

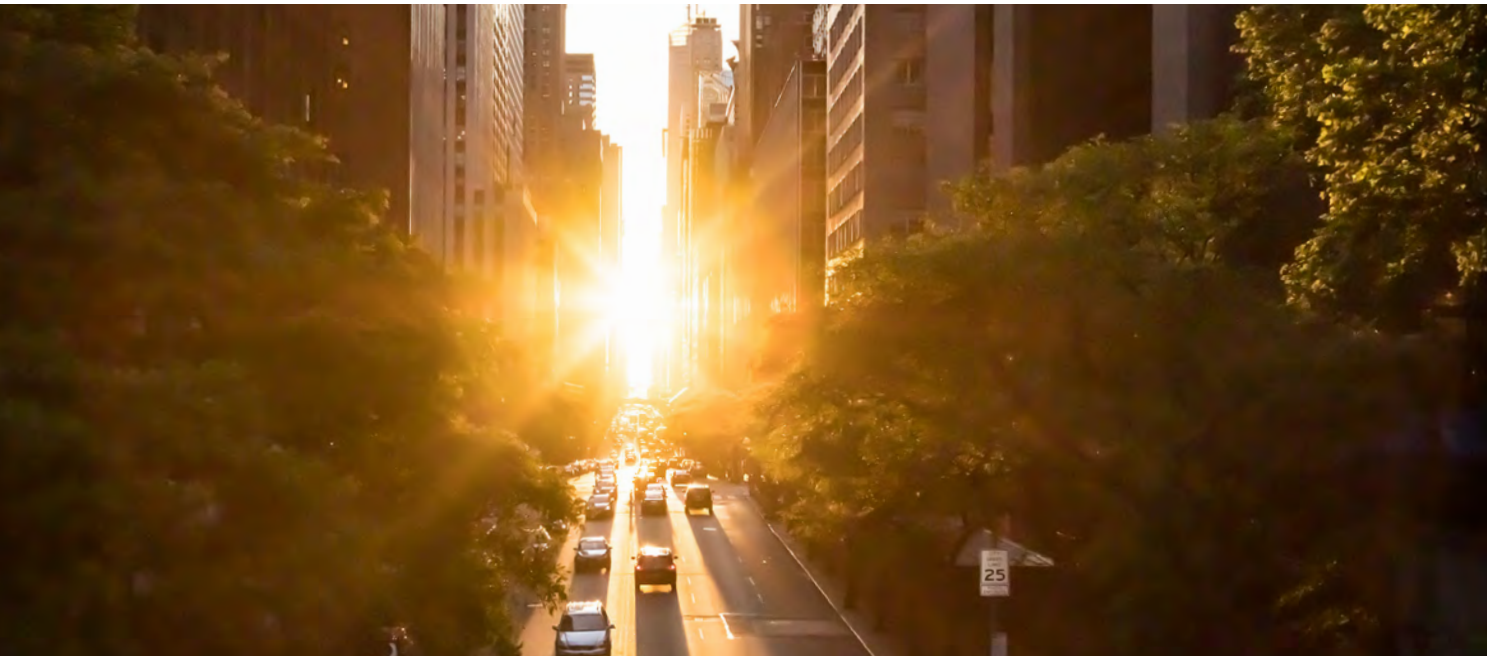


2020 Sustainability Report



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Introduction

With the publication of Gentherm's 2020 Sustainability Report, we take the next step forward in our Sustainability journey. Last year, we published our initial report, laying the foundation for our process, our programs, and our commitment to sustainability. In this report we demonstrate our strengthened commitment to sustainability and the positive change within our organization.

Over the last year, our program has gone from an ambitious beginning to become an important part of how we do business. This includes increased oversight around our efforts, and enhanced partnership with our executive and senior leadership team, as well as our Board of Directors. Through our efforts, we have also raised awareness and understanding of sustainability among our global employee population. Those efforts saw us identify and implement certain practices company-wide to promote improved environmental actions. We remain committed to supporting our employees and communities where we live and work. We are proud of the progress we made in 2020, and our commitment to People, Planet, and Places grows as we build positive lasting impact for our employees, customers, and other key stakeholders.



CEO INTRODUCTION



At Gentherm, we believe sustainability is not just about environmental impact, but instead covers a range of corporate activities that maintain or enhance the ability of a company to create value over the long term.



PHIL EYLER

President and Chief Executive Officer

Director, Board of Directors

The heart of our mission is to make meaningful differences in everyday life. The unique circumstances of 2020 presented unprecedented challenges, and our global teams approached every obstacle as an opportunity to focus on our mission to better serve our customers, teams, and communities.

I'm extremely proud that through the COVID-19 pandemic, our global team strongly demonstrated our innovative spirit to deliver on our mission to create and deliver extraordinary thermal solutions that make meaningful differences in everyday life, by improving health, wellness, comfort and energy efficiency.

Gentherm's sustainability pillars are People, Planet, and Places. Our teams understand that sustainability is about more than just environmental activity. It's at the root of our culture and is a key to our success, our teams understand the importance of putting People, Planet, and Places at the core of the business.

At Gentherm, we strive for focused improvement based on our Winning Culture Behaviors:

- *Customer Focus*
- *Employee Engagement and Inclusion*
- *Global Mindset*
- *Performance and Accountability*

Our Winning Culture Behaviors serve as our foundation and have guided our increasing focus on sustainability issues such as diversity, equity, and inclusion, environmental impact, and human rights.

Sustainability is an ongoing journey. It is important that we continue to implement new initiatives that help advance Gentherm's sustainability and continue to create long term value for our stakeholders. This report outlines some of our recent accomplishments, including moving to align portions of our disclosure with the Sustainability Accounting Standards Board (SASB) and describing how we believe our efforts align with the United Nations Sustainable Development Goals (SDG), as well as some aspirations and performance targets for the coming years.

As responsible global citizens, sustainability must be at the core of the business. In our 2020 Sustainability report, we demonstrate that we do not want to just be a good company – we want to be a great company that does the right thing.



SECTION NO. 2:

About Us

Our company overview

OUR HISTORY

OUR PATH



1991

Quickly established ourselves as a leader in thermoelectric technology.



1996

Launch of the first heated and cooled automotive seat.



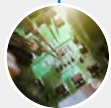
2011

Continued organic growth enhanced by the acquisition of W.E.T. Automotive, a pioneer in seat heating since 1978.



2016

Advanced our knowledge of thermophysiology with the acquisition of Cincinnati Sub-Zero, a leading provider of medical temperature management equipment.



2017

Keeping an eye on the future, we acquired Etratech, an electronics market leader specializing in advanced electronic controls.



2018 to the Future

F.A.S.T.
Focused growth
Aligned portfolio
Sharpened execution
Technology leadership

OUR MISSION

Creating and delivering extraordinary thermal solutions that make meaningful differences in everyday life, by improving, health, wellness, comfort and energy efficiency.

Gentherm is a global developer of innovative thermal management technologies for a broad range of heating and cooling and temperature control applications. By building on the foundations of thermal technology, we have created an organization that celebrates change and is constantly poised to capitalize on new market opportunities. And it's been that way since the beginning.

We first opened our doors in Southern California in 1991 as Amerigon, investigating a broad spectrum of technologies, including thermoelectric devices. We found technologies that were historically applied in aerospace and defense could disrupt other industries, including automotive.

By 1996 we introduced the first heated and cooled car seat based on our revolutionary thermoelectric technology. In the years that followed, consumers embraced greater comfort and efficiency, and we applied our technologies beyond climate controlled seats to include battery thermal management, electronics and interior comfort.

OUR LOCATIONS

25 | **13** | **11,000+**
 Locations | Countries | Employees



We are proud to employ more than 11,000 employees as of December 31, 2020, and generate nearly \$1 billion in revenue for 2020. We operate in 13 countries, including the United States, Germany, Canada, China, Hungary, Japan, South Korea, North Macedonia, Malta, Mexico, United Kingdom, Ukraine and Vietnam.

As a leader of innovative thermal management technologies, we understand and appreciate the important role we play in finding solutions that benefit the environment.

Our mission is to create and deliver extraordinary thermal solutions that make meaningful differences in everyday life, by improving health, wellness, comfort and energy efficiency. Put simply, we are positively impacting people’s lives. To do this, we must find innovative and socially responsible solutions that will help leave the world a better place for future generations.

NORTH AMERICA

- HQ – Northville, MI**
(Manufacturing, Engineering, Sales and Support)
- Farmington Hills, MI**
(Engineering)
- Burlington, ON**
(Manufacturing, Engineering, Sales and Support)
- Cincinnati, OH**
(Manufacturing, Engineering, Sales and Support)
- Del Rio, TX**
(Manufacturing, Sales and Support)
- Acuña, Mexico**
(Manufacturing, Sales and Support)
- Celaya, Mexico**
(Manufacturing)

EUROPE

- Odelzhausen, Germany**
(Engineering, Sales and Support)
- Stuttgart, Germany**
(Engineering, Sales, Manufacturing, Support)
- West Midlands, UK**
(Sales and Support)
- Pilisszentiván, Hungary**
(Engineering)
- Vynohradiv, Ukraine**
(Manufacturing)
- Prilep, North Macedonia**
(Manufacturing)
- Ta’Xbiex, Malta**
(Sales and Support)

ASIA

- Shanghai, China**
(Engineering, Sales and Support)
- Langfang, China**
(Manufacturing, Engineering, Sales and Support)
- Shenzhen, China**
(Manufacturing)
- Hong Kong, China**
(Sales and Support)
- Seoul, South Korea**
(Sales and Support)
- Ulsan, South Korea**
(Sales and Support)
- Chungcheongnam, South Korea**
(Sales and Support)
- Nagoya, Japan**
(Sales and Support)
- Tokyo, Japan**
(Sales and Support)
- Hiroshima, Japan**
(Sales and Support)
- Ha Nam, Vietnam**
(Manufacturing)

OUR AWARDS

At Gentherm, we don't do things just to win an award. However, awards and recognition can provide external confirmation that our actions are making a difference and that we are working toward the right goals.

In June of 2020, Gentherm was honored by General Motors and named as a recipient of the Supplier of the Year award for 2019. This prestigious award is presented to the top 1% of the GM supply base.



"I'm very proud that Gentherm was named a General Motors supplier of the year. It's an honor for any company, and for a Tier 2 supplier to win this award is even more special to our team. General Motors is one of our longstanding customers and continues to be an exceptional partner in developing and adapting new technologies. Winning the Supplier of the Year award with our largest customer is a testament to our commitment to deliver the highest level of quality and service."

PHIL EYLER

President and Chief Executive Officer

Director, Board of Directors



ADDITIONAL 2020 AWARDS

- Our Vietnam facility was honored during the Vietnam HR Awards 2020 for Human Capital initiatives during the year, including our excellence in responding to the COVID-19 pandemic. Our site was one of just 10 companies to receive this award.
- Shenzhen Bantian location was awarded General Motors “Supplier Quality Excellence” Award.
- Our site in Odelzhausen, Germany was awarded Top Employer for Engineering in 2020 – our seventh consecutive year winning a “Top Employer” award!
- Our location in Acuña, Mexico was recognized by Ford as a Ford Q-1 supplier, Ford’s highest designation for suppliers.
- Gentherm was also recognized in North America with the Honda Excellence in Value award, one of just 16 North American companies to be so honored.



SECTION NO. 3:

Sustainability Approach

SUSTAINABLE APPROACH

Sustainability is not just about environmental impact, it's much bigger than that. We internally benchmark our efforts against our own set of sustainability metrics and objectives. In setting these metrics and objectives, we were guided by various third-party reporting standards, frameworks, and rating agencies.

As part of our annual process beginning in 2019, every Gentherm location submits information related to each of the components and criteria in our internal framework. Teams document the local policies and practices that align with the particular objective, submit the required environmental metrics, and detail the local initiatives that demonstrate their actions supporting our sustainability program. The data and information that we collect from around the globe is the basis of this report.

THE GENTHERM SUSTAINABILITY FRAMEWORK IS COMPRISED OF THREE PILLARS:



People

At Gentherm, our leaders treat employees with respect and provide a safe working environment. We provide career opportunities, development, support and more. People create our success.



Planet

We strive to minimize our environmental impact. Our product lineup reduces the environmental impact of automobiles through our innovative products and technologies, and we continue to improve our operations through more efficient use of resources and reduced emissions.



Places

As a global company, we strive to be a positive force in the communities where we do business. Our teams support an array of causes, including STEM education and training, provide financial support for local charities, and in 2020 made donations for COVID-19 relief efforts. Types of community involvement and support vary across our sites, based on local needs and culture.

We know our Sustainability Framework has to adapt and grow along with our program. As a result, in 2020, we updated and expanded the information we gather and track, including:

1. Natural gas usage and consumption
2. Information about solid waste disposal methods
3. Local responses to the COVID-19 pandemic, including community support

RAISING AWARENESS, FOSTERING SUPPORT, CREATING EXCITEMENT

Just having a great map will not get you to your destination. In order to continue to drive our program forward, we also worked to expand our employees' understanding and adoption of sustainability. In 2020, our team was already energized by the publication of our inaugural Sustainability Report, and CEO Phil Eyer highlighted the report and our efforts at a Gentherm Global Town Hall meeting. Hearing this message from the leader of the company clarified to all employees how vital sustainability is to our strategy and our future. We also received strong feedback from outside of our company. Our leadership team heard from major investors and stakeholders, offering congratulations and appreciation for the publication of our report, as well as suggestions and ideas for the future. The support from our global team and other stakeholders has helped to further increase our enthusiasm around Sustainability.



“Over the last year, when we meet with investors and stakeholders to discuss Gentherm’s performance, Sustainability is often a topic of interest. As we have created a foundation for our program and chartered a path forward, the investment community is looking to learn more about what we are doing in this area. At Gentherm, sustainability is not just about environmental impact, it’s about the actions that we can take to help Gentherm create value over the long term.”

YIJING BRENTANO

*Senior Vice President, Investor Relations
& Global Financial Planning and Analysis*

SUSTAINABILITY LEADERSHIP, DIRECTION, & GUIDANCE

To ensure a strong future for our program, we have strengthened our Sustainability leadership structure – ensuring proper direction from the right levels within the Company.

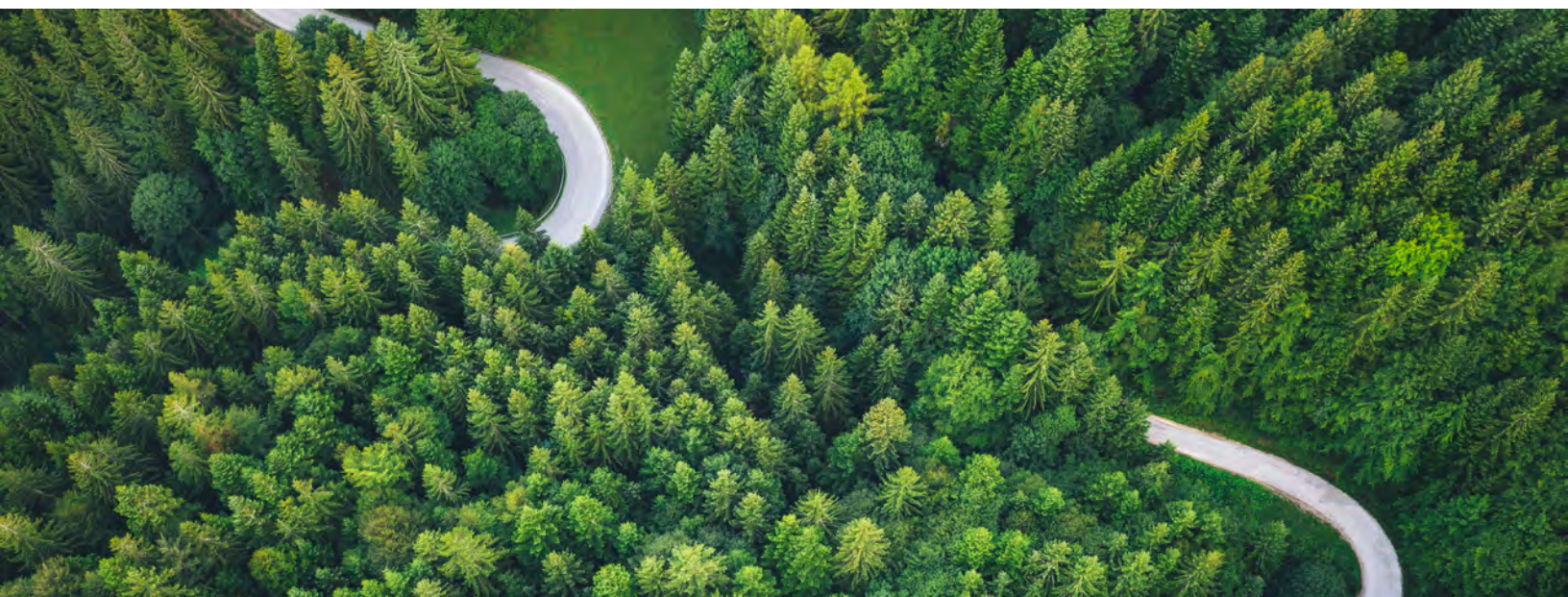
First, we created the Environmental, Social, & Governance (ESG) Steering Committee. This committee is comprised of four members of Senior Leadership, as well as our Sustainability program leaders and key contributors from Manufacturing, Human Resources, and Corporate Strategy. This committee meets regularly, reviewing project status, environmental items such as target setting, internal and external messaging, new policies or activities, and much more.

As stated in the proxy statement for our 2021 annual meeting of shareholders, the Nominating and Corporate Governance Committee is now responsible for oversight around Gentherm's matters of corporate responsibility and sustainability. The committee reviews and provides feedback around all aspects of our Sustainability program on a quarterly basis, with a full Board of Directors review annually, at a minimum.

And making sure that we deliver on our commitments is not just something we talk about. In 2020, multiple members of senior leadership had specific sustainability related deliverables as part of their annual objectives, which in turn has a direct impact on their potential annual remuneration.

This report outlines many of our accomplishments, but it also raises the question of what's next? Our team is continually examining our program to make sure it is robust and complete for today's standards and tomorrow's goals. To support this, we have launched two major efforts to examine sustainability across the supply chain – looking at both our customers and our supply base.

The first effort involves studying sustainability among our customers – not just their requirements for vendors, but also their internal sustainability efforts and what they are looking to achieve. As part of the supply chain to our customers, we are part of their sustainability programs – so we are monitoring those customers to make sure that we align with where they are, and where they are planning to go.





The second effort is a cross-functional project involving our Purchasing, Quality, and Compliance teams, all aimed at updating the requirements we push down to our suppliers and vendors. This team kicked off a project for a top-to-bottom update of key documents and practices for our vendors, with a specific focus on how we drive improved sustainability down our supply chain. These efforts include:

- 1. Updates to our Supplier Requirements Manual – strengthening Gentherm’s requirements for sustainability from our suppliers.*
- 2. Redesigning our Supplier Assessment process – adding additional focus on sustainability when selecting new vendors.*
- 3. Complete update of our Supplier Code of Conduct, transforming it into a Code of Conduct and Sustainability pledge.*
- 4. Developing a Supplier Sustainability Assessment process to allow us to perform detailed evaluation of suppliers’ efforts and progress around sustainability*

These updates were initiated in 2020 and are expected to be phased in over the course of 2021 and beyond. Once in place, these changes should help us to provide clearer sustainability requirements to our supply chain, and should help our team to better evaluate the sustainability of our supply chain and how they align with our goals and ambitions in this area.

SUSTAINABILITY IS A JOURNEY

As our program grows and evolves, Gentherm regularly looks to industry benchmarks and standards for guidance and direction. In this report, we are excited to disclose information aligned with SASB standards for Auto Parts, where possible, and to demonstrate how our efforts align with the United Nations Sustainable Development Goals (SDG) (see Appendix for details). We are also working towards alignment with additional standards such the Task Force on Climate-Related Financial Disclosures (TCFD) and others. We look to these and other outside sources for inspiration and guidance, understanding that we still have opportunities to get better, but also to help us measure the progress we have made in just two years.



SECTION NO. 4:

People



OUR TEAM

Our more than 11,000 colleagues in 25 locations around the world are at the heart of Gentherm's success.

We understand the importance of having a capable and engaged workforce to propel our success. Our team is comprised of leaders and innovators that believe in challenging the status quo and in asking 'why?' Our relentless focus on our customers helps drive our ability to deliver solutions that make meaningful differences in everyday life.



“Having a robust strategy and focused approach to human capital management is an essential component of our path to success. For example, in just the first year our Diversity, Equity, + Inclusion Committee we gained terrific momentum and positive energy from our employees. I am impressed by the spirit of our employees and their focus on being a part of the change that will make us better. Our broad range of viewpoints across our global organization, dedication to capability building, and much more makes achievement of our mission that much more attainable.”

BARB RUNYON

*Senior Vice President and
Chief Human Resources Officer*

HUMAN CAPITAL MANAGEMENT

Our people are essential to our success and our future, so making sure that we have a robust human capital strategy is vital. In addition to our dedicated Senior Leadership team, our Board and Board committees provide oversight and guidance on human capital matters, helping to ensure that we have strong focus on a vital part of our success – our people. Gentherm’s human capital strategy has four key pillars:

- **Talent:** *Building a robust talent pipeline*
- **Culture:** *Having a future-focused culture*
- **Capability:** *Building the capability of our teams*
- **HR Operational Excellence:** *Providing a compelling employee value proposition*





COVID - 19

EFFORTS AND RESPONSE

In response to the COVID-19 pandemic, the Gentherm team acted quickly to ensure that our employees and their families were safe and felt supported, we created and implemented a listening strategy to understand the needs of our employees, and leveraged local relationships within our communities to provide a positive impact where we do business. COVID-19 presented a unique set of problems, but with a dedicated team we developed our Safe Work Playbook to keep our employees safe and allow us to continue to meet the needs of our customers.

COMMUNICATION AND SAFE WORK PLAYBOOK

In early 2020, as the pandemic accelerated, our team quickly took action to implement communications and develop standard practices, based on guidance from the CDC (Center for Disease Control) and the WHO (World Health Organization). We developed and deployed standard practices across our locations – key steps included:

Establishing a Senior Leadership led global task-force, with almost-daily meetings and near-constant communication and planning. Launching regular, recurring communication from top leaders, including our CEO and our Chief Human Resources Officer. Communications included frequent information updates about key topics and what to expect during this uncertain period.

The Gentherm Safe Work Playbook provided detailed safety measures and procedures for employees around the world.

By providing clear protocols we were better able to keep our employees safe and our locations operating effectively.



MODIFIED WORK PROCEDURES / SCHEDULES

While Gentherm is an engineering and manufacturing company with large industrial operations around the globe, our team worked to quickly identify opportunities to support remote work where possible. Each site was reviewed based on local work practices, the COVID-19 status in that area, local governmental guidance and more. Location by location, leaders implemented practices that supported safe working conditions. The agility of many of our people to quickly transition to remote work was vital to our 2020 success.

While we moved to support remote work at many locations, that was not always feasible across all areas of the company. At many of our locations, we made the tough but appropriate decision to shut down the site completely for periods of time. As important as it is for a company to maintain its production schedule, the safety and well-being of our employees took instant and clear precedence.

In other instances where remote work was not a feasible option, such as product testing or certain areas of research and development, we looked for ways to implement locally appropriate steps to mitigate the risks. Establishing limits on meeting room capacities, suspending events that would drive the gathering of employees, such as cafeteria services, requiring masks when in buildings, and pre-screening employees prior to entry – all these steps helped us to establish safer in-building practices when remote work was not an option.

LISTENING TO EMPLOYEES

Treating our employees the right way doesn't just mean giving them information and instructions, we also have to listen to them and their concerns. As the COVID-19 pandemic continued across the year, we developed and deployed our internal COVID-19 PULSE Survey. This survey was delivered in May via email, and we received thousands of responses.

The findings of the PULSE Survey were used to guide our strategy and our approach to providing focused services to support our people. Our PULSE Survey identified ways we could best support our employees, including financial wellness resources, childcare / school support, mental health / stress, work-life balance, and others.





DIVERSITY EQUITY + INCLUSION

A diverse team, with different backgrounds, different personal and professional experiences, and different ways of looking at the world gives us – our company and our people – our best chance to succeed. Creative thinking and problem solving helps us to deliver every day on our mission statement – and having a team with different, diverse viewpoints helps us tackle challenges from different angles.

DIVERSITY, EQUITY + INCLUSION COUNCIL

To further augment our employee value proposition we launched our Diversity, Equity and Inclusion Council. With strong support from our Board and Senior Leadership, the council was formed to enhance a culture of belonging for all employees

Our Mission: *Embracing diversity inspires innovation. We are building an inclusive culture where we value our differences to positively impact the lives of our employees, customers and communities.*

THE DE+I EFFORTS FOCUS ON THREE KEY AREAS



Connect

Engage with our employees and provide a strong employee experience.



Collaborate

Enhance our local communities where we operate.



Cultivate

Enrich the capabilities and skills of our employees and acquire diverse talent.

Although we are early in our journey, we are very pleased with the engagement, transparency and dialogue of our employees in being part of the solution to enhance our culture. Some of our major accomplishments include:

- *Initial launch of unconscious bias training for our leaders.*
- *Completing our first pay equity study and taking action to ensure equal pay for equal work.*
- *Focused progress in talent acquisition and promotions of diverse employees.*
- *Developing a detailed global calendar of events and educational webinars to spark dialogue and raise awareness of global events such as International Women's Day, International Human Rights Day, World Mental Health Day and World Gratitude Day and more.*

We are confident, with the support of our Board, our leadership team and our employees that we can continue to leverage the strength of #OneGentherm across our global organization.

Some of our future goals include examining our global policies to ensure consistency and equity, diversity accountability for our senior leadership team, strategic diversity recruiting efforts and global inclusion training for our salaried workforce.





WOMEN'S NETWORK

Another program supporting our focus on a diverse and inclusive workforce is our Gentherm Women's Network. Established in 2018, the Women's Network is active at every major Gentherm location with over 1,000 members, including strong support and engagement from our Senior Leadership.

In 2020, the Women's Network facilitated and hosted programs and events that help create a strong, open culture at Gentherm, highlights include:

1. Launching our Mentoring Program at the Northville, Odelzhausen and Vietnam locations. Through a formal mentoring program, Gentherm leaders and managers can help less experienced employees navigate their career, make decisions about "what's next", and gain valuable experience. In total, 24 formal mentor-mentee relationships were established, with additional progress slated for 2021 as the program launches in additional locations.
2. Hosting a "Women in Engineering" panel, featuring Gentherm engineers sharing their experience and advice as women in the engineering field.
3. The Women's Network also coordinated with our Human Resources team, to offer classes and sessions that include:
 - a. Leading with EQ (Emotional Quotient): Helping employees deal with stress and how you respond in the workplace.
 - b. Navigating Beyond Conflict: Training employees to better deal with conflict in the workplace. We recognize that conflict doesn't always need to be avoided and with proper training can even be healthy and help advance goals, build skills and more.
 - c. Resilience in the Midst of Parenting: With many employees working remote, the line between work and home became more blurred than ever. This class helped individuals learn about tools they could use to deal with the challenges of parenting while also working remotely.

Events already planned for 2021 include speaker panels with diverse members which will include senior leadership, training classes on career development, working with others, and more.

In addition to the professional development and learning opportunities, the Women's Network leads events to build relationships within the company or to support causes in the community.



Northville, USA led a food drive to support an organization that serves local families, specifically focusing on food assistance and emergency shelter support.



Vynohradiv, Ukraine celebrated Embroidery Day, honoring a Ukrainian tradition — a symbol vital to local culture.



Langfang, China held an on-site breast cancer awareness event. Medical specialists discussing prevention and detection techniques.



LEARNING AND DEVELOPMENT

Our Gentherm team members are our great strength and differentiator. In order to innovate and win in the marketplace, we must find unique ways to attract and retain top performing talent.

In 2019, we launched the !MPACT leadership program, and throughout 2020 we continued to build on its success, training over 200 leaders globally. In 2020, we expanded the program to include core communications training for employees throughout the organization. We will continue to expand our training reach and curriculum to further support skill development in this quickly changing world. We continue to increase the variety of development resources available to help employees grow their careers within Gentherm. Offering competitive benefits and promoting work-life balance further allows us to retain employees and enables the greatest possible returns on our investments in talent.

THE !MPACT PROGRAM FOCUSES ON FOUR SKILLS THAT HELP BUILD GREAT LEADERS:

Drive Change

Be Curious. Speak Up. Share your experience and expertise.

Deliver Results

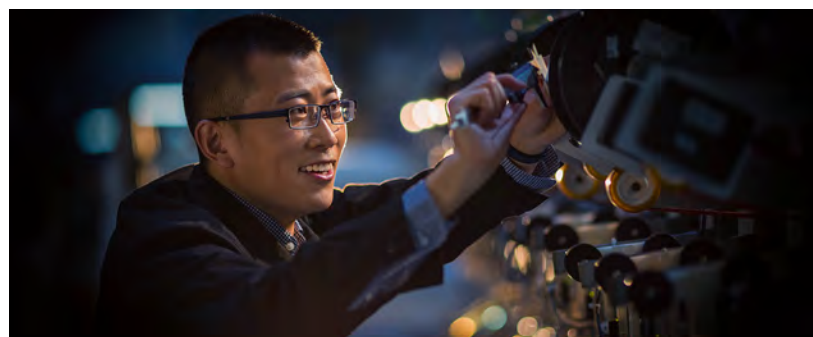
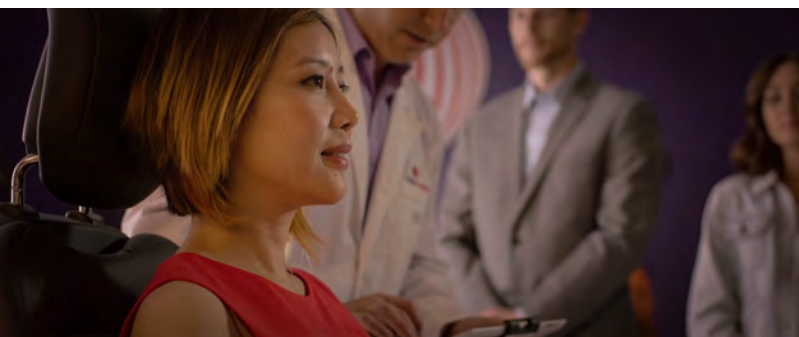
Prioritize work that achieves key goals. Ask for help when you are stuck.

Build Capability

Find opportunities to build your skill set. Ask for feedback about your work.

Focused Innovation

Be a source for new ideas. Be open minded and think outside your “core” area.



OTHER PROFESSIONAL AND EDUCATIONAL PROGRAMS INCLUDED:

Cyber / Information Security: With many employees moving quickly to a remote work situations, ensuring that our employees understand risks related to cyber security and information security was more important than ever in 2020. Partnering with a market leader in information security training, we recorded over 8,000 training courses completions covering essentials such as password safety, compromised business email, and phishing scams.

Continuing Education: Our Acuña team is proud to provide a program for local employees that have not completed high school to continue their education. Working with our team at the site, our program helps employees complete their required studies and obtain their high school diploma. We are so proud of the 46 Gentherm employees that gained their high school diploma in 2020 through this program.

DiSC Assessments: Helping people understand their personal working and communication style is a powerful productivity tool. To support this, our HR Team delivered training on the DiSC assessment process.

Gentherm Connects Web-Series: As working conditions changed throughout 2020, our HR team utilized internal surveys and other feedback to stay attuned to the needs of our employees. Using this feedback, we developed and launched a web-based training and learning events that gave our employees tools to deal with some of the stress and unique circumstances of 2020. The Connect Web-Series included four important sessions:

- *Thriving in Times of Change*
- *Understanding Diversity & Inclusion*
- *Communicating Across Cultures*
- *Building Personal Resilience*

Connect, Collaborate, Champion: To ensure a strong team atmosphere, we worked to educate our people leaders on alternative ways to build teams, and how to keep people engaged and motivated in unique times. We focused our efforts on the “3 C’s”:



CONNECT – Make sure that you are reaching out to your team members, sometimes just to check-in on their wellness. Remember that in an office setting, there is a sense of connection, try to emulate that in a virtual world.



COLLABORATE – Though you may be working remotely, remember to reach out to other departments and teams. That natural communication that happens in an office needs to be replicated when possible.



CHAMPION – Make sure you recognize people and their hard work. In a remote setting, people may not be receiving positive feedback in a regular manner. Be sure to speak up about the wins on your team – be sure to tell other teams about the successes of your employees.

Everyday Coaching: Our Performance Management Process (PMP) utilizes an array of tools to evaluate performance, provide feedback regarding growth and learning opportunities, and coach each employee. Our PMP process is built on driving our leaders to have both formal and informal discussions with their teams about goals, development opportunities, and career development. The process includes annual goal setting, check-in points, and formal year-end reviews. In addition to performance, we also measure and evaluate each employee’s modeling of our Winning Culture Behaviors. This structured program aims to provide continuous feedback to our employees, making sure we give them the tools and opportunities to be their best team member.

ENGAGED WORKFORCE

At the heart of our Winning Culture Behaviors is Employee Engagement and Inclusion. Across our 25 locations, employees participate in a variety of corporate programming and locally customized activities. Our efforts generally focus on positively impacting our overall employee experience, diversity, safety and community efforts.

Our employee listening strategy includes a global engagement survey to be completed in 2021 that will set the baseline for engagement levels of our 11,000 +employees and allow us to take action to build a culture of inclusion, belonging and high performance. In addition to the global engagement survey, we use “Thermal Check” employee roundtables to understand the perspectives and experiences of our people.

Leveraging the results from our PULSE survey, we identified employee’s perspectives that our leadership then used to develop appropriate support to help around topics such as financial wellness resources, childcare / school support, mental health / stress, work-life balance, and others. With a 98% response rate, the PULSE survey also highlighted our employees strong confidence (80% approval) related to company leadership and satisfaction with communication, support and resources needed to navigate through 2020. Those results also helped us deploy employee support programs that focused on health and wellness – providing some stability in an uncertain time.



Reduced health risks by providing free flu vaccinations to all eligible employees:

Germany | Mexico | USA



Delivered general health screenings and wellness checkups for employees:

Mexico | China | Japan



Supported on-site cancer screenings and awareness regarding prevention & care:

Mexico | N. Macedonia | Vietnam



Supported on-site mental wellness and/or hearing & vision screening:

Mexico | Germany



CODE OF BUSINESS CONDUCT AND ETHICS

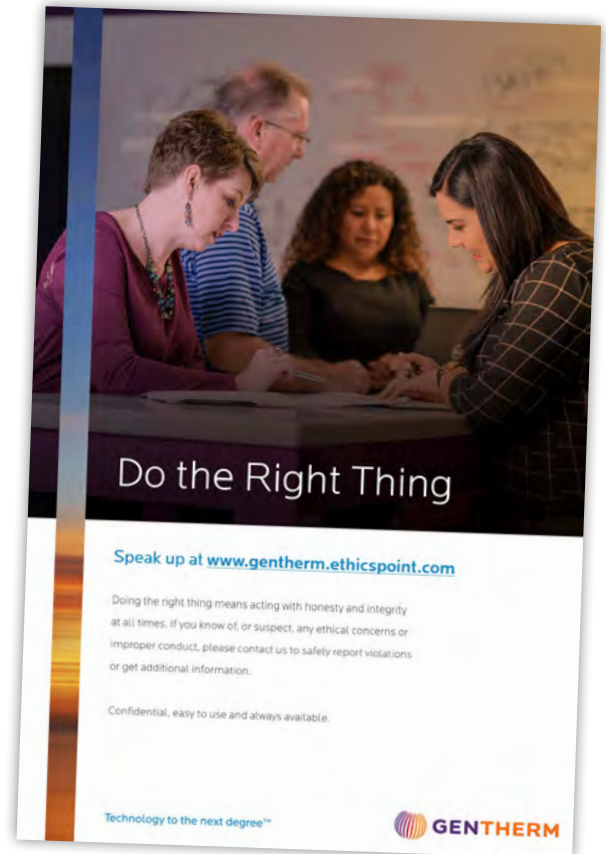
At Gentherm, we expect that our employees conduct themselves with the highest level of honesty and integrity. The Gentherm Code of Business Conduct and Ethics lays out what is expected of our employees, providing guidance and direction to employees across the organization, including our Executive Leadership Team and our Board of Directors. The Code of Conduct covers a variety of topics including legal compliance, appropriate workplace conduct, anti-corruption, gifts and gratuities, conflicts of interest, and much more.

At every Gentherm location, the Code of Conduct is part of the new hire and employee orientation process. We make our Code of Conduct publicly available and available to our employees in 11 languages.

GENTHERM ETHICS HOTLINE

We expect our employees to do the right thing – and that includes speaking up when they see something that doesn't align with our Code of Conduct or our values. To support this, Gentherm maintains a global, externally-hosted ethics hotline ([here](#)) that has options for reporting via telephone or website. While our employees can also report issues directly to appropriate local management, our ethics hotline is another option, offering an anonymous, 24-hour per-day resource for employees to speak up. The Gentherm Code of Conduct outlines strict guidance prohibiting retaliation against any employee that reports an issue in good faith.

In 2020 we launched a global awareness campaign to remind our employees of their responsibility and the resources available. Using email and in-site materials, we were able to remind employees of this important resource and refresh their understanding of our commitment.

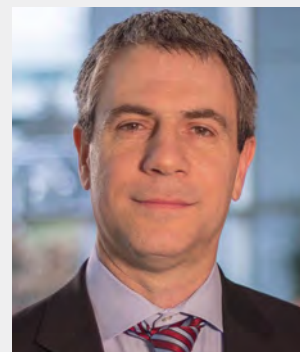


In 2020 we improved our process for managing reported items. While employees may use the Hotline to report concerns, we recognized that items may also be reported via other methods (for example, reported to local management). To ensure robust management of all issues, we developed a cooperative process between Legal & Compliance and Human Resources whereby all potentially significant issues, regardless of reporting source, are channeled through a common process. Our Compliance team worked to train local staff on the process, on investigation procedures, and more – ensuring that any significant issue we learn about is appropriately managed. This process was reported to, and supported by, our Audit Committee and our Nominating and Corporate Governance Committee.

Reporting to these committees helps to provide our leadership with additional detail and clarity around the issues and concerns that we identify and investigate.

ANNUAL CONFLICT OF INTEREST SURVEY

Gentherm’s annual Conflict of Interest and Business Ethics Survey is another tool we deploy to help educate and remind our employees about the importance of doing business the right way. This survey is delivered to every active “Gentherm.com” email, is available in 10 languages, and covers topics such as legal compliance, workplace conduct & harassment, insider trading, import-export & embargoed nations, bribery & corruption, and more. All survey results are reviewed by our Compliance team, and any potential issues or concerns are fully investigated and reported to appropriate leadership.



“2020 was a challenging and unique year, but one area that remained absolutely consistent was our commitment to doing business the right way. At Gentherm, we work hard to let our employees know what we expect of them, and what to do if they see something that isn’t right. In 2020, we continued our activities around managing Conflicts of Interest, we launched awareness campaigns to remind employees about channels for speaking up. At Gentherm, doing business the right way is the only way we know.”

MATTEO ANVERSA

*Executive Vice President,
Chief Financial Officer and Treasurers*

HUMAN RIGHTS

At Gentherm, we believe in treating all people with dignity and respect. Our Code of Conduct clearly states our stance against harassment and discrimination. To further clarify our position, in 2020 Gentherm published our new Global Human Rights policy ([here](#)).

This policy was developed to clarify and emphasize our position on harassment, forced labor, child labor, safe working conditions, labor practices, and more. This policy was launched on December 10 – the annual United Nations Global Human Rights Day. The policy was introduced to our employees around the world via internal communication channels and announced publicly on Gentherm’s social media channels and our website.

As a company with manufacturing sites in economically developing locations, we are aware of the risks that improper business conduct could have on individuals, either at our locations or throughout our supply chain. Gentherm takes those risks seriously. Regardless of location, we expect our employees to operate with the highest level of respect for all people and their well-being. This includes providing competitive, market driven compensation for all employees, and ensuring that we operate in line with applicable labor regulations and standards. As part of our annual sustainability survey, each location is required to outline the local steps and procedures they take to ensure that we follow the highest standards related to our workforce and that we always operate in full compliance with all applicable laws and regulations.

CONFLICT MINERALS

Gentherm takes our commitment to the Conflict Minerals process seriously. We conduct annual due diligence on the source and chain of custody of tantalum, tin, tungsten and gold (3TG) and ensure compliance with U.S. Securities and Exchange Commission rules governing the reporting of sources of 3TG used when producing our products.



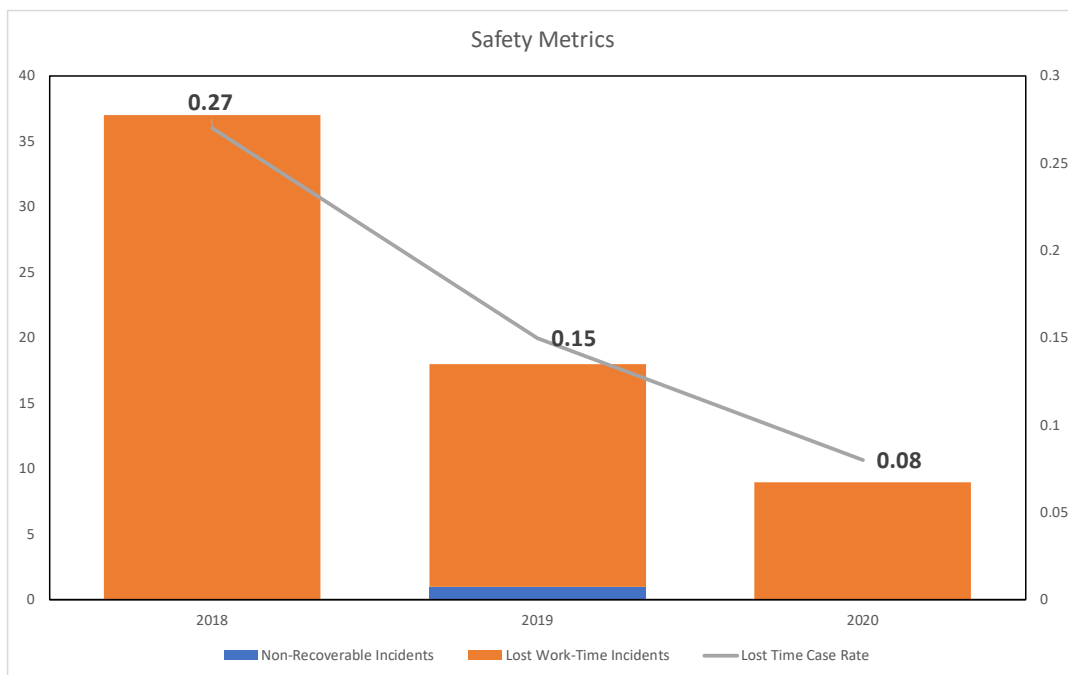
SAFETY – VISION ZERO

At Gentherm, Safety is an essential part of our culture and our values. The safety of our employees, visitors to our buildings, and anyone else we interact with is of the absolute highest priority. As a guiding principle for safety, our global operations team and their leaders at each site follow the principles of the Vision Zero initiative, providing our guiding principles for safety.

Vision Zero is a globally recognized approach and mindset that aims to eliminate 100 percent of work accidents and injuries. Around the globe, our leaders aspire to that goal by aligning with the Vision Zero Seven Golden Rules:

1. Leadership Commitment with a Top-Down Approach
2. Identify All Hazards and Risks
3. Set Safety and Health Targets
4. Ensure a Safety System/ Standards
5. Use Safe and Healthy Technology
6. Improve Qualification
7. Involve People

With this focus on safety, we have driven great progress -- since 2018, our lost time work case accidents have declined by over 75 percent. Making sure that our safety efforts measure up to the appropriate standards and practices is important to us. Over 50% percent of Gentherm employees operate in facilities that are OHSAS 18001 / ISO 45001 certified, with additional locations planned for future certification.





SECTION NO. 5:

Our Planet

Protecting the environment is not the responsibility of any one person, one company, or one industry. It is the responsibility of everyone. At Gentherm, our products are intended to break the boundaries between “what is” and “what is possible.” We strive to produce products that deliver great customer experiences and create long-term value for our stakeholders, all in a manner that aligns with protecting the environment.

Energy efficiency and the shift towards vehicle electrification are major trends in the automotive industry. Gentherm is excited to be at the forefront of key technologies that support the future of transportation. Whether it’s a traditional internal combustion, a hybrid, a full electric powertrain, our technologies improve the overall experience of owning a vehicle. Research has shown that Gentherm’s products can reduce CO2 output per mile and increase e-vehicle range. We are contributing to a faster march towards electrification by bringing innovative solutions to the table that help address potential issues, all while improving passenger comfort.



“As we, and other companies in the auto industry, see the landscape of transportation shifting towards electrification, we are excited to be on the leading edge of key components that drive that shift. With our global engineering team, a deep knowledge around thermal activities and thermal comfort, and an absolute commitment to being an industry thought-leader, we believe that Gentherm is poised to play a key role in the future of transportation.”

MATT FISCH
Senior Vice President,
Chief Technology Officer



PLANET METRICS

In order to drive resource efficiency throughout Gentherm's operations, we of course need to measure our activities and understand the data. The information below summarizes key environmental metrics in terms of quantity, as well as their intensity (usage versus revenue). Measuring resource usage versus revenue is a valuable way to understand our efficiency - as Gentherm grows, we expect to see changes in total resources, but by measuring efficiency, we get a more accurate picture of our efforts to minimize our environmental impact.



Scope 1 GHG Emissions:
1,258 MT CO2
1.4 MT / \$ Mil Rev.

Scope 2 GHG Emissions:
26,992 MT CO2
29.6 MT / \$ Mil Rev.



Total waste generated:
6,437 M. Tons
7.0 MT / \$ Mil Rev.

Sent to Recycling:
2,462 M. Tons

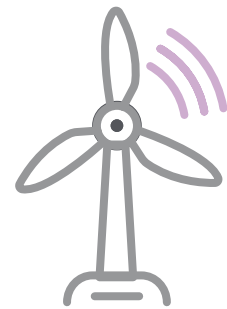
Sent to Incinerators:
2,115 M. Tons

Sent to Landfills:
1,827 M. Tons

Hazardous Waste:
33 M. Tons



Total electricity usage:
¹ **MWH = 46,426**
50.8 MWH / \$Mil Rev.



4,424 MWH
of our electricity use
came from renewable
resources in 2020

= 9.5%

Approx. 9.5% of all electricity consumed is generated from renewable sources. Considering only at sites that are able to ascertain the generation sources of their purchased electricity, those sites average 19.5% from renewable sources.



Total Water Usage:
² **121,971 Cubic Meters**
133.6 M3 / \$ Mil Rev.



1. Other than minor / pilot program solar power projects at select locations, 100% of Gentherm's electricity is purchased from local municipal sources, AKA the local power grid.
2. All water usage is provided by local municipal services, including being withdrawn from local sources per municipal services standard practices.
3. All metrics disclosed are 2020 usage. Intensity measurements (Unit / \$ Mil Rev.) calculated using 2020 revenue







“We are so excited for the development and launch of our first ever global environmental improvement targets. While Gentherm sites have long tracked their progress locally, these targets represent a big step forward as we take a broad view of our company’s actions around environmental impact. As we developed these targets, we compared our present status to external benchmarks as well as select peers. We found we compared favorable to many peers, but we still see opportunity for improvement. I am excited by the hard work of our team and proud to demonstrate the commitment and progress.”

RAFAEL BARKAS
Senior Vice President,
Global Operations and Supply Chain

ENVIRONMENTAL TARGETS

As part of our sustainability efforts, Gentherm is establishing environmental targets against which we can measure our performance related to resource intensity across key metrics. These targets were developed using benchmarking and comparisons to peer organizations, as well as consultation with outside resources. As part of establishing targets, we have selected 2019 as our baseline, with all progress to be measured against our metrics as of that point in time.



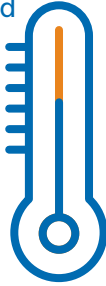
	Baseline	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Target Metric	Present Status	Improv. Goal	Improv. to Date	Status
	2019	2020	2021	2022	2023	2024	2025	2026					
 Electricity Usage Total - MWH Metric: Electricity Usage - MWH / \$Mil. Rev.	49,837	46,427							47.7	50.8	7%	0.9%	*working/ on track
	51.3	50.8											
 Waste to Recycling total - Metric Tons Metric: Waste to Recycling as a Percent of Total Waste	2,534	2,462							35.9%	38.2%	7%	13.9%	*target achieved
	33.6%	38.2%											
 Hazardous Waste Total - Metric Tons Metric: Hazardous Waste - Metric Tons / \$Mil. Rev.	45	33							0.043	0.037	7%	21.0%	*target achieved
	0.046	0.037											
 Water Usage Total - Cubic Meters Metric: Water Usage - Cubic Meters / \$ Mil Revenue	141,236	127,626							135.2	139.8	7%	3.8%	*working/ on track
	145.3	139.8											

*For all metrics, even those noted as “Achieved”, we will continue to monitor our progress versus baseline and towards our targets. We believe that the impact of COVID-19 on business operations in 2020 may have resulted in metrics that are outliers / non-normal, and hence may we may see reversions or data variance over the short term.

MAKING A DIFFERENCE

We encourage environmental best practice sharing and learning from other locations around the world, but we also recognize that each site has unique requirements, so we encourage our people to take appropriate actions that align with local needs – a “think global, act local” mindset.

SHENZHEN, CHINA increased cooling production process temp from **6.5 °C to 9 °C**. Reducing electricity needed while maintaining effectiveness.



SHENZHEN, CHINA - At this electronics manufacturing site, over **80% of all solid waste** is sent for recycling

MEXICO, HUNGARY, VIETNAM, UKRAINE, & CHINA have been replacing fluorescent bulbs with the latest **LED Lighting** in their 24 hour facilities



While Gentherm’s manufacturing processes are not water intensive, that doesn’t mean we aren’t focused on reducing our water usage. Water is an important resource and access to it is a fundamental human right, so we focus on reducing water usage as part of our drive towards resource efficiency.

Mexico is classified by the World Resources Institute as a “High Water Stress” country. Our Operations team determined that **97% of water usage in Mexico is for sanitary and cafeteria usage** which somewhat limits our opportunity to reduce consumption, but we’re committed to maximizing efficiency where we can, so our Mexico plants have invested in upgrades to flush-less / dry bathroom facilities and low-flow & automated water faucets.



LANGFANG, CHINA & MEXICO installed **automated faucets**



SHENZHEN, CHINA uses **recycled / reclaimed** water for their cooling test.

In Del Rio, Texas, the team launched a project to investigate water usage, identifying water leaks that were subsequently repaired, as well as updating all internal plumbing systems.

When it comes to electricity use, we examine every angle, whether it's lighting or industrial equipment, to further our drive towards efficiency.



CELAYA, MEXICO implemented shutdown program by turning off air-conditioning, equipment, and lighting during non-use. **16% decrease in energy** from 2019 to 2020

NORTHVILLE, USA enrolled in a renewable energy program with local provider. **17.5% of buildings electricity** comes from renewable resources.



VYNOHRADIV, UKRAINE plant, the team has modified processes to use more environmentally friendly products, **including replacing lead-containing solder with a lead-free version.**

While Gentherm's manufacturing processes produce low levels of hazardous waste, we continue to look for ways to reduce it even further.

At our site in Langfang, we had two examples of these efforts. In one situation, the team had traditionally used hydrochloric acid in their testing procedures. As the acid is a restricted substance, the team identified an external source that could provide a more environmentally friendly alternative. In another circumstance, a customer required testing process that included a restricted chemical. Our team worked with the customer, suggesting updates to the testing process, that allowed us to eliminate the restricted chemical, replacing it with a simple, environmentally friendly alternative.

Environmental actions are not always free and driving improved energy efficiency can often require a financial investment. 2020 was a challenging year, and as a result some projects were delayed or reconsidered, however we did continue to make investments in energy efficiency. While teams around the world continued to upgrade to LED lighting, they also implemented some other small but important energy efficiency projects, investing over \$35,000 on key initiatives.



Vietnam began installing solar power equipment



Northville, Hungary & Malta updated air conditioning units



Langfang installed exterior lighting powered by solar photovoltaic setup



Malta upgraded computer monitors to high efficiency units

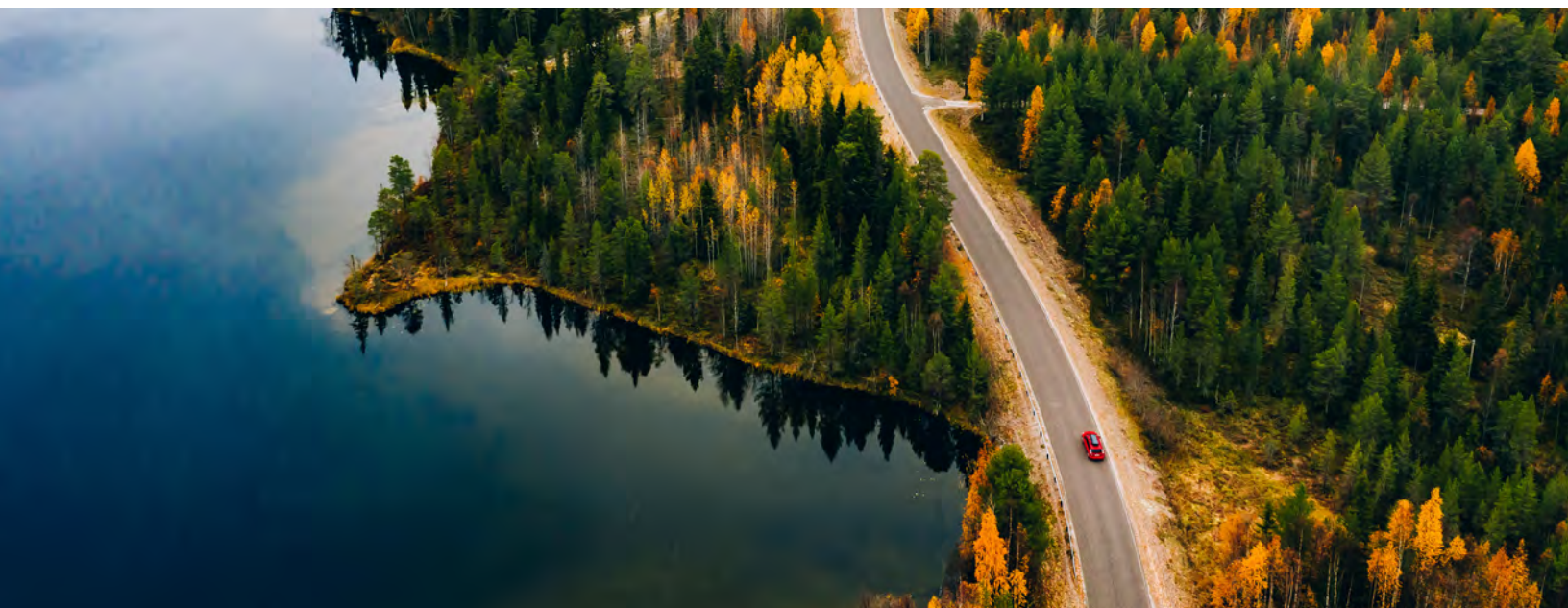
ISO - 14001

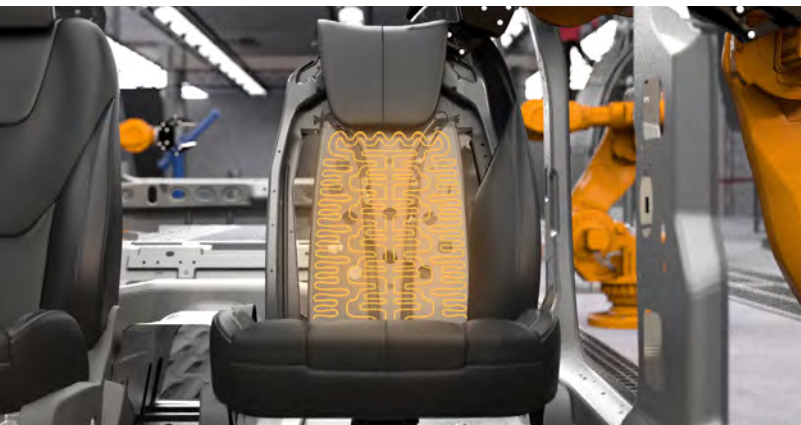
We take our commitment to sustainability seriously, and one great way to make sure that we are meeting basic standards is to look to outside certification. As a result, the ISO-14001 certification is a key measurement for us, especially for our manufacturing locations.

In 2020, approximately 80% of our employees worked at locations that are ISO-14001 certified. Previously stated plans to achieve additional ISO-14001 certifications were altered in 2020 due to operating requirements driven by COVID-19. However, that short term delay has not altered our long-term plans. Our only non-certified major manufacturing location is scheduled to complete their certification process in 2021, which would increase the percent of employees at certified locations to over 90%.

PLANET RISKS

While Gentherm is taking strong and measurable actions to minimize our environmental impact, our team acknowledges that we have opportunities to improve. Each one of our sites, whether they are manufacturing locations, engineering buildings or sales offices, all have an impact on the environment. They each use resources such as water and electricity, and they all generate some level of solid waste. We understand the risk this poses to the environment, and our team is dedicated to continuing to improve and get better. We will keep working to adapt and improve our processes and our products so that we minimize our environmental impact.





OUR TECHNOLOGIES

The future of transportation lies in vehicle electrification, with studies forecasting electrified vehicles (mild hybrid, full hybrid, and battery electric), representing over 50% of the total production in less than 10 years. With our product portfolio, we believe that we are well positioned to be a major driver and thought-leader in the areas of vehicle energy efficiency and occupant comfort, both for the present in vehicles powered by internal combustion engines as well as electrified vehicles.

Whether it's our Climate Controlled Seats or our innovative ClimateSense system, we are part of making vehicles more efficient. From our Battery Performance Systems division, to our innovative cell connecting technologies, the future of vehicle electrification is coming, and we are helping to deliver it.

Our dedicated and high-performing team at Gentherm Medical continue to design, develop, and introduce medical products that leverage Gentherm's knowledge and experience in temperature management.

Across our product portfolio, Gentherm technologies are positioned to deliver on our mission statement;

Making meaningful differences in everyday life, by improving health, wellness, comfort and energy efficiency.



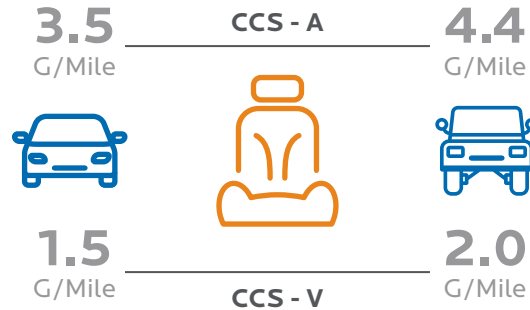
"Our automotive technologies provide unique solutions to the industry in the areas of occupant comfort, electronics and battery performance systems. Gentherm's global sales team is excited for the opportunity to meet with customers to discuss how we can partner with them to develop and deliver best in class systems. We are so proud of the development work we are doing in these areas, that will undoubtedly help to change and improve cars in the future"

PAUL GIBERSON

Senior Vice President,
Global Sales

GENTHERM AUTOMOTIVE

Climate Control Seats (CCS): Gentherm’s CCS seating products include CCS-A (Active) and CCS-V (Vent). Both products employ patented technologies to provide heating and cooling / venting through the seating surfaces, delivering optimal passenger comfort while reducing overall vehicle energy needs compared to traditional HVAC and thermal management systems. The National Renewable Energy Laboratory, part of the U.S. Department of Energy, has conducted testing which verifies that a vehicle using Gentherm’s CCS products have lower CO2 output rates (per mile driven, under similar conditions) than those that are not similarly equipped.



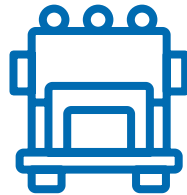
Note: G/Mile = Grams of CO2 reduced per mile driven when system is active.

If Gentherm’s CCS-V products were part of every light vehicle sold in 2020 in the United States, over their average useful life, they would emit approximately 984 Million KG LESS Carbon Dioxide than the same vehicle without CCS products. CCS-A would more than double that impact to 2.2 Billion KG.

984 Million KG of CO₂ reduction is equivalent to:



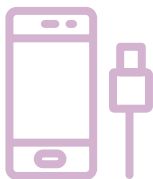
5,400 railcars worth of coal burned



13,000 tanker trucks' worth of gasoline



110,000,000 gallons of gasoline consumed



125,000,000,000 smartphones charged



2,300,000 barrels of oil



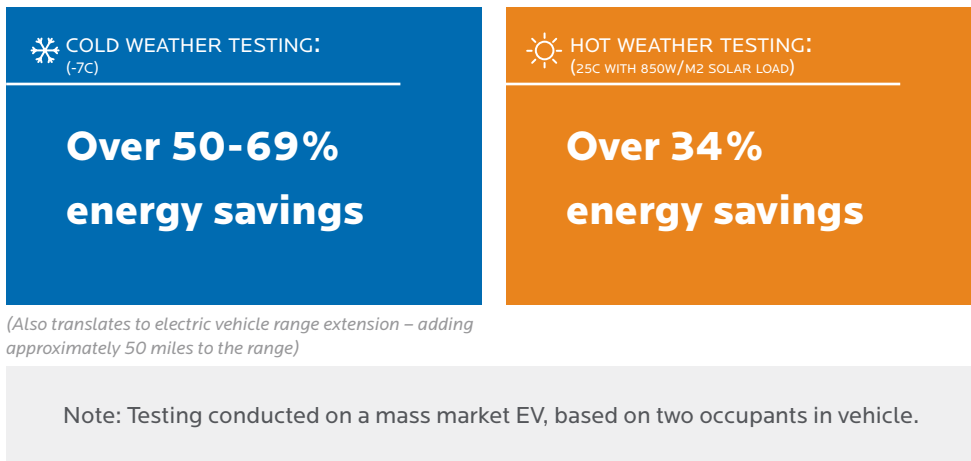
167,000 homes electricity use for one year

Note: Calculation based on US 2020 market of 15,000,000 vehicles, 50/50 car/truck split, CCS seats in use for 25% of mileage, and average useful vehicle life of 150,000 miles.

CLIMATESENSE™

Gentherm’s ClimateSense system is based on cutting edge hardware operating in coordination with advanced software algorithms, all working to deliver personalized comfort through localized heating and cooling of the individual. ClimateSense provides a better, more efficient approach to thermal comfort which means improved vehicle energy efficiency.

Through a major study with General Motors, Gentherm was able to confirm and quantify the energy savings from ClimateSense as compared to an electric central HVAC system.



The changing landscape of transportation, including ridesharing, electrification and autonomous vehicles, is driving a need to redesign the interior of a vehicle. However, when we look at the interior cabin of today’s vehicles, the HVAC and thermal management systems, while greatly improved, are still designed and built on the same general structure that’s been in place for the last 50 years. Our ClimateSense™ system demonstrates that we can drive a major change in how to deliver thermal comfort, and it can be the solution that meets the industry’s needs – including goals of increased electric vehicle range and energy savings, while creating the overall passenger experience that will meet the demands of consumers.





“As vehicle electrification continues to gain momentum, we are so excited to be on the forefront of developing and delivering technologies that continue to advance the efficiency and effectiveness of this new era of transportation. We like to say that without CCBs, you can’t have electric vehicles – and we believe that our CCBs are among the best, most advanced, most environmentally friendly versions available today”

THOMAS STOCKER
Senior Vice President and General
Manager, Global Automotive

CELL CONNECTING BOARDS (CCB)

In an EV, the power comes from a large number of individual battery cells working together. Organized in series and parallel, those individual battery cells play a critical role in the performance and safety of the vehicle. Within the battery pack, our Cell Connecting System provides a reliable and continuous flow of temperature and cell voltage information during the charging and discharging process, ensuring performance and safety.

As for environmental impact, Gentherm’s CCB technology is a big step forward versus legacy applications. Gentherm utilizes a process that eliminates the use of acids and other chemicals that have been used for chemical etching, as well as utilizing aluminum that is readily recyclable.

BATTERY PERFORMANCE SOLUTIONS (BPS)

Gentherm’s BPS product portfolio includes systems that improve the performance of the battery packs in hybrid-electric vehicles by heating a battery during cold conditions and cooling it during warm conditions. This temperature management technology increases the life of a battery pack, reducing waste by extending the useful life of the battery and delaying the need to recycle or dispose of the battery.



GENTHERM MEDICAL

2020 has been a challenging year and with the rise of COVID-19, the Gentherm Medical business experienced increased demand for the Blanketrol® III. This system can be used to raise, lower or maintain a patient's temperature. With COVID-19 patients, fever is a key concern and the Blanketrol® III can help caregivers manage those patient's temperatures accurately. While fever can be beneficial when the body is naturally fighting an infection, studies in ICU patients have shown that fever control reduces oxygen demand and preserves organ tissue oxygenation during shock. The Blanketrol® III can help reduce a patient's fever without the risk of invasive devices.



To learn more about COVID-19 patients and how Gentherm can assist, our medical team conducted a survey targeting US Acute Care Hospitals on how their clinicians were treating high temperatures in their patients. The results showed thermal management devices contributed to the positive outcomes of some of these covid-19 patients.

- 64% of facilities treating COVID-19 patients have a protocol for fever and believe it is helpful to have in times like this.
- 100% of respondents said that medication is the first treatment of choice for fever.
- 62% used active cooling methods to treat their COVID-19 patients when traditional methods like medication and ice were not effective.
- 80% Of those caregivers said that active cooling had a positive impact on the patient's outcome.

At Gentherm we are proud to be able to contribute to helping save the lives of these high risk COVID-19 patients. As we continue to design and develop thermal management devices, we take with us what we have learned this year from the pandemic and how we can improve our technologies to help in other medical areas.



“At Gentherm Medical, we are excited to be able to help patients during these trying times. Our thermal management products offer accurate patient temperature management which is an essential part of managing COVID-19 patients. We are proud to develop and produce medical devices that truly make a difference to these patients in need.”

STEVE FLETCHER

Senior Vice President and
General Manager, Medical



SECTION NO. 6:

Places

BEING A PART OF OUR COMMUNITY

At Gentherm, we work to be a positive force in the communities where we do business. That often includes efforts to support local charities or educational organizations, however, in 2020, most of our efforts pivoted to the way we felt we could best help our communities: by supporting efforts to help those affected by the COVID-19 pandemic. While our Gentherm team established safe working procedures and practices for our employees, we also looked for ways to help those in our communities.

One of the best ways we found to provide support was to help healthcare facilities and healthcare workers get the equipment and supplies they needed.

ACUÑA, MEXICO

With items used to treat and protect individuals from COVID-19 in high demand at medical facilities, our team in Acuña, Mexico was able to support their local hospitals by donating antibacterial gel, antibacterial soap, bleach, packages of protective equipment and protective suits. The materials were procured and collected by Gentherm, and then distributed to local hospitals in need.

NORTH MACEDONIA

To help front-line workers, our team in North Macedonia donated needed equipment for the Prilep General Hospital's new Urgent Care Center. Donations included: computers, computer desks, chairs, furniture for the nursery room and 2,000 medical masks.

The Engineering and Purchasing teams in North Macedonia saw an opportunity to use a 3D printer located at our facility to print safety visors for doctors, nurses and healthcare workers at their local hospital. In less than one week, the team was able produce and provide their first set of safety visors to a hospital in Makedonski Brod. Another hospital in the local community was in need of support for their neonatology department – and our team stepped up, providing a donation of 20 baby beds, bedding supplies, and more.

HUNGARY

The National Koranyi Institute of Pulmonology was designated by the Hungarian government as one of the key hospitals in the fight against COVID-19. Healthcare workers at the site did not have a separate washing machine and dryer to use at work, which meant that their uniforms had to be taken into their homes to be cleaned and disinfected after their shifts. Our team in Hungary saw an opportunity to help the medical team fighting against COVID-19 and donated equipment including a washing machine, dryer, dishwasher and more.

The Primary and Grammar School for Visually Impaired Children in Debrecen, Hungary supports students from across the country who are blind or visually impaired. The challenges of educating from home due to the COVID-19 pandemic hit this community harder than others because the school utilizes special programs and machines that most families cannot afford to have in their home. The Gentherm Hungary team was able to help some of these students by donating four new laptops to the school to be distributed to families who need them.



“In 2020, the pandemic affected essentially every business and every community in the world. I am so proud of our team at Gentherm and how we responded across our locations to be a positive force in our communities. Whether it was our teams in North America, Europe, or Asia, the Gentherm spirit really shined in 2020. I think that kind of activity encapsulates the strength of our team here at Gentherm.”

HUI (HELEN) XU
Senior Vice President and General
Manager, Global Electronics

GERMANY

Our team in Germany donated 2,000 face masks to the Einkaufshilfe Odelzhausen. Einkaufshilfe is a volunteer service run by Odelzhausen’s fire brigade that assists at-risk individuals. Additionally, the team donated a package including 1,000 face masks, disinfectants, protective goggles, disposable gowns and disposable gloves to Die Wiege, a home for children with disabilities.

UKRAINE

Our team in Ukraine supported a local hospital by providing necessary protective equipment including masks, glasses, shields and suits for hospital employees. The donation also included disinfectants, rubbing alcohol and respirators, a key piece of equipment for patients with COVID-19.

VIETNAM

With schools closed, local children moved to learning online, however, some local students did not have the necessary technology. To help support these students, the Gentherm team distributed smartphones to disadvantaged students from the Bach Thuong Elementary School in the town of Due Tien. These smartphones will help them stay connected and participate with online learning. The team also donated sets of workbooks for Grade 1 students, ensuring that they are able to practice their writing skills.

NORTHVILLE

The pandemic’s effects threatened a local charity’s ability to provide support and services for kids and families in crisis. To ensure that the organization could continue their operations, providing important services to those in need, Gentherm made a financial donation to this important cause.

IT'S NOT ALWAYS WHAT WE CAN DONATE, IT'S ALSO WHAT WE CAN DO

With a global engineering team and innovative products in thermal management and an exemplary medical products division, our employees leveraged all available resources to help in a variety of ways during the pandemic – aligning perfectly with our mission statement – “to make meaningful differences in everyday life.”

The Gentherm team collaborated with the Ford Electrical Engineering team to design and manufacture a sophisticated electronics solution for the Ford PAPR (Powered Air-Purifying Respirators). The PAPR is designed to help protect health care professionals on the front lines of COVID-19 by offering protection against respiratory hazards with integrated head, eye and face protection.

Our engineers worked with the Ford Engineering team to develop a battery management system to monitor the state of battery health and charge. The system tracks battery voltage to ensure the blower delivers the required airflow, and in the event a low battery notifies the health care profession of the need to service the battery. The strong commitment from the team to go the extra mile meant the entire design cycle from concept to production was executed in three weeks.

As a result of the rapid increase of patients affected by COVID-19, Gentherm Medical experienced an increase in demand of its production of Blanketrol® devices. The Blanketrol is a hyper-hypothermia device that is used to help maintain or change a patient’s temperature with the use of a Kool-Kit or water blankets. These blankets or wraps are placed around the patient and temperature-controlled water is circulated through them to help regulate a patient’s temperature. While fever can be beneficial when the body is naturally fighting an infection, studies in ICU patients have shown that fever control reduces oxygen demand and preserves organ tissue oxygenation during shock. The Blanketrol can help reduce a patient’s fever without the risk of invasive devices.

When demand soared in 2020, our team in Cincinnati didn’t hesitate to pitch in to support the needs. Working almost around the clock for weeks on end, our team was able to deliver near-record quantities of the Blanketrol products, knowing that our efforts helped support the life-saving work of medical personnel on the front-line of the pandemic. The team at Gentherm is so proud of the work our Medical team has completed and stands ready to continue to support the cause as needed.





SECTION NO. 7:

Stakeholders & Supply Chain

STAKEHOLDERS & SUPPLY CHAIN

Our vision of a sustainable present and future is not limited to just our sites and our people, we are also working to ensure that throughout our supply chain we hold all stakeholders accountable. We want all of our business partners to have a sustainability stance that aligns with Gentherm's values, and that is focused on continuous improvement.

To help provide clarity and directions for our supply base, Gentherm publishes two key documents, our Supplier Code of Conduct and our Supplier Requirements Manual – both are available [here](#). These two documents provide guidance and requirements to our suppliers around key topics such as:

- *Health and Safety topics*
- *Restrictions against corruption, bribery, and extortion*
- *Labor and Human Rights, including child labor and human trafficking*
- *Gentherm's right to audit and review their operations across a range of topics*

Our updated process will provide additional guidance and requirements to vendors, will enhance our already active vendor pre-screen process, and more. We expect to see these enhancements phased in starting this year.

Another way we assess our stakeholders and our supply chain is with regard to supplier diversity. The Gentherm Supplier Diversity program works to increase the diversity of our purchasing spend. Whether it's productive materials, non-productive materials, or purchased services, Gentherm seeks to drive working to drive supplier diversity and inclusiveness.





SECTION NO. 8:

Governance

We believe that a strong, sustainable company is built on a foundation of corporate governance. Our corporate governance structure is designed to support who we are today, as well as where we want to go in the future – and making sure we do it in the right way.

As discussed in this report and in our annual Proxy Statement, we have expanded oversight, leadership and accountability of our ESG program in our Board meetings and through the ESG Steering Committee led by Senior Leadership. We have strengthened our Ethics Hotline through targeted employee communications and human resources training. It is our goal, and in the best interest of our stakeholders, to be transparent in our actions and in reporting, as demonstrated through our disclosures and statements aligning with SASB standards and UN SDG principles.

Our Executive Leadership Team, including our Chief Executive Officer and our Board of Directors are held to the highest standards. We expect and demand full compliance with our Code of Business Conduct and Ethics, our corporate governance policies, all applicable laws, and our Winning Culture Behaviors.

For more information on our Corporate Governance structure and practices, refer to our annual Proxy Statement, or visit our Governance section on Gentherm.com ([here](#)).



“Here at Gentherm, we are leveraging good Governance practices as we build our Sustainability program and expand our efforts on the Environmental and Social aspects. In 2020, we added Board level and Senior Leadership structure to provide oversight and guidance, and to ensure that our Sustainability program is delivering on our objectives. We also believe in strong, transparent corporate practices to ensure that we align our efforts with stakeholder expectations, while continuing to deliver on our mission and success as a company.”

WAYNE KAUFFMAN
Senior Vice President,
General Counsel and Secretary





SECTION NO. 9:

2021 Plans & Commitments

Sustainability is an evolving journey, and Gentherm is excited for where we are going. People, Planet and Places are not just three words, they encapsulate a commitment from our team. By continually working to improve on these three pillars, we can help drive forward on our mission as well as support our activities that aim to create long-term value for our stakeholders.

In 2021, we are focused on steps to drive our program to a more mature status. Like any major initiative that touches every part of the organization, building initial momentum is the first step. Now that we have the momentum, we're planning how to sustain it and move forward. Our 2021 plans include:

- *Increasing alignment with industry standards such as SASB and TCFD, including transparent disclosures of key data and processes.*
- *Implementing additional risk and opportunity assessment procedures for our program, including integration with our Enterprise Risk Management process and evaluation of potential financial impacts related to sustainability.*
- *Investigating trends and opportunities around carbon neutrality and developing a corporate strategy for future actions.*
- *Ensuring that our overall strategic vision for sustainability aligns with our stakeholders, shareholders, customers, and our supply chain. Having a long-term vision and roadmap will help ensure our success.*

If you have any questions or need further information, please visit our website at Gentherm.com or email our team at Sustainability@Gentherm.com.



"With this, our second sustainability report, we are pleased to show the progress we've made over the last 12 months – not just on our accomplishments, but also around the overall trajectory of our program. With the inclusion of external components such as SASB-aligned disclosures and the United Nations Sustainable Development Goals, we know our program will one day be a model and benchmark in the industry. We have come a long way in a short time, and yet we're just getting started."

JAYMI WILSON

Senior Vice President, Strategy,
Marketing and Communications

APPENDIX

SAFETY DEFINITIONS:

Lost-Work Time Incidents: Any injury to health as a result of a one-time event with an impact of more than 1 day of absence, also includes injuries due to transportation in company-provided transportation or accidents during business trips. Also includes non-employee accidents / injuries on a Gentherm site. Lost-time accidents only includes “recoverable” accident, in which the person will fully recover from accident / injury.

Non-Recoverable Incidents: Any injury to health as a result of a one-time event with an impact of more than 1 day of absence, also includes injuries due to transportation in company-provided transportation or accidents during business trips. Also includes non-employee accidents / injuries on a Gentherm site. Non-Recoverable accidents indicate permanent injury in which the individual will not / may not fully recover.

Lost Time Case Rate (LTCR): Measured according to standard OSHA methodology.

No data around on-site, work-related fatalities is recorded or reported in this report as Gentherm has not recorded an on-site, work-related fatality in our 20+ year history.

ADDITIONAL DISCLOSURES

Political Donations: Gentherm does not donate to or allow the use of company funds to specifically support political purposes. In accordance with our internal Delegation of Authority policy, all charitable donations must be approved by the Chief Executive Officer, and in agreement with the Chief Financial Officer, the Chief Human Resources Officer, and General Counsel.

Fleet Vehicles: Gentherm does not maintain a traditional vehicle fleet. We do however maintain a small number of company-owned vehicles designated for sporadic, non-specific employee use (“pool vehicles”). While this number may fluctuate based on expiring leases and other criteria, we estimate the average number to be approximately 20 vehicles, operated at an average of 10,000 or less per year. Based on average CO₂ emissions for a vehicle, the total output would represent a de minimus amount to our total GHG emissions (less than 0.3%) and is therefore excluded from our detailed GHG tracking process. Based on this immaterial impact, our Scope 1 CO₂ calculations exclude these emissions, instead focusing on our emissions from material sources.

ENVIRONMENTAL METRIC DETAILS

Key Environmental Metric by Region	North America	Europe	Asia	Total
Electricity Usage / Source				
Total MWH Used	19,767	10,567	16,093	46,427
Total MWH from Renewable Sources	1,092	793	2,539	4,424
Percent of Total MWH Used	42.6%	22.8%	34.7%	100%
Percent of MWH from Renewable Sources	5.5%	7.5%	15.8%	9.5%
Solid Waste Source / Disposal				
MT Waste to Landfills	823	980	24	1,827
MT Waste to Recycling	1,264	417	781	2,462
MT Waste to Incinerators	605	1	1,508	2,115
MT Waste - Hazardous	12	6	15	33
Total MT Waste	2,704	1,405	2,328	6,437
Percent Waste to Landfills	30.4%	69.8%	1.0%	28.4%
Percent Waste to Recycling	46.7%	29.7%	33.5%	38.2%
Percent Waste to Incinerators	22.4%	0.1%	64.8%	32.8%
Percent Waste - Hazardous	0.5%	0.4%	0.6%	0.5%
Percent Waste Generated	42.0%	21.8%	36.2%	100.0%
Water Usage				
Total Water Usage (Cubic Meters)	41,901	34,904	50,821	127,626
Percent Water Usage	32.8%	27.3%	39.8%	100.0%
Greenhouse Gas Emissions				
Scope 1 (MT CO ₂)	410	801	48	1,258
Scope 2 (MT CO ₂)	10,029	6,131	10,833	26,993
Total Scope 1 & 2 (MT CO ₂)	10,438	6,932	10,881	28,251
Percent of Scope 1	32.6%	63.6%	3.8%	4.5%
Percent of Scope 2	37.2%	22.7%	40.1%	95.5%
Percent of Total Scope 1 & 2 (KG CO ₂)	36.9%	24.5%	38.5%	100.0%

1. Other than minor / pilot program solar power projects at select locations, 100% of Gentherm's electricity is purchased from local municipal sources, AKA the local power grid.

2. All water usage is provided by local municipal services, including being withdrawn from local sources per municipal services standard practices.

3. All metrics disclosed are 2020 usage. Intensity measurements (Unit / \$ Mil Rev.) calculated using 2020 revenue

SASB CONTENT INDEX









SASB Code	Disclosure Summary	2020 Disclosure and Response	References
Energy Management: TR-AP-130a.1	Total amount of energy consumed; purchased & on-site	Adding all energy sources, including purchased electricity & steam (Scope 2), as well as energy consumed on site including natural gas, heating oil, and similar (Scope 1): Total energy consumption calculated at 196,099 GJ.	Appendix, Environmental Metric Details
Energy Management: TR-AP-130a.1	Percentage of all electricity consumed that is provide from local electrical grid	As noted in Environmental metrics of the report, other than de minimus / pilot projects around solar energy, 100% of Gentherm's electricity is provided from the electrical grid.	Planet Section, Planet Metrics
Energy Management: TR-AP-130a.1	Percentage of all electricity consumed that is generated from renewable resources	As noted in environmental metrics of the report, approximately 9.5% of all electricity consumed is generated from renewable sources. Considering only at sites that are able to ascertain the generation sources of their consumed electricity, those sites average 19.5% from renewable sources.	Planet Section, Planet Metrics Appendix, Environmental Metric Details
Waste Management: TR-AP-150a.1	Total amount of waste from manufacturing	Total waste from Gentherm sites totals 6,437 Metric Tons, with effectively 100% of that waste produced at manufacturing / R&D sites.	Appendix, Environmental Metric Details
Waste Management: TR-AP-150a.1	Percentage of total waste that is hazardous	Hazardous waste represents 0.52% of all waste produced in 2020.	Appendix, Environmental Metric Details
Waste Management: TR-AP-150a.1	Percentage of total waste that is recycled	38% of all waste produced was sent to recycling facilities / operations in 2020.	Appendix, Environmental Metric Details
Product Safety: TR-AP-250a.1	Number of product recalls issued	In 2020, Gentherm did not have a single recall campaign item that was noted by NHTSA as part of their standard monthly recall reports.	Not Applicable
Product Safety: TR-AP-250a.1	Total units recalled	In 2020, Gentherm did not have a single recall campaign item that was noted by NHTSA as part of their standard monthly recall reports.	Not Applicable
Design for Fuel Efficiency: TR-AP-410a.1	Percent of total revenue from products designed to increase fuel efficiency and / or reduce emissions	\$393 million USD revenue (43.1% of total) including Climate Control Seating and Battery Performance Solutions (per studies cited in Product section).	Our Technologies
Materials Sourcing: TR-AP-440a.1	Description of the management of risks associated with the use of crucial materials	See Human Rights section and our Conflict Minerals process.	People Section, Human Rights People Section, Conflict Minerals
Materials Efficiency: TR-AP-440b.1	Percentage of products sold that are recyclable	During 2020 we recognized growing interest from our stakeholders regarding product input materials and product end-of-life disposition. While we have made efforts to utilize environmentally friendly inputs and to consider end-of-life disposition, we view this as an emerging opportunity for Gentherm, and our Sustainability team is reviewing the situation. We will continue to examine the data, and strive to evolve our approach to input materials and end-of-life disposition. We are optimistic that future actions will work towards further reducing the environmental impact of our products.	Not Applicable
Materials Efficiency: TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content		Not Applicable
Competitive Behavior: TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0; Gentherm did not incur financial costs in 2020 as a result of legal proceedings related to anticompetitive behavior.	Not Applicable

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

In 2015, the United Nations introduced the Sustainable Development Goals (SDGs), which is a series of 17 goals designed to be the blueprint to achieve a better and more sustainable future for all. As Gentherm continues to enhance and grow our sustainability program, we look to align our actions with these global goals.

The table below provides an overview of how Gentherm’s sustainability program aligns with relevant SDGs. The items listed are examples only and are not intended to represent the entirety of our actions in that area.

SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goal	Gentherm Alignment and Approach	Key Related Activities & Actions	References (Report Location)
 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>Ensure healthy lives and promote well-being for all at all ages.</p>	<p>We are dedicated to providing a safe work place for our employees and all visitors to our locations. Employee engagement activities include a focus on employee health and wellness, especially as related to COVID-19. Gentherm Medical provides innovative equipment and supplies that help improve patient outcome and contribute to improved well-being.</p>	<ul style="list-style-type: none"> Employee health activities COVID Safe Work Playbook and alternative work arrangements Gentherm Medical equipment and mission Focus on safety and continuous improvement 	<ul style="list-style-type: none"> People, Engaged Workforce People, COVID-19 Effort and Response Planet, Our Technologies People, Safety - Vision Zero
 <p>4 QUALITY EDUCATION</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p>We believe in the importance of education, training, and continued growth for both our employees and those outside of our organization. Our internal programs offer career training, mentor / mentee relationships, and career planning and feedback. We also host internship and co-op programs, offering a chance for individuals to experience our company and potential career paths. Gentherm has a long history of supporting STEM education, and we also believe in foundational education as well, offering programs for employees to complete their high school education.</p>	<ul style="list-style-type: none"> Employee health activities COVID Safe Work Playbook and alternative work arrangements Gentherm Medical equipment and mission Focus on safety and continuous improvement 	<ul style="list-style-type: none"> People, Engaged Workforce People, COVID-19 Effort and Response Planet, Our Technologies People, Safety - Vision Zero
 <p>5 GENDER EQUALITY</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>We are committed to providing high quality, fairly compensated employment at every one of our locations. We believe in treating people appropriately, providing career training, and offering opportunities for professional advancement. Through our Diversity, Equity, and Inclusion Council, our Women’s Network, and our Career Development programs, we strive to promote productive and decent work and opportunity for all.</p>	<ul style="list-style-type: none"> Gentherm Career Development Programs Diversity, Equity, and Inclusion Council Gentherm Women’s Network Global Human Rights Policy 	<ul style="list-style-type: none"> People, Career Development People, DE+I People, Women’s Network People, Human Rights
 <p>6 CLEAN WATER AND SANITATION</p> <p>Ensure availability and sustainable management of water and sanitation for all.</p>	<p>We believe in the importance of water conservation and sustainability and make dedicated efforts to improve our water usage. In 2021, we have established a target to improve our water usage versus our revenue.</p>	<ul style="list-style-type: none"> Water Usage Improvement Target Water Usage Metrics Water Reduction Projects 	<ul style="list-style-type: none"> Planet, Metrics Appendix, Environmental Metric Details Planet, Making a Difference
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<p>We strive to expand our use of renewable and clean energy, through selections of vendors, or through voluntary programs to purchase increased levels of renewable energy. We also have undertaken pilot programs related to solar power at multiple locations. In 2020, 9.5% (4,424 MWH) of our total electricity was noted as coming from renewable resources, with that rate rising to 19.5% when looking only at sites that are able to ascertain the source of generation of their grid purchased electricity.</p>	<ul style="list-style-type: none"> Renewable Energy Measurement & Tracking Voluntary Renewable Energy Purchases Solar Power Generation and Usage 	<ul style="list-style-type: none"> Appendix, Environmental Metric Details Planet, Making a Difference
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<p>We are committed to providing high quality, fairly compensated employment at every one of our locations. We believe in treating people appropriately, providing career training, and offering opportunities for professional advancement. Through our Diversity, Equity, and Inclusion Council, our Women’s Network, and our Career Development programs, we strive to promote productive and decent work and opportunity for all.</p>	<ul style="list-style-type: none"> Gentherm Career Development Programs Diversity, Equity, and Inclusion Council Gentherm Women’s Network Global Human Rights Policy 	<ul style="list-style-type: none"> People, Career Development People, DEI People, Women’s Network People, Human Rights
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p>	<p>We believe the future of transportation lies in vehicle electrification, and that electrification is key to sustainable activities around transportation. Gentherm is committed to developing technologies and solutions that support and drive this future. Through our technologies such as Climate Control Seats, ClimateSense, Cell Connecting Boards, and Battery Thermal Management, we are helping to support sustainable economic growth.</p>	<ul style="list-style-type: none"> Gentherm Technologies 	<ul style="list-style-type: none"> Planet, Our Technologies

Sustainable Development Goals continued

Sustainable Development Goal	Gentherm Alignment and Approach	Key Related Activities & Actions	References (Report Location)
 <p>10 REDUCED INEQUALITIES</p> <p>Reduce inequality within and among countries.</p>	<p>We support the rights of all people around the world to be treated fairly and equitably. Through our Diversity, Equity, and Inclusion Council and our Women's Network, we work to raise awareness and ensure fair treatment. Our Global Human Rights Policy clarifies and reinforces our stance around the proper treatment of individuals, regardless of location or position.</p>	<ul style="list-style-type: none"> • Diversity, Equity, and Inclusion Council • Gentherm Women's Network • Global Human Rights Policy 	<ul style="list-style-type: none"> • People, DEI • People, Women's Network • People, Human Rights
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensure sustainable consumption and production patterns.</p>	<p>We believe in sustainable consumption and production of our products. Of our five environmental targets, two relate directly to measurables related to sustainability around our products, particularly manufacturing waste. By reducing our landfill percentage, increasing our recycling rates, and reducing our hazardous waste intensity, we can positively affect our manufacturing impact.</p>	<ul style="list-style-type: none"> • Environmental Targets, Waste to Landfill as a Percent of Total • Environmental Targets, Waste to Recycling as Percent of Total • Environmental Targets, Hazardous Waste Efficiency 	<ul style="list-style-type: none"> • Planet, Environmental Metric Targets • Planet, Environmental Metrics • Appendix, Environmental Metric Details
 <p>13 CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts.</p>	<p>We have established a disciplined, detailed Sustainability program, with leadership at our Senior Leadership and Board of Director levels. This guidance and oversight helps to ensure that we are focused on key issues, including climate impact. Our disclosure of Scope 1 and Scope 2 GHG emissions, as well as our Environmental Target around reducing Scope 2 emissions demonstrate a clear commitment to make progress in this area.</p>	<ul style="list-style-type: none"> • Sustainability Approach, Leadership Updates • Environmental Targets, Scope 2 Emissions Efficiency • Environmental Metrics, Scope 2 GHG Emissions 	<ul style="list-style-type: none"> • Sustainability Approach, Leadership Updates • Planet, Environmental Metric Targets • Planet, Environmental Metrics • Appendix, Environmental Metric Details

FORWARD LOOKING STATEMENTS AND DISCLAIMERS

This report contains forward-looking statements within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements represent our goals, beliefs, plans and expectations about our prospects for the future and other future events. Such statements may be identified by the use of forward-looking terminology such as “anticipates,” “appears,” “believes,” “continues,” “could,” “designed,” “effect,” “estimates,” “evaluates,” “expects,” “forecasts,” “goal,” “initiative,” “intends,” “may,” “objective,” “outlook,” “plans,” “potential,” “priorities,” “project,” “pursue,” “seek,” “should,” “target,” “when,” “will,” “would,” or similar terms, variations of such terms or the negative of such terms. The forward-looking statements included in this document, including our targets and goals, are made as of the date hereof or as of the date specified and are based on management’s reasonable expectations and beliefs. Such statements are subject to a number of assumptions, risks, uncertainties and other factors, many of which are difficult to predict and generally beyond our control, which could cause actual results to differ materially from that described in the forward looking statements. Such risks and uncertainties include the risks noted in reports that we file with the Securities and Exchange Commission, including the Risk Factors identified in our Annual Report on Form 10-K for the year ended December 31, 2020, as well as additional factors we may describe from time to time in other filings with the U.S. Securities and Exchange Commission. Except as required by law, we expressly disclaim any obligation or undertaking to update any forward-looking statements to reflect any change in our expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.

Statements regarding our policies, guidelines or goals are aspirational in nature. They are not promised to be delivered nor guaranteed for achievement. We cannot guaranty that our directors, officers employees and suppliers follow the requirements of our codes, policies and guidelines in all circumstances. Standards of measurement and methods of calculating sustainability data are developing and numbers reported are based on company calculations and estimates.

Unless otherwise indicated, references to “Gentherm”, “the Company”, “we”, “our” and “us” in this report refer to Gentherm Incorporated and its consolidated subsidiaries. The content of this report generally covers subject matter for the 2020 calendar year unless otherwise noted and is limited to operations owned and/or operated by Gentherm.

All photographs in this document were taken in a safe manner, including utilizing measures such as social distancing and other appropriate measures, or were taken prior to the COVID-19 pandemic.