sites last year. In 2022, we set a voluntary objective of reducing 10% of our energy consumption in our European sites compared to the average consumption levels of the 2017 - 2021 timeframe and aim to achieve this by the end of 2023. We will continue similar initiatives globally in 2023.

MANAGING WASTE

The resources of our planet are limited and we strive to go beyond reducing our environmental impact and move towards managing waste as a resource and minimizing the resources we use in our operations.

In 2022, the total waste generated by our manufacturing and R&D activities was 10,211 tons, a decrease by 1.5% compared to 2021 and 4.2% higher compared to the 2019 baseline year. Over three quarters of the generated waste (76.6%) was diverted away from landfill and incineration by recycling the waste, a 1.6% increase on the diversion rate compared to 2021. For more Waste data, see **Appendix page 41**.

Waste data include Garrett manufacturing facilities and R&D laboratories.

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	**2022 PERFORMANCE**	2024 TARGET
Waste intensity ratio per product (Kg/turbo) Note: Calculated by total weight of manufacturing waste (Kg) ÷ total turbochargers manufactured	0.735	0.956	0.747	**0.738**	0.728
Waste diversion rate Note: calculated by total weight of waste disposed to non-landfill and non-incineration methods (tons) ÷ total weight of waste (tons).	72.3%	68.1%	75.0%	**76.6%**	73.0%
Total weight of Non Hazardous waste (tons)	8,202	9,142	8,397	**8,206**	
Total weight of Hazardous waste (tons)	1,594	2,450	1,966	**2,005**	
% of weight that is hazardous	16.3%	21.1%	19.0%	**19.6%**	
Total waste (tons)	9,796	11,592	10,364	**10,211**	
Total weight of hazardous waste (tons), broken down by disposal method				**2,005**	
Incineration				**309**	
Landfill				**1,102**	
Recycling				**593**	
Total weight of non-hazardous waste (tons), broken down by disposal method				**8,206**	
Incineration				**501**	
Landfill				**479**	
Recycling				**7,226**	

Waste diversion represents the amount of waste that is diverted from disposal to landfill and incineration. For Garrett's waste this means disposal by recycling.

WASTE TARGETS

	2019	2024 TARGET
Waste intensity ratio per product* Note: calculated by total weight of manufacturing waste (kilograms) ÷ total turbos manufactured (products)	0.735	**0.728** (↓ **1%**)
Waste diversion rate** Note: calculated by total weight of waste disposed to non-landfill and non-incineration methods (kilograms) ÷ total weight of waste (kilograms).	72.3%	**73.0** (↑ **1%**)

*These targets are monitored on a monthly and quarterly basis.

*Waste diversion represents the amount of waste that is diverted from disposal to landfill and incineration. For Garrett's waste, this means disposal by recycling.

PROJECTS FOR WASTE REDUCTION

In 2022, we continued to implement programs and measures to reduce the quantity of waste resulting from our manufacturing operations and we monitor our progress against targets on a monthly basis. These actions included an inventory management process at all sites, improved procedural elements and strengthening the key performance indicators that we monitor monthly. The waste storage and separation systems have been improved to further minimize deviations and abnormalities in reporting.

We work closely with colleagues from all sites to ensure that they follow procedures and understand the importance of efficient waste reduction and recycling behaviors at site level. Together we are improving operational controls and cooperating with integrated facilities management to identify and implement additional solutions to reduce waste.

RETURNABLE PACKAGING FOR ALL OUR PRODUCTS

During 2022, we continued our global project aimed at reducing the waste resulting from the packaging of our products and using returnable packaging that customers send back to us for re-use. The same system applies for the parts we receive from our suppliers, which send the products we acquire from them in reusable packaging except intercontinental flow and low volume programs. This project has been in place for several years and we continue to roll it out across all our sites. To help drive improvement we have included the requirements in our global packaging standard that all suppliers must comply with.

ELIMINATING SINGLE USE PLASTICS IN OUR SITES

MACE, our facility management partner for 4 European sites, conducted audits during 2022 to assess and reduce the use of single-use plastics in the 4 sites. Based on the audit findings, we initiated implementation of a series of measures to reduce single-use plastics in catering, cleaning and other facilities related activities at the audited sites. These included: disposable water cups replaced with reusable cups and reusable bottles, vending machines to be removed, refillable or non-plastic alternatives to replace traditional cleaning products and other measures.

MANAGING MATERIALS

Garrett designs, manufactures and sells highly engineered turbocharger and electric-boosting technologies for light and commercial vehicle original equipment manufacturers and the global vehicle independent aftermarket as well as automotive software solutions. Our main product is the turbocharger, which has become one of the most highly effective technologies for helping global vehicle manufacturers meet increasingly strict emission standards.

Our manufacturing process of turbochargers uses more than 90% metals, primarily iron and aluminum.

	2022
Total weight of materials used to produce the primary products (t)	148,000

The total weight of the materials is estimated based on the number of turbochargers manufactured in 2022 multiplied by the average weight.

Garrett does not currently have a system in place to calculate the percentage of renewable materials used in the manufacturing process. We are in the process of obtaining this information from our suppliers.

RECYCLED INPUT MATERIALS

Our turbochargers are manufactured using parts that our suppliers deliver to Garrett, and we are now in the process of engaging our Supply Chain to disclose accurate information about the recycled content of the materials they provide to us. The data collection on recycled input materials process was started in 2023, making the current data limited. Suppliers disclose their material-related information through the International Material Data System (IMDS).

RECLAIMED MATERIALS

In our UK facility, we have a process in place to collect used turbochargers which have been removed from vehicles by garages. In the remanufacturing process, these are dismantled, components are recovered and cleaned, then new turbochargers are rebuilt with a mix of recovered and new material and resold on the market.

The remanufacturing process currently applies for the Garrett aftermarket channel and for a limited number of OEM customers. In 2022, 3.5% of total global aftermarket turbochargers volumes in 2022 were being reclaimed and rebuilt.

LIFE CYCLE ASSESSMENTS OF OUR PRODUCTS

We adopt a cradle-to-gate model for product life cycle assessment (LCA). This incorporates supplier parts, transportation to Garrett sites, and our own production. We are conducting around 200 LCAs every year, both on request from our customers and to inform our environmental footprint. Our LCA reports are aligned to ISO 14040.

PRODUCT DESIGN

Our products are designed in accordance with the European End-of-Life Vehicle Directive (2000/53/EC). Our products are 95% recyclable and 99% 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.
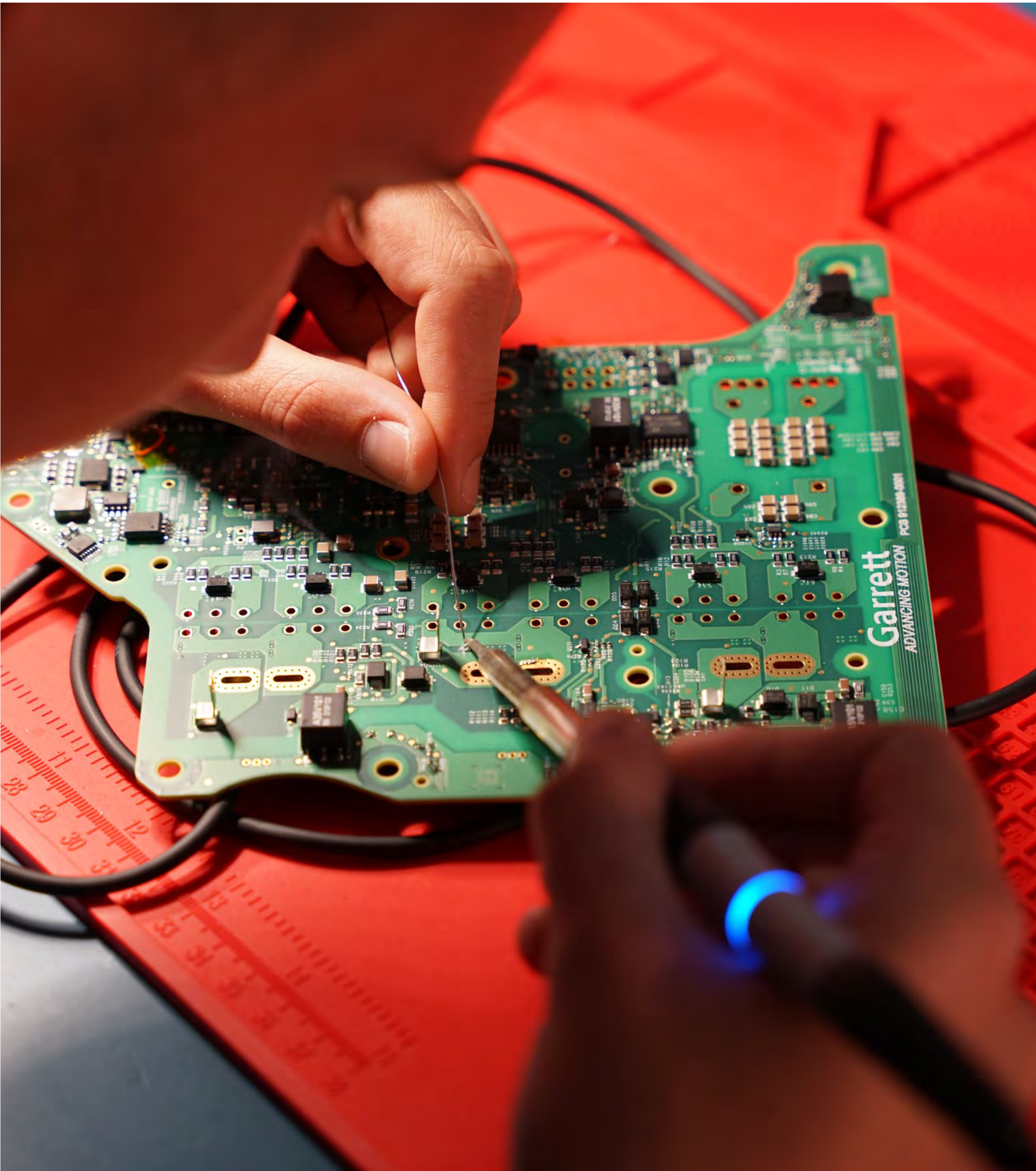
MANAGING WATER

Overall, 69% of water consumed at Garrett sites was used for sanitary, cleaning and domestic purposes, while 31% was used in production processes, such as component cleaning and cooling during machining operations.

Water withdrawal quantity decreased in 2022 by 13.8% compared to 2021.

We track the water intensity per turbo produced and saw a significant reduction from 16.5 liters used per turbo in 2021 to 12.4 liters per turbo in 2022, below our 2024 target of 15.4 liters per turbo.

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	**2022 PERFORMANCE**	2024 TARGET
Water intensity ratio per product (liters per turbo)*	15.5	20.3	16.5	**12.4**	15.4
Total Water Withdrawal (megaliters)	240	271	254	**219**	

*Intensity target (Liters/turbo) is calculated by dividing the total water withdrawal at our 11 turbo manufacturing facilities by the number of turbochargers manufactured.

The water withdrawal data covers Garrett's 13 manufacturing sites and 5 R&D sites. It is calculated based on invoices from suppliers or consumption data from water meters. The data does not include Garrett offices and engineering centers. The water intensity target (liters/turbo) is calculated by dividing the total water withdrawal at our 11 turbo manufacturing facilities by the number of turbochargers manufactured.

Water usage is managed locally, with each site working toward its own targets for year-on-year improvement. For more Water data, see **Appendix page 41**.

WATER TARGET

	2019	2024 TARGET
Water intensity ratio per product*	15.5	**15.4** **(↓ 1%)**

*Intensity target (Liters/turbo) is calculated by dividing the total water withdrawal at our 11 turbo manufacturing facilities by the number of turbochargers manufactured.
The water intensity target is monitored on a monthly basis.

PROJECTS FOR SAVING WATER

In the reporting period, Garrett undertook several programs to improve water management, while working together with employees at our sites to reduce water consumption, encouraging improved operational controls to identify savings opportunities, and cooperating with integrated facilities management to find additional solutions for reduction of consumption levels.

SAVING WATER BY INSTALLING SENSOR-CONTROLLED FAUCETS

Most of our facilities, including offices, have replaced conventional faucets with sensor-controlled water faucets that consume less water.

In 2022, we replaced water faucets in our research laboratories in Thaon-Les-Vosges, France with new electronic versions, which use up to 60% less water.

WATER RECYCLING USING REVERSE OSMOSIS

Our facility in Mexico has implemented a water recycling program which takes water from production processes and returns the treated water back to machinery. We have a specific process based on reverse osmosis in the facility that treats and returns approximately 628 m³ of water per year, which represents 8.8% of the total water withdrawal for the site.

WORLD ENVIRONMENT DAY

In 2022, World Environment Day was celebrated at Garrett while focusing on reducing energy and water. Along with raising awareness and promoting a responsible behavior towards the resources of our Planet, we involved colleagues and asked them for ideas to reduce our environmental footprint and improve our efficiency. Several employee ideas have been implemented, and helped drive new processes.

ENVIRONMENTAL COMPLIANCE

CONTROL AND MINIMIZE RISK

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 RESPECT OF REGULATORY REQUIREMENTS

We seek to comply with global regulations, integrating product stewardship across the value chain from the innovation process, to raw materials, production, and product 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.

GARRETT RESTRICTED AND BANNED SUBSTANCE LIST

We have a Garrett Restricted and Banned Substance List, designed to avoid 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 were enforced.

STRATEGY ON RESTRICTING MERCURY USE

To restrict the use of mercury in Garrett-specified products, we have included a clause in our Material specification (IDM/IFP) documents stating that Garrett does not entertain any restricted/prohibited substances. In some cases, the material may have mercury as an impurity arising from the raw material, or from a reactant or a necessary process chemical. For these, Garrett complies with the EU End of Life Vehicle Directive (2000/53/EC) and EU REACH Regulation (1907/2006) thresholds and requirements. In these cases, we further strive to minimize these substances in our products.
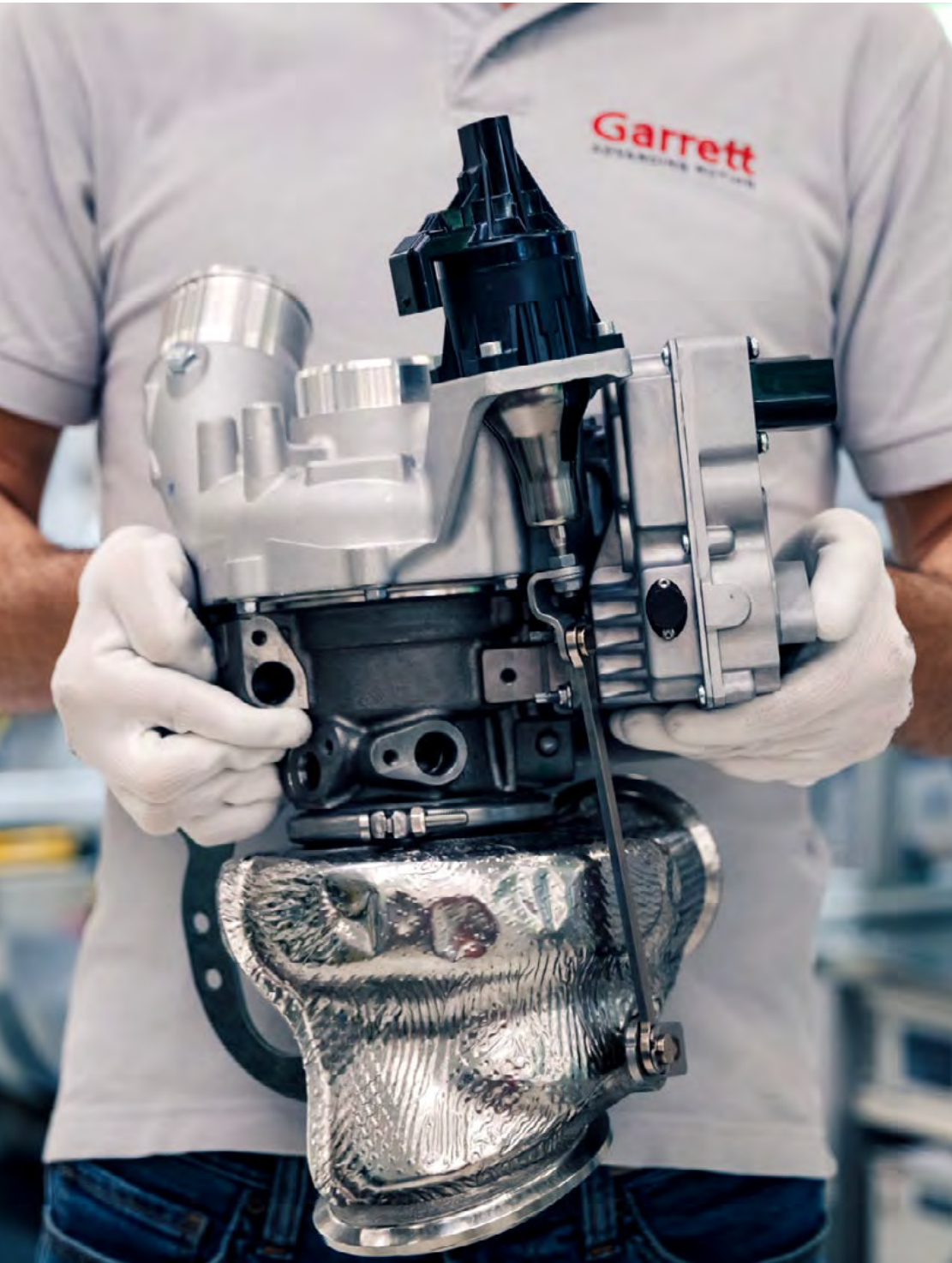
PRODUCT STEWARDSHIP COMPLIANCE DECLARATIONS

EUROPEAN UNION (EU) RESTRICTION OF HAZARDOUS SUBSTANCES (ROHS)

DIRECTIVE 2002/95/EC

To restrict the use of ten hazardous substances in the manufacturing 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 37** Working Together with Our Suppliers)

EU REGISTRATION, EVALUATION, AUTHORIZATION AND RESTRICTION OF CHEMICALS (REACH)

REGULATION (EC) NO 1907/2006

This regulation 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 regarding 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. 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

The End-of-Life Vehicle directive 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.

WORKING TOGETHER WITH SUPPLIERS

We partner with our suppliers to make world-class products available to our global operations on-time at the highest standard of quality.

We are aware our supply chain is one of the most important levers to create positive impact in the communities and the environment and we are committed to working together to address and mitigate any potential negative impacts.

SUPPLIER CODE OF CONDUCT

We see our supply chain as an extension to our workforce and community. All our suppliers are expected to comply with the Garrett Supplier Code of Conduct, which sets out the requirements and expectations and ensures integration of the ESG principles in our business relationship, as follows:

1. Labor and Human Rights

All suppliers are expected to ensure fair treatment of their employees, adequate remuneration, freedom of association and right to collective bargaining, fair recruiting practices and full compliance with local laws and regulations. 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 Supplier Code of Conduct seeks to mitigate any risk of labor or human trafficking and child labor, as these practices are strictly forbidden. Our suppliers are expected to comply will all applicable health, safety and environmental laws and regulations, and have strong practices in place to ensure occupational safety, emergency preparedness and adequate sanitation, food, and housing conditions.

2. Environmental Performance

The Garrett Supplier Code of Conduct addresses the management and mitigation of environmental impacts in our supply chain. Our suppliers are expected to improve the environmental performance of products and services by setting targets and monitoring environmental key performance indicators. Impacts on the environment must be avoided or kept to a minimum in all activities throughout the entire lifecycle of the products and services. We expect suppliers to have strong policies in place for protecting the environment, responsible sourcing, ensure resource efficiency and energy consumption, properly manage emissions and waste, and have strong management procedures for hazardous substances.

3. Responsible Business Practices

Suppliers are expected to uphold the highest level of integrity in all business interactions and comply with the laws and regulations of all applicable jurisdictions. Our Code of Conduct requires from suppliers a high standard of corporate governance practices, including business integrity, conflict of interest management, fair competition practices, protection of intellectual property, quality of products and services, and protecting privacy and information security.

Suppliers also commit to our Code of Conduct when they sign our standard purchase order, award letters, terms and conditions for purchase of direct materials. The Supplier Code of Conduct is also readily available on the Garrett website.

Garrett may visit and/or have external monitors visit supplier facilities, with or without notice. Failure to comply with the Supplier Code may result in termination as a Garrett supplier and possible legal action.
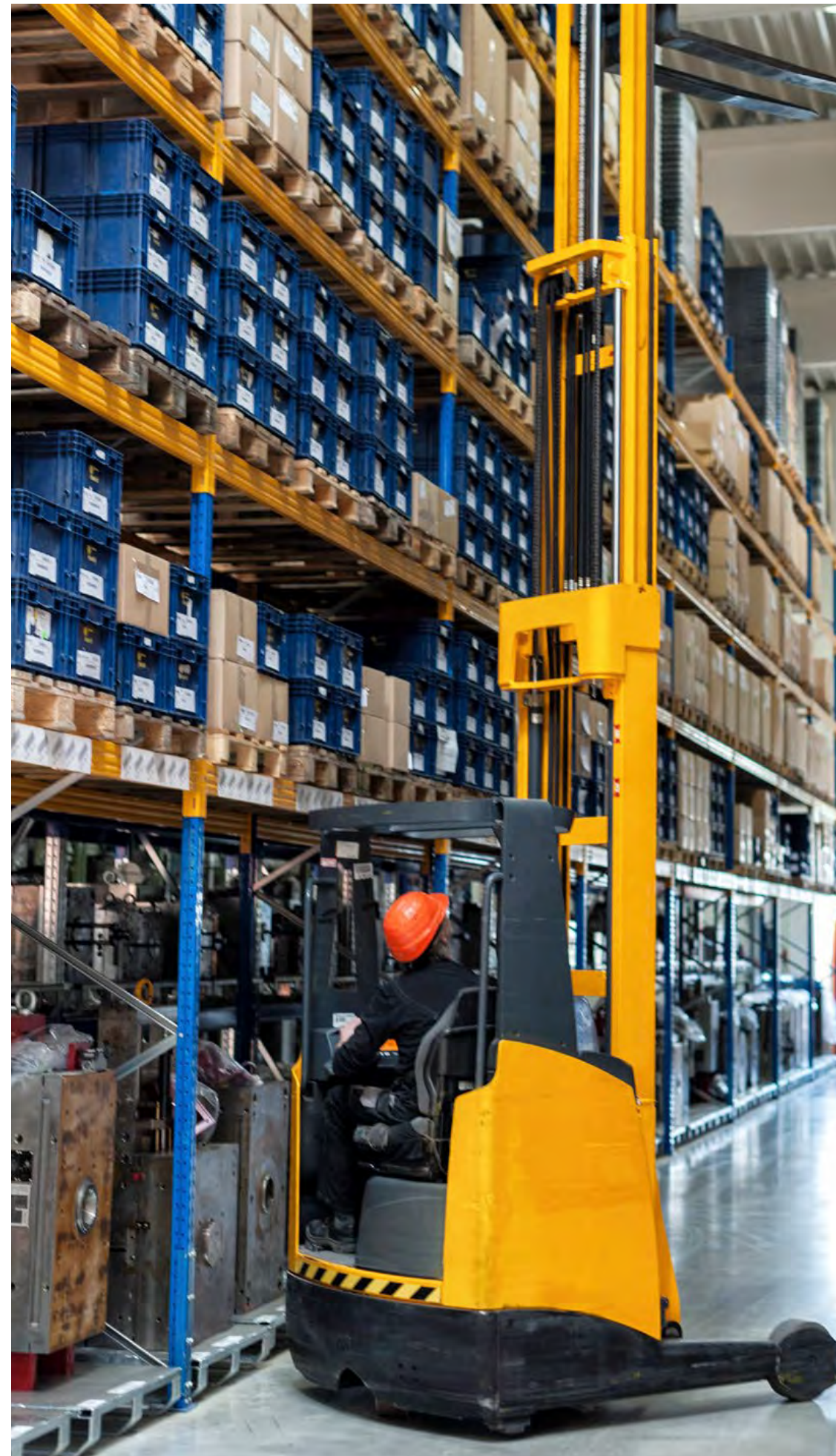
ESG GUIDANCE TO GARRETT SUPPLIERS

Garrett's Supplier Risk Management policy guides the company's procurement teams in the identification and management of incoming supply risks. Starting with 2021, we provide an annual questionnaire covering social, environmental and business ethics practices to our direct material suppliers where our annual spend is in excess of 10,000 USD. This is intended to help our suppliers in their own sustainability efforts, and this outreach covers more than 95% of our direct material spend. The questionnaire covers topics including Health, Safety and Environmental Risks, Sustainability Governance, Climate Change indicators, and Product Stewardship and provides an ESG scoring unique and confidential to each supplier.

The results of the questionnaire are provided as feedback to each supplier, including the identification of elements which may deviate from best practices and therefore could pose an ESG risk for the supplier. In these cases, Garrett also provides recommendations for improvement in their ESG performance. These could include recommendations related to ISO certification in Health & Safety, Environment, Energy, Improvement of HSE Policy, recommendations about supplier HSE risk management, or recommendations on environmental impact.

ESG performance assessment questionnaire to suppliers covering

>95%
OF DIRECT SPEND

As a result of the open collaboration with our partners, in 2022, Garrett Motion earned an A- rating from CDP for supplier engagement on climate change, placing the company in the top tier globally for supply chain sustainability reporting.

The Supplier Engagement Rating (SER) reflects both the company's measurement and reporting of supply chain Scope 3 greenhouse gas emissions and its visibility of sustainability risks. According to CDP, the A- score is indicative of CDP best practices.

A-
RATING

For supplier engagement on climate change

CDP
DISCLOSURE INSIGHT ACTION

LOCAL SOURCING FOR GLOBAL FOOTPRINT

While our global footprint requires a global sourcing approach, we understand the important role that local procurement plays in sustainable business practices. For example, in 2022 for our production in India we sourced approximately 60% of our direct materials locally, and in China we sourced approximately 90% locally. When the nature of our projects allows it, we seek to work with local suppliers and create the context for business opportunities that can deliver mutual sustainable benefits and contribute to the development of local companies.

RAISING AWARENESS AND CAPABILITY

Training of our teams is a key enabler to drive sustainability performance both within our purchasing team and with our suppliers. In 2022, we delivered two Garrett Learn-Up modules for Procurement team members (buyers) on CSR fundamentals and CSR Supplier evaluation, and we have provided extended guidance to our suppliers, to support and strengthen capabilities for their reporting requirements toward Garrett.

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 (Organization for Economic Cooperation and Development) 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 that 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.
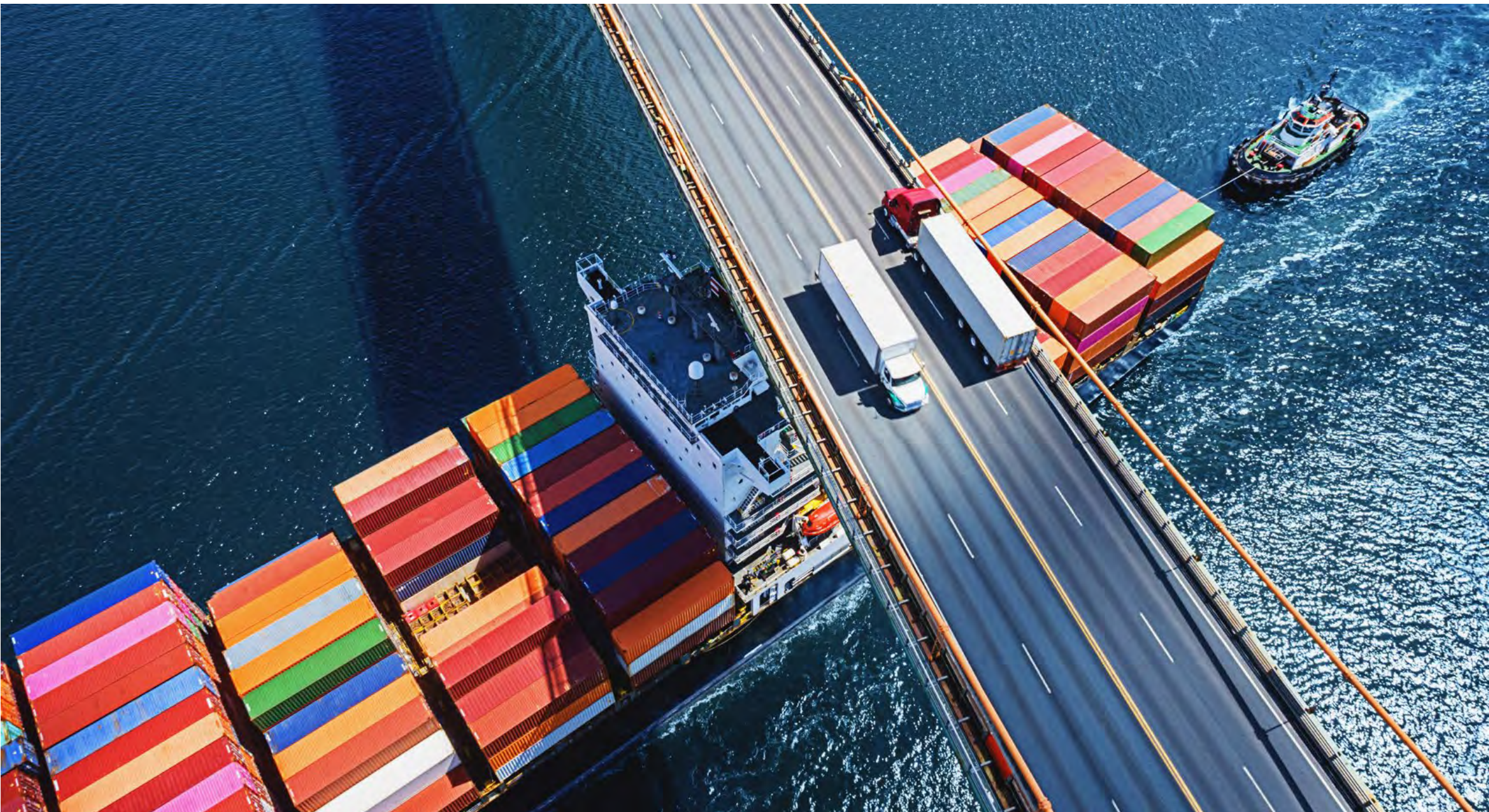
GRI INDEX

The 2022 sustainability report of Garrett Motion is prepared in accordance with the GRI Standards. The report publishes disclosures for the period from 1 January 2022 to 31 December 2022.

Relevant indicators are published in this sustainability report, as well as the following public documents:

• 2022 Annual report

• 2023 Proxy statement

STANDARD	DISCLOSURE	LOCATION	REASON FOR OMISSION
GRI 2: GENERAL INFORMATION 2021			
2-1	Organizational details	Garrett 2022 Annual Report (10-K)	-
2-2	Entities included in the organization's sustainability reporting	Page 8	-
2-3	Reporting period, frequency and contact point	Page 8	-
2-4	Restatements of information		-
2-5	External assurance	Page 8	-
2-6	Activities, value chain and other business relationships	Page 4	-
2-7	Employees	Page 18, Page 42	-
2-8	Workers who are not workers	Page 18	-
2-9	Governance structure and composition	Garrett 2023 Proxy Statement	-
2-10	Nomination and selection of the highest governance body	Garrett Nominating and Governance Committee Charter	-
2-11	Chair of the highest governance body	Garrett 2023 Proxy Statement	-
2-12	Role of the highest governance body in overseeing the management of impacts	Garrett 2023 Proxy Statement	-
2-13	Delegation of responsibility for managing impacts	Page 6	-
2-14	Role of the highest governance body in sustainability reporting	Garrett 2023 Proxy Statement	-
2-15	Conflicts of interest	Garrett 2023 Proxy Statement	-
2-16	Communication of critical concerns	Page 6	-
2-17	Collective knowledge of the highest governance body	-	Dedicated ESG training for the highest governance body scheduled for 2023

STANDARD	DISCLOSURE	LOCATION	REASON FOR OMISSION
2-18	Evaluation of the performance of the highest governance body	Garrett 2023 Proxy Statement Garrett Nominating and Governance Committee Charter	-
2-19	Remuneration policies	Garrett 2023 Proxy Statement	-
2-20	Process to determine remuneration	Garrett 2023 Proxy Statement	-
2-21	Annual total compensation ratio	-	Data not monitored
2-22	Statement on sustainable development strategy	Page 6	-
2-23	Policy commitments	Pages 10-11	-
2-24	Embedding policy commitments	Pages 10-11	-
2-25	Processes to remediate negative impacts	Pages 10-11	-
2-26	Mechanisms for seeking advice and raising concerns	Page 11	-
2-27	Compliance with laws and regulations	Pages 10-11	-
2-28	Membership associations	Page 7, Page 42	-
2-29	Approach to stakeholder engagement	Page 7	-
2-30	Collective bargaining agreements	Page 19	-
GRI 3: MATERIAL TOPICS			
3-1	Process to determine material topics	Page 7	-
3-2	List of material topics	Page 7	-
3-3	Management of material topics	Page 7	-
GRI 202: MARKET PRESENCE			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	Data not monitored
202-2	Proportion of senior management hired from the local community	-	Data not monitored
GRI 204: PROCUREMENT PRACTICES			
204-1	Proportion of spending on local suppliers	Page 37	Data partially disclosed
GRI 205: ANTI-CORRUPTION			
205-1	Operations assessed for risks related to corruption	Page 10	-
205-2	Communication and training about anti-corruption policies and procedures	Page 10	-
205-3	Confirmed incidents of corruption and actions taken	Page 10	-

STANDARD	DISCLOSURE	LOCATION	REASON FOR OMISSION
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 10	-
GRI 301: MATERIALS			
301-1	Materials used by weight or volume	Page 33	-
301-2	Recycled input materials used	Page 33	Partially covered, data collection process in progress
301-3	Reclaimed products and their packaging materials	Page 33	-
GRI 302: ENERGY			
302-1	Energy consumption within the organization	Page 30, Page 48	-
302-2	Energy consumption outside of the organization	-	Data collection process in progress
302-3	Energy intensity	Page 31	-
302-4	Reduction of energy consumption	Page 30, Page 48	-
302-5	Reductions in energy requirements of products and services	Page 13-15	-
GRI 303: WATER AND EFFLUENTS			
303-1	Interactions with water as a shared resource	Page 34	-
303-2	Management of water discharge-related impacts	Page 34	-
303-3	Water withdrawal	Page 34, Page 50	-
303-4	Water discharge	Page 34, Page 50	-
303-5	Water consumption	Page 34, Page 50	-
GRI 305: EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	Page 29, Page 47	-
305-2	Energy indirect (Scope 2) GHG emissions	Page 29, Page 47	-
305-3	Other indirect (Scope 3) GHG emissions	Page 29, Page 47	-
305-4	GHG emissions intensity	Page 29	-
305-5	Reduction of GHG emissions	Page 29, Page 47	-
305-6	Emissions of ozone-depleting substances (ODS)	Page 47	-
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Page 47	-

STANDARD	DISCLOSURE	LOCATION	REASON FOR OMISSION
GRI 306: WASTE			
306-1	Waste generation and significant waste-related impacts	Page 32, Page 49	-
306-2	Management of significant waste-related impact	Page 32	-
306-3	Waste generated	Page 32, Page 49	-
306-4	Waste diverted from disposal	Page 32, Page 49	-
306-5	Waste directed to disposal	Page 32, Page 49	-
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT			
308-1	New suppliers that were screened using environmental criteria	Page 36	-
308-2	Negative environmental impacts in the supply chain and actions taken	Page 37	-
GRI 401: EMPLOYMENT			
401-1	New employee hires and employee turnover	Page 43	-
401 - 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 18	-
402-3	Parental leave	-	Data not available at Group level
GRI 402: LABOR MANAGEMENT RELATIONS 2016			
402-1	Minimum notice periods regarding operational changes	Page 19	-
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
403-1	Occupational health and safety management system	Page 26	-
403-2	Hazard identification, risk assessment, and incident investigation	Page 26	-
403-3	Occupational health services	Page 26	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 27	-
403-5	Worker training on occupational health and safety	Page 27	-
403-6	Promotion of worker health	Pages 27-28	-
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 28	-
403-8	Workers covered by an occupational health and safety management system	Page 25	-
403-9	Work-related injuries	Page 28, Page 45	-
403-10	Work-related ill health	Page 28, Page 46	-

STANDARD	DISCLOSURE	LOCATION	REASON FOR OMISSION
GRI 404: TRAINING AND EDUCATION			
404-1	Average hours of training per year per employee	Page 20, Page 43	-
404-2	Programs for upgrading employee skills and transition assistance programs	Page 19-20	-
404-3	Percentage of employees receiving regular performance and career development reviews	Page 20	-
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	Garrett 2023 Proxy Statement	
405-2	Ratio of basic salary and remuneration of women to men	-	Data not monitored at Group level
GRI 406: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	Page 21	-
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 19	-
GRI 410: SECURITY PRACTICES			
410-1	Security personnel trained in human rights policies or procedures	-	Security personal not trained by Garrett
GRI 413: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programs	Page 23	-
413-2	Operations with significant actual and potential negative impacts on local communities	Page 7	Not material
GRI 414: SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	-	Screening process not currently in place
414-2	Negative social impacts in the supply chain and actions taken	-	Screening process not currently in place

STANDARD	DISCLOSURE	LOCATION	REASON FOR OMISSION
GRI 417: MARKETING AND LABELING			
417-1	Requirements for product and service information and labeling	-	Not material
417-2	Incidents of non-compliance concerning product and service information and labeling	-	Not material
417-3	Incidents of non-compliance concerning marketing communications	Page 11	-
GRI 418: CUSTOMER PRIVACY			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 11	-

APPENDIX

INDUSTRY MEMBERSHIPS

As an automotive technology leader, Garrett is a member of many trade associations and other business organizations with similar focus areas.

In 2022, Garrett was member of the following professional associations:

• World Economic Forum (WEF)

• American Chamber of Commerce (AmCham) in EU

• European Association of Automotive Suppliers (CLEPA)

• Hydrogen Europe

• American Chamber of Commerce (AmCham) Swiss

• French Federation of Vehicle Equipment Industries (FIEV)

• German Association of the Automotive Industry (VDA)

• American Trucking Associations (ATA)

• Automotive Open System Architecture (AUTOSAR)

• Automotive Information and Sharing and Analyses Centre (Auto-ISAC)

• Fuel Cell and Hydrogen Energy Association (FCHEA)

• Manufacturers of Emission Control Association (MECA)

• Motor and Equipment Manufacturers Association (MEMA)

• The Connected Vehicles Systems Alliances (COVESA)

• The US-China Business Council American Chamber of Commerce (AmCham)

• Shanghai European Chamber of Commerce in China (EUCCC)

• China Association of Auto Manufacturers (CAAM)

• China Automotive Technology & Research Center (CATARC)

• China Internal Combustion Engine Industry Association (CICE)

• International Hydrogen Fuel Cell Association (IHFCA)

• American Chamber of Commerce (AmCham)

• Bangalore American Chamber of Commerce (AmCham)

• Mumbai Automotive Component Manufacturers Association (ACMA)

• Confederation of Indian Industry (CII)

• Korea Automobile Manufacturer's Association (KAMA)

• Automotive Engineering Association (AEA)

• Brazil Automotive Suppliers Association (Sindipeças)

• National Council of the Maquiladora and Export Manufacturing Industry (INDEX)

HUMAN CAPITAL

EMPLOYEES IN NUMBERS

Number of Garrett employees* based on type of contract

	SALARIED CONTRACT	HOURLY CONTRACT	TEMPORARY CONTRACT
Men	2691	2640	370
Women	937	524	127
Total	**3628**	**3164**	**497**

Number of Garrett employees* based on region

	EMEA	APAC	AMERICAS
Men	2770	1843	1088
Women	805	460	323
Total	**3575**	**2303**	**1411**

*Taking into account Garrett permanent employees

Number of Garrett employees based on gender

Men	5671
Women	1588
Total	**7289**

2022 FEMALE REPRESENTATION WITHIN GARRETT

	2019	2020	2021	2022	2025 AMBITION
% Women in total workforce	20.6%	20.8%	22.2%	**21.8%**	**25.0%**
% Women in senior management	16.7%	19.5%	20.0%	**19.0%**	**25.0%**

2022 NEW EMPLOYEES & EMPLOYEE TURNOVER

New employees (replacements + new positions) in 2022 based on gender

	SALARIED		HOURLY		TEMP		TOTAL PERCENTAGE
	NUMBER OF PERSONS	PERCENTAGE	NUMBER OF PERSONS	PERCENTAGE	NUMBER OF PERSONS	PERCENTAGE	
Men	469	69%	727	74%	500	78%	**73.6%**
Women	210	31%	258	26%	142	22%	**26.4%**
Total	**679**		**985**		**642**		

New employees (replacements + new positions) in 2022 based on region

	SALARIED		HOURLY		TEMP		TOTAL PERCENTAGE
	NUMBER OF PERSONS	PERCENTAGE	NUMBER OF PERSONS	PERCENTAGE	NUMBER OF PERSONS	PERCENTAGE	
AMERICAS	138	20.3%	861	87%	11	1.7%	**43.8%**
APAC	254	37.4%	105	11%	108	16.8%	**20.2%**
EMEA	287	42.3%	19	2%	523	81.5%	**36%**
Total	**679**		**985**		**642**		

Employee turnover in 2022 based on region*

	NUMBER OF LEAVERS	PERCENTAGE
AMERICAS	94	18.8%
APAC	150	12.6%
EMEA	206	12.9%
Total	**450**	**13.6%**

*Voluntary turnover based on region is reported taking into account Garrett permanent employees.

EMPLOYEE TRAINING

Employee training hours 2022 based on gender (hours)

Men	18.2
Women	16.9
Total	**17.9**

HEALTH & SAFETY

STANDARDS, METHODOLOGIES, ASSUMPTIONS, AND/OR CALCULATION TOOLS USED IN CALCULATING METRICS

METRICS	COMMENTS
403-8 Number and percentage of employees and of workers whose work, or workplace, is controlled by the organization, covered by Occ Health & Safety management system	Information provided by the 13 plants & 5 Labs % calculated with the census of the 18 sites
Types of injury for all employees: • First Aid • Recordable work-related injury without Lost Workdays • Recordable work-related injury with Lost Workdays • High consequence work-related injury (other injuries from which the worker cannot recover (e.g., amputation of a limb), or does not or is not expected to recover fully to pre-injury health status within 6 months) • Fatality • Transportation incidents	**The type of injuries is defined according to the US OSHA and Garrett procedure:** • First Aid: Medical actions done in the site • Recordable without Lost Workdays: Medical actions done out of the site, no Lost Workdays. • Recordable with Lost Workdays: Medical actions done out of the site, from incident day to return to work. "All Employees" included the temporary employees supervised by Garrett managers.
Injury rate for all employees	Based on the formula of the US OSHA injury rate: #injuries*200000/#exposure hours of the 18 sites. It includes also the first aid. Nevertheless, the Total Case Incident Rate used within Garrett considers only the Recordable cases (US OSHA rules).
Occupational disease rate for all employees	It includes only the Occupational disease confirmed by local Authorities. Covid cases aren't included. % calculated with the census of the 18 sites. No disease reported in 2022.
Type of injury for all workers (including employees) whose work or workplace is controlled by Garrett:	It also includes the contractors not supervised by Garrett managers but working on Garrett locations.
% Absenteeism	Not available in each country or no distribution by gender. Consolidation isn't possible.
Lost Workday	Number of days provided by sites. "Days" refers to calendar days and the lost days count begins 1 day after the accident occurs.
Near miss rate	Event that could have reasonably resulted in personal injury or illness, equipment or property damage, an environmental release, or permit excursion. Contain significant near misses: An occurrence that is anything other than routine in the setting in which it occurs, which is important to people, property or the environment. (Number of Near misses reported (excluded non-significant near misses) x 200,000) / Worked hours for employee plus any subcontract workers that are directly supervised by Garrett.

WORK-RELATED INJURIES

TYPES OF INJURY FOR ALL EMPLOYEES		35	

Data covers Garrett employees and subcontractor workers supervised by Garrett.
Data does not include contractors that are not supervised by Garrett.

BREAKDOWN BY REGION	APAC	EMEA	AMERICAS
	6	**23**	**6**
First Aid	4	17	5
Recordable with Lost Workdays (LWD)	2	4	1
Out of which - High Consequence Injury	0	0	1
Recordable without LWD	0	2	0
Transportation incidents	0	0	0

BREAKDOWN BY GENDER	MALE	FEMALE
	29	**6**
First Aid	23	3
Recordable with LWD	4	3
Out of which - High Consequence Injury	1	0
Recordable without LWD	2	0
Transportation incidents	0	0

INJURY RATE FOR ALL EMPLOYEES	0.13

(Number of injury for Employee + Temps*200000) / Exposure Hours of Employee + Temps

BREAKDOWN BY REGION	
APAC	0.08
EMEA	0.22
Americas	0.06

BREAKDOWN BY GENDER	
Male	0.11
Female	0.20

*(Number of Male injury for Employee + Temps*200000) / Exposure Hours of Male Employee + Temps
*(Number of Female injury for Employee + Temps*200000) / Exposure Hours of Female Employee + Temps

TYPES OF INJURY FOR ALL WORKERS (INCLUDING CONTRACTORS) WHOSE WORK OR WORKPLACE IS CONTROLLED BY GARRETT		39	

Data covers all Garrett employees and contractors, including contractors whose work or workplace is controlled by Garrett

BREAKDOWN BY REGION	APAC	EMEA	AMERICAS
	7	**24**	**8**
First Aid	4	18	6
Recordable with LWD	3	4	2
Out of which - High Consequence Injury	0	0	2
Recordable without LWD	0	2	0
Transportation incidents	0	0	0

BREAKDOWN BY GENDER	MALE	FEMALE
	32	**7**
First Aid	25	3
Recordable with LWD	5	4
Out of which - High Consequence Injury	2	0
Recordable without LWD	2	0
Transportation incidents	0	0

INJURY RATE FOR ALL WORKERS (INCLUDING EMPLOYEES) WHOSE WORK OR WORKPLACE IS CONTROLLED BY GARRETT	0.12

(Number of injury for all workers* 200000) / Exposure Hours of all workers + (average yearly working time by site * # of contractors)

BREAKDOWN BY REGION	
APAC	0.09
EMEA	0.17
Americas	0.10

BREAKDOWN BY GENDER	
Male	0.09
Female	0.26

*(Number of Male injury for all workers x 200,000) / Exposure Hours of Male all workers
*(Number of Female injury for all workers x 200,000) / Exposure Hours of Female all workers

LOST DAY RATE FOR ALL EMPLOYEES	374
"Days" refers to calendar days and the lost days count begins 1 day after the accident occurs. *Applies to Garrett Employees and Subcontract Workers (Garrett Supervised)	

BREAKDOWN BY REGION

APAC	63
EMEA	174
Americas	137

BREAKDOWN BY GENDER

Male	249
Female	125

WORK-RELATED ILL HEALTH

No work-related ill health was reported at any Garrett site in 2022.

OCCUPATIONAL DISEASE RATE FOR ALL EMPLOYEES	0
Refers to disease arising from a work-related situation or activity, or from a work-related injury.	

BREAKDOWN BY REGION

APAC	0
EMEA	0
Americas	0

BREAKDOWN BY GENDER

Male	0
Female	0

GHG EMISSIONS

STANDARDS, METHODOLOGIES, ASSUMPTIONS, AND/OR CALCULATION TOOLS USED IN CALCULATING METRICS

Fuels/Sources of energy included in the calculations for scopes 1, 2 and 3:

- Gross direct (Scope 1) GHG emissions – Natural Gas, Gasoline, Diesel, LPG and Kerosene

- Gross energy indirect (Scope 2) GHG emissions – Purchased Electricity

- Gross other indirect (Scope 3) GHG emissions

Baseline year: 2019

- This year was selected as it was the first year with full coverage of Scope 1 and 2 GHG emissions across the Garrett organization under our operational control. Prior inventories had missing locations and sources that were material.

- The 2019 baseline GHG emissions was 56,582 tons of CO_2e.

Sources of emissions factors:

- Gross direct (Scope 1) GHG emissions – Cross sector tools from GHG protocol website.

- Gross energy indirect (Scope 2) GHG emissions – IEA (International Energy Agency) and USEPA eGRID factors and CBECS.

- Gross other indirect (Scope 3) GHG emissions – UK Government Defra GHG Conversion Factors for Company Reporting.

- Consolidation approach for emissions: Operational control.

Out of scope:

- Physical or chemical processing: We do not have process emissions as none of our processes emit GHG emissions other than CO_2.

- Mobile combustion sources are not material and therefore not included in Scope 1 (<5%).

The following GHG emissions are reported:

- Carbon Dioxide – CO_2
- Methane – CH4
- Nitrous Oxide – N_2O
- Refrigerants

Significant air emissions:

- Garrett does not collect data for ozone depleting substances or significant air emissions (NOx, SOx, POP, VOC, HAP, or PM). It does report on VOC for individual locations if a customer or regulator requests it.

EMISSIONS DATA

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	2022 PERFORMANCE	2030 TARGET
Total Scope 1 & 2 GHG emissions (tCO₂e) {Market-based}	56,582	45,919 Location based	47,037	42,822	30,441
Gross direct (Scope 1) GHG emissions	9,577	6,912	8,453	7,363	
Gross energy indirect (Scope 2) GHG emissions	47,005	n/a	38,584	35,460	
Total Scope 1 & 2 GHG emissions (tCO₂e) {Location-based}	56,144	45,919	48,477	44,490	
Gross direct (Scope 1) GHG emissions	9,577	6,912	8,453	7,363	
Gross energy indirect (Scope 2) GHG emissions	46,567	39,007	40,024	37,127	
Total Scope 3 GHG emissions (tCO₂e)	1,427,855	1,233,636	1,513,725	1,666,428	
Purchased goods & services	1,231,646	1,076,422	1,364,950	1,462,747	
Capital goods	52,408	90,090	17,740	30,699	
Fuel and energy-related activities	4,059	3,317	3,860	7,343	
Upstream transportation & distribution	68,495	53,785	68,961	105,541	
Waste generated in operations	1,553	329	651	517	
Business travel	7,445	1,699	922	3,990	
Employee commuting	12,513	7,994	10,253	10,652	
Upstream leased assets	-	-	-	-	
Downstream transportation and distribution	2,923	-	2,824	2,553	
Processing of sold products	42,920	-	40,186	38,968	
Use of sold products	-	-	-	-	
End-of-life treatment of sold products	25	-	25	25	
Downstream leased assets	-	-	-	-	
Franchises	-	-	-	-	
Investments	3,864	-	3,351	3,391	
Total Scope 1, 2 & 3 GHG emissions (tCO₂e) {Location-based}	1,484,000	1,279,555	1,562,203	1,710,918	

Garrett carbon accounting, reporting methodologies and processes are aligned with the GHG Protocol, and our inventory management plan outlines the methods, processes, and methodologies for GHG management.

Scope 3 emissions for Purchased goods & services and Capital goods categories were calculated using spend-based method. The rest of the categories are calculated using activity-based methodology.

The market-based method reflects the GHG emissions associated with the choices a consumer makes regarding its electricity supplier or product. These choices—such as choosing a retail electricity supplier, a specific generator, a differentiated electricity product, or purchasing unbundled energy attribute certificates—are conveyed through agreements between the purchaser and the provider. The location-based method is based on statistical emissions information and electricity output aggregated and averaged within a defined geographic boundary and during a defined time period.

Production, import and export of ozone-depleting substances (tCFC11e)	We do not collect this data.
Total significant air emissions (kg)	We do not collect this data.
NOx	We do not collect this data.
SOx	We do not collect this data.
Persistent organic pollutants (POP)	We do not collect this data.
Volatile organic compounds (VOC)	We do not collect this data.
Hazardous air pollutants (HAP)	We do not collect this data.
Particulate matter (PM)	We do not collect this data.

ENERGY

STANDARDS, METHODOLOGIES, ASSUMPTIONS, AND/OR CALCULATION TOOLS USED IN CALCULATING METRICS

Baseline year: 2019

2019 was selected as the baseline for performance monitoring as it was the first year with full coverage of total energy data across the Garrett organization under our operational control. Prior inventories had missing locations and sources that were material. (Garrett was divested by Honeywell in 2018)

The 2019 baseline energy consumption was 152,909 MWh.

Data source:

The energy data for all the Manufacturing sites and R&D sites are available in the internal centralized database and are reported by each site on a monthly basis. Certain estimates are applied for Garrett sites that are not covered by this reporting (offices) based on site size (in square foot) and the activity of each site. The energy consumption is estimated using factors provided by the US Department of Energy from its Commercial Buildings Energy Consumption Survey (CBECS) based on the size and activity of our units.

Consolidation approach for energy:

Operational control.

Scope:

All the direct and indirect usage of energy such as Natural gas, Diesel, LPG, Gasoline and Kerosene in our sites for stationary combustion are considered. In terms of indirect usage, purchased electricity and own electricity is used in our operations. Our ratio of Electricity to Natural gas usage is 3:1. In most of the sites, natural gas is used for heating purposes and the other fuels are used for R&D purposes.

Quantification:

We follow the standard guidelines, recommendations and tools of the GHG Protocol to quantify the energy used and report it.

Supply chain:

In 2023, we initiated a third round of surveys for our direct suppliers to collect the information on most of the environmental metrics including energy consumption, as part of the process of assessing our supply chain impact. We received 63 responses, but these responses were highly varied in both detail and scope and consequently did not provide a sound basis to provide data in this report.

A more rigorous data collection process was initiated in 2023 for response in 2024.

ENERGY DATA

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	2022 PERFORMANCE
Total energy consumption (GJ)	**550,472**	**475,682**	**503,935**	**481,946**
Renewable fuel consumption, including fuel types (GJ)	8,032	36,313	39,604	**30,445**
Electricity	*8,031*	*36,313*	*39,604*	*30,445*
Other types of renewable energy sources	*0*	*0*	*0*	*0*
Non-Renewable fuel consumption, including fuel types (GJ)	157,918	137,102	140,530	**129,341**
Natural Gas	*132,253*	*118,346*	*117,630*	*106,405*
Liquid fuels (Gasoline, Diesel, LPG, Kerosene)	*25,664*	*18,756*	*22,900*	*22,936*
Electricity/heating/cooling/steam consumption (GJ)	384,523	302,267	323,802	**322,160**
Electricity/heating/cooling/steam sold (GJ)	0	0	0	**0**
Total energy consumption (MWh)	**152,909**	**132,134**	**139,982**	**133,874**
Renewable fuel consumption, including fuel types (MWh)	2,231	10,087	11,001	**8,457**
Electricity	*2,231*	*10,087*	*11,001*	*8,457*
Non-Renewable fuel consumption, including fuel types (MWh)	43,866	38,084	39,036	**35,928**
Natural Gas	*36,737*	*32,874*	*32,675*	*29,557*
Liquid fuels (Gasoline, Diesel, LPG, Kerosene)	*7,129*	*5,210*	*6,361*	*6,371*
Electricity/heating/cooling/steam consumption (MWh)	106,812	83,963	89,945	**89,489**
Electricity/heating/cooling/steam sold (MWh)	0	0	0	**0**
Amount of reduction achieved from energy efficiency, types of energy included in the reductions (MWh)				
Compressor	318	12	140	**132**
HVAC	693	734	560	**610**
Lighting	374	249	25	**43**
Others	78	0	64	**84**
Solar	95	0	0	**304**

WASTE

STANDARDS, METHODOLOGIES, ASSUMPTIONS, AND/OR CALCULATION TOOLS USED IN CALCULATING METRICS

Determination of waste quantity and quantification:

• The waste generated at our manufacturing and R&D labs sites are quantified within Garrett site or by the waste contractor.

• Sites fill the waste generation quantity in the internal software systems every month as an estimate so that we can monitor progress monthly. After receiving the invoice/bill from the vendor the accurate values are updated in the system.

Determination of waste disposal method:

• Majority of hazardous waste is managed by external waste contractors, as required by the local regulation requirements.

• Limited quantity of hazardous waste (water based coolant) is treated in the Mexico site.

Total weight of hazardous waste transported:

• All hazardous waste at Garrett is transported by the waste contractors for each location (except for the water-based coolant treated on site by reverse osmosis).

• Based on information received from waste contractors, no hazardous waste is exported.

• Treatment of hazardous waste from the Garrett locations:

  • Ansan – Incineration
  • Bucharest – Incineration
  • Cheadle – Incineration and Recycling
  • Guarulhos – Recycling
  • Kodama – Recycling and Landfill
  • Mexicali Turbo – Landfill and Recycle (Reverse osmosis on site for water-based coolant)
  • Mexicali Thermal – Recycling, Landfill and Incineration
  • Presov – Recycling and Landfill
  • Pune – Incineration

  • Thaon-Les-Vosges – Incineration, Landfill and Recycling
  • Shanghai – Incineration
  • Waterford – Incineration and Landfill
  • Wuhan – Incineration
  • Bangalore Lab – Incineration, Landfill and Recycling
  • Mexicali Lab – Landfill and Recycling
  • Torrance Lab – Incineration
  • Brno Lab – Incineration and Recycling
  • Shanghai Lab – Incineration

Total weight of non-hazardous waste transported:

• All non-hazardous waste at Garrett is transported by the waste contractors for each location. We do not treat any non-hazardous inside the facilities.

• Treatment of non-hazardous waste from the Garrett locations:

  • Ansan – Incineration
  • Bucharest – Incineration, Landfill and Recycling
  • Cheadle – Recycling and Incineration
  • Guarulhos – Landfill and Recycling
  • Kodama – Recycling
  • Mexicali Turbo – Landfill and Recycling
  • Mexicali Thermal – Incineration, Landfill and Recycling
  • Presov – Landfill and Recycling
  • Pune – Incineration
  • Shanghai – Incineration, Landfill and Recycling
  • Thaon-Les-Vosges – Landfill and Recycling
  • Waterford – Incineration, Landfill and Recycling
  • Wuhan – Incineration, Landfill and Recycling
  • Bangalore Lab – Recycling
  • Mexicali lab – Landfill and Recycling
  • Torrance Lab – Recycling
  • Brno Lab – Incineration, Landfill and Recycling
  • Shanghai Lab – Recycling

WASTE DATA

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	2022 PERFORMANCE	2024 TARGET
Waste intensity ratio per product (Kg/turbo) Calculated by total weight of manufacturing waste (Kg) ÷ total turbochargers manufactured	0.735	0.956	0.747	**0.738**	**0.728**
Waste diversion rate Calculated by total weight of waste disposed to non-landfill and non-incineration methods (tons) ÷ total weight of waste (tons).	72.3%	68.1%	75.0%	**76.6%**	**73.0%**
Total weight of Non Hazardous waste (tons)	8,202	9,142	8,397	**8,206**	
Total weight of Hazardous waste (tons)	1,594	2,450	1,966	**2,005**	
% of weight that is hazardous	16.3%	21.1%	19.0%	**19.6%**	
Total waste (tons)	9,796	11,592	10,364	**10,211**	
Total weight of hazardous waste (tons), broken down by disposal method	**1,594**	**2,450**	**1,966**	**2,005**	
Incineration	374	575	462	**309**	
Landfill	1,092	1,678	1,347	**1,102**	
Recycling	127	196	157	**593**	
Total weight of non-hazardous waste (tons), broken down by disposal method	**8,202**	**9,142**	**8,397**	**8,206**	
Incineration	-	-	-	**501**	
Landfill	-	-	-	**479**	
Recycling	-	-	-	**7,226**	
Total weight of waste (tons)	9,796	11,592	10,364	**10,211**	
Hazardous Waste					
Waste diverted from disposal in (tons)	127	196	157	**593**	
Preparation for Reuse	*0*	*0*	*0*	***0***	
Recycling	*127*	*196*	*157*	***593***	
Other Recovery operations	*0*	*0*	*0*	***0***	
Non-Hazardous Waste					
Waste diverted from disposal by recovery operation, in (tons)	-	-	-	**7,226**	
Preparation for Reuse	-	-	-	***0***	
Recycling	-	-	-	***7,226***	
Other Recovery operations	-	-	-	***0***	

Waste data include Garrett manufacturing facilities and R&D laboratories

Waste diversion represents the amount of waste that is diverted from disposal to landfill and incineration. For Garrett's waste this means disposal by recycling.

WATER

WATER DATA

	2019 BASELINE	2020 PERFORMANCE	2021 PERFORMANCE	2022 PERFORMANCE
Total volume of water withdrawn (megaliters)*	**240**	**271**	**254**	**219**
Surface water	N/A	N/A	N/A	**N/A**
Ground water	31	35	33	**27**
Rainwater collected and stored by the organization	N/A	N/A	N/A	**N/A**
Municipal water supplies or other public/ private utilities	208	235	221	**192**
Total volume of water recycled or reused (megaliters)	**5.1**	**5.9**	**5.6**	**4.6**

*Data includes 13 Garrett manufacturing sites and 5 R&D laboratories.

Garrett
ADVANCING MOTION