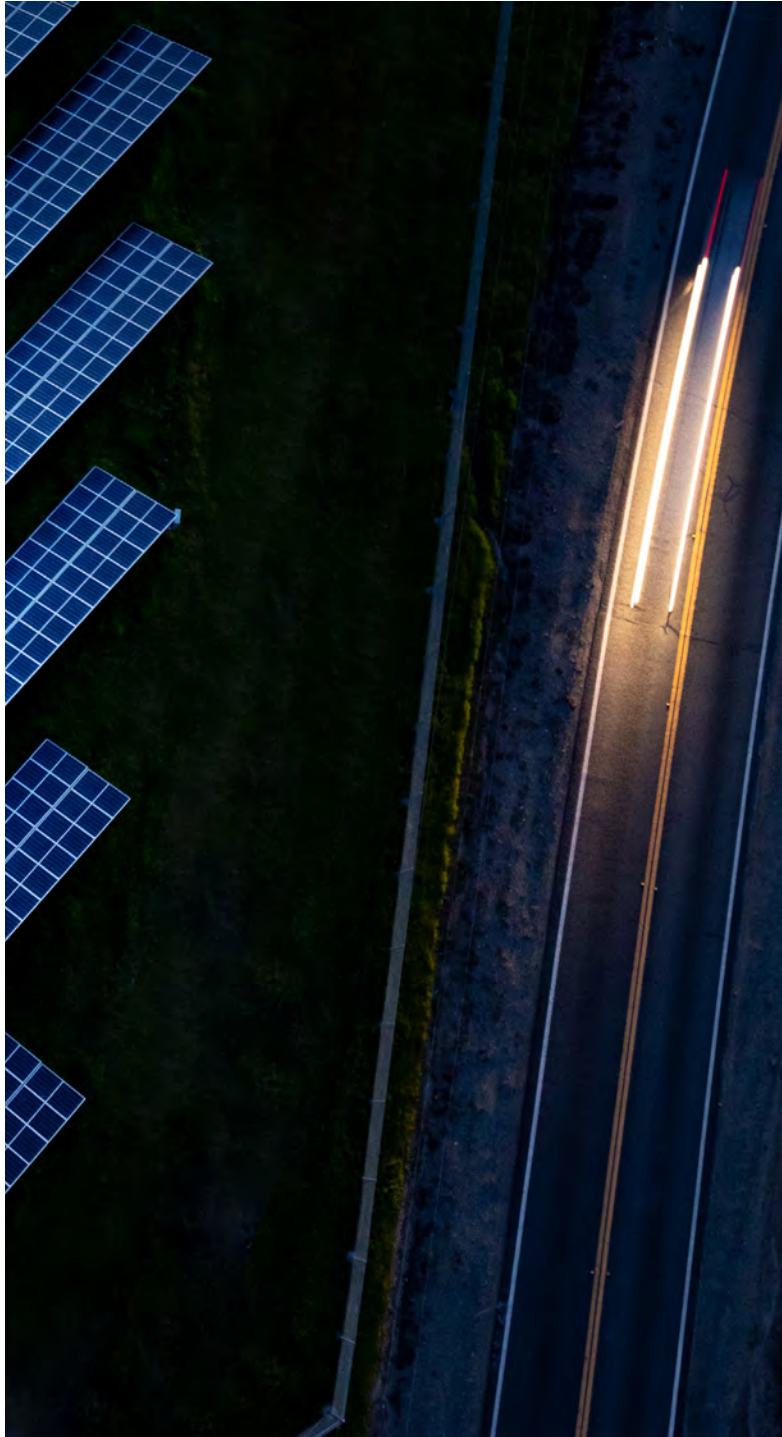


GENTHERM

Sustainability Report

2024





INTRO- DUCTION

Gentherm's corporate strategy is deeply connected to its commitment to sustainability. We are continuously improving our environmental performance while driving progress toward our business objectives. Guided by industry benchmarks and standards, we prioritize transparency and completeness in our reporting. For the latest data and insights, please visit our [ESG website](#), updated throughout the year.

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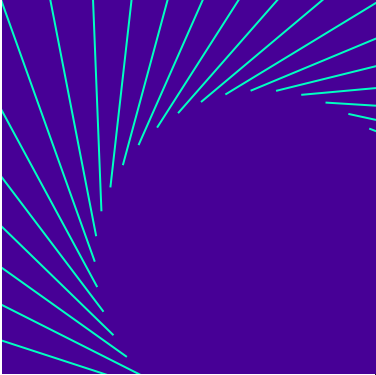
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A Letter from our CEO



"I am inspired by the dedication and creativity of our people—the driving force behind our success."



Gentherm's 2024 Sustainability Report reflects our unwavering commitment to the company's mission of positively impacting lives around the globe.

Our success is built on innovation, dedication and the pursuit of excellence. Over the past year, we made significant progress in our sustainability efforts, from reducing our carbon footprint to advancing energy-efficient technologies. These achievements underscore our dedication to building long-term value in our business..

Our team's passion and ingenuity propel these initiatives forward. I am inspired by the dedication and creativity of our people—the driving force behind our success. Together, we strive to create change every day.

We recognize that our customers' needs are constantly evolving. By actively listening and integrating their feedback, we enhance our products and services to align with our sustainability goals while exceeding expectations.

I invite you to read our Sustainability Report to learn more about our initiatives, impact and vision for a more sustainable future. As we embark on this next chapter, we look forward to helping lead the way to a healthier, more resilient world.

Warm regards,

Bill Presley
President and Chief Executive Officer



ABOUT US

Our global team is focused on delivering on our mission statement: Creating and delivering extraordinary solutions that make meaningful differences in everyday life, by improving health, wellness, comfort and energy efficiency.



Gentherm at a Glance

14
countries



14,000+
employees



400+
granted patents



59
patents issued to Gentherm
employees in 2024



60+
years the Blanketrol® family
of products have been used
to help treat patients across
the globe



\$1.5B
revenue in 2024



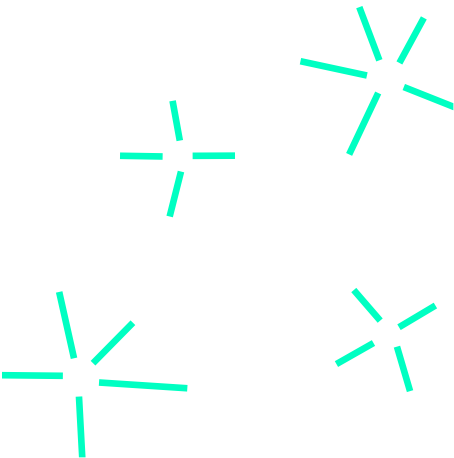
50+
automotive OEM customers



customers in
100+
different countries



2024 Highlights



Year-Over-Year Emissions Reduction

Driven by our focus on increased renewable energy sourcing, on-site generation and energy efficiency, our 2024 Scope 1+2 CO₂e emissions are down nearly 20% compared to 2023, a significant step toward our emissions target.



Renewable Energy

Focusing on cost-effective renewable energy (RE), we executed our first corporate-level purchase of renewable energy, with a four-year contract for energy in the U.S., Europe, Asia and Mexico. We also secured a Power Purchase Agreement (PPA) contract to initiate private energy purchases for our Mexico locations. These agreements will cover 35-40% of our global electricity usage, another significant step forward along the path to our emissions reduction goal.



Awards

Recognized for our sustainability efforts, our team received numerous awards from outside organizations and media outlets, including:

- [PACE Innovation Partnership Award](#)
- [Detroit Free Press Top Workplace Awards](#)
- [Newsweek's 2024 List of America's Greenest Companies](#)



Product Sustainability

Adapting to changing market trends and stakeholder requirements, we took significant steps toward product sustainability, including the launch of cost-effective recycled plastics in some of our core products. These changes were added to our engineering standards, helping ensure that future products align with these higher sustainability criteria.



SUSTAIN- ABILITY APPROACH

Gentherm is focused on ensuring our sustainability program addresses key success factors affecting the company and its stakeholders. Since our inaugural 2019 Sustainability Report was published, our program has grown and adapted to different requirements and stakeholder needs. Products are a heightened focus area, and as we apply principles such as product carbon footprint calculations and reformulated material inputs, we can better understand and measure our environmental impact and drive positive change.

People



We continue to believe that our people are the foundation of our success. By providing training, career development opportunities and safe workspaces, we empower them to thrive. This focus extends to the communities where we operate, ensuring Gentherm remains a positive force in the area.

Planet



We strive to minimize our environmental impact through innovative products and operations. Our products are designed to reduce a vehicle's impact on the planet, and we focus on improving our operations through more efficient resource use and reduced emissions and waste.

Products



We consider the impact of our products' full lifecycle, from the materials used, to how they are built and transported, and even waste generated and energy used during the production process. With an increased focus on product inputs, our sustainability commitment aligns with market requirements.

To help deliver on our People, Planet, Products pillars, our team looks to guidance from the top of our organization, forms valuable and beneficial relationships with outside partners, and coordinates with outside reporting standards to ensure that we communicate key data to important stakeholders.

Leadership Alignment & Guidance

Our sustainability efforts are guided by our Environmental, Social and Governance (ESG) Steering Committee, comprised of senior leaders, sustainability management and key contributors from human resources, operations, corporate strategy and more. This committee reviews activities, measures progress against objectives, aligns on next steps and messaging, and develops new procedures or policies that help advance our program.

At a higher level, our Board of Director's Nominating and Corporate Governance Committee reviews sustainability activities and provides feedback and guidance on at least a quarterly basis. The Chairperson of our Nominating and Corporate Governance Committee delivers a quarterly update to the full Board of Directors as part of the standard meeting cycle, and additional reporting is delivered to the Board of Directors as needs arise or sustainability topics rise to that level.

As part of driving our performance, key leaders and executives within our team have sustainability related objectives as part of their annual goals, with the performance of those goals directly impacting their annual remuneration.

External Reporting

As the sustainability landscape evolves, new regulations and reporting requirements are rapidly emerging—some already in effect, others approved with future start dates, and many still in the proposed or draft phase. We actively monitor these developments to assess their impact on our sustainability program, reporting obligations and long-term plans.

Aligning with the European Union's Corporate Sustainability Reporting Directive (CSRD), we engaged expert resources to support our reporting process. This team is concentrating on critical areas such as double materiality, scoping, risk and impact assessment. They are also preparing for potential next steps, which may include updating internal tools and procedures for full compliance with CSRD requirements. Beyond the CSRD, we diligently track other relevant regulations to align our efforts with evolving standards.

Sustainability Partnerships

Strong partnerships and outside relationships help us align with peers and meet stakeholder requirements. Some of our key partnerships include:

In 2024, Gentherm continued building our partnership with **Schneider Electric**, supporting renewable energy purchases around the world and initiating a project for a dedicated Power Purchase Agreement (PPA). We will work with Schneider Electric in 2025 to prepare for the upcoming CSRD requirements.

Gentherm continues to participate in the U.S. **EPA Green Power Partnership** program. This program encourages organizations to voluntarily move toward green and renewable energy, with achievement levels based on each organization's share of total U.S.-based usage of renewable energy. The program provides benchmarking data, market and supply information, and procurement assistance.

As a part of the **Suppliers Partnership for the Environment** since 2022, Gentherm works with other companies in the automotive supply chain to discuss roadblocks and hurdles on the path to sustainability and reduced emissions. Through our participation, we are helping create the path toward sustainability for automotive-related companies.

SUPPLIERS  PARTNERSHIP
FOR THE ENVIRONMENT



We also report sustainability and environmental information aligned with:

- CDP Climate Change
- CDP Water Security
- CDP Forests
- Sustainability Accounting Standards Board
- United Nations Sustainable Development Goals
- Ecovadis
- NQC



PEOPLE

Our people are essential to our past success and the key to a strong future. We work to ensure a safe and healthy working environment for everyone at our sites, whether employee or visitor.

A Letter from our CHRO



Gentherm's people and winning culture are the driving forces behind delivering exceptional products and performance for our stakeholders.

Our mission remains simple but powerful: To create and deliver extraordinary solutions that make meaningful differences in everyday life, by improving health, wellness, comfort and energy efficiency. Our people bring this vision to life every day.

Our human capital strategy fosters an environment where the right people and the right skills advance our performance culture and support our growth strategy. We're committed to providing a workplace where our people can achieve their personal goals and business objectives.

Embedded in our culture is the commitment to workplace safety, community involvement and sound governance practices. This ensures our employees feel valued and empowered to make a difference. Doing the right thing is more than words; it's part of who we are.

Sustainability is also woven into our values. Our global team constantly drives innovation, generates ideas and finds ways to advance our sustainability initiatives while positively impacting the communities where we live and work.

This commitment to our people, purpose and progress makes Gentherm a dynamic force for positive change in the world.

Sincerely,

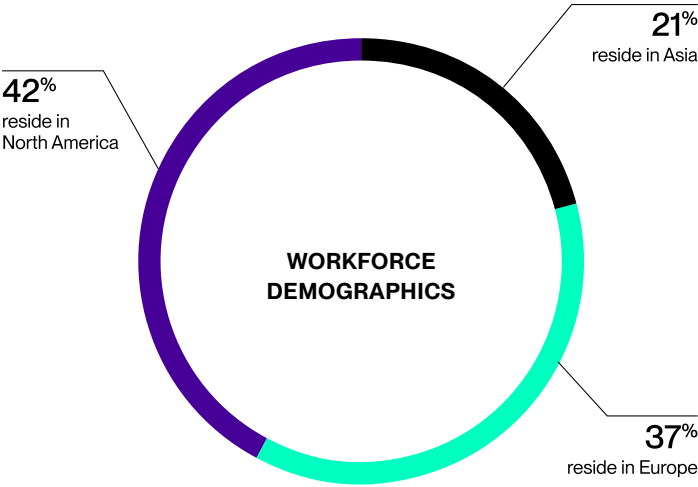
A handwritten signature in black ink, appearing to read 'Barb Runyon'.

Barb Runyon

Senior Vice President, Chief Human
Resources Officer



Workforce Statistics



44%

of Board members are female and / or from diverse backgrounds

35%

of the company's workforce are members of industrial trade unions or are employed under the terms of various labor agreements

57%

of our global workforce is female

43%

of U.S. employees self-disclose as racially or ethnically diverse



Employer of Choice

- The Detroit Free Press named the Northville (now Novi), Michigan site as a [Top Workplace](#) for the third time in the last four years.
- The Employer Branding Institute awarded the Shanghai, China site with the [2024 DEI Employer® Award](#).
- Germany site awarded Top Employers Institute's Top Employer for the 11th consecutive year.
- [Crain's](#) Detroit Business 2023 – Fast 50 Awards recognized Gentherm as one of area's fastest growing companies based on three years of strong revenue growth.
- The Top Employers Institute recognized Gentherm China as a Top Employers for 2024 and 2025.



Talent Development

Our leadership development programs focus on enriching the skills of our employees and developing their future with the company.

GROWING TALENT, BUILDING FUTURES

Our employees participated in **Career Catalyst** sessions which guide our people on ways to develop their careers and spark internal mobility.

We also empower employees to take ownership of their development through **LinkedIn Learning**, providing access to a diverse range of courses that enhance both leadership and technical skills. On average, employees engage with over an hour of new content each month, with 52% of our salaried workforce actively participating on the platform.

During our annual **Week of Careers**, global employees explored how to leverage our Career Growth Model to plan their future development. They learned how to maximize their strengths, set meaningful career goals and create development plans that drive growth and success. More than 45% of employees created talent profiles as part of their career planning.

To help attract and retain the highest quality of engineering talent, our team celebrated **Engineers Week**. We recognize that high-level engineering skills are vital for the continued success of our company, and providing support and recognition for our employees in this area is essential.

Our commitment to continuous learning drives personal growth and company success, ensuring our workforce remains adaptable, innovative and prepared for the future.

Culture of Feedback

At Gentherm, innovation and problem solving start with listening. We actively gather employee feedback through roundtables, engagement action planning, skip-level meetings and pulse surveys to drive continuous improvement. Each location has an engagement team focused on strengthening our culture and fostering collaboration. By empowering employees to shape decision making, we create an environment where ideas thrive, challenges are solved and innovation drives our success.

Training

Gentherm delivered over 500,000 hours of training in 2024, ensuring we are advancing the skills of our workforce and enriching their personal experience. Covering topics such as manufacturing processes, safety, quality, ethics and compliance, cybersecurity, personal productivity, leadership, financial acumen and other critical development, this equates to an average of 36 hours of training per employee.





CUSTOMER FOCUS

Ray Seo & Team
Ashley Conaway & Team

South Korea and U.S.

Two teams were recognized for securing the first customer business awards for their respective technologies. Ray Seo, Executive Director of Korea CBU, and his team secured the first Puls.A™ award for a major Asian-based customer, while Senior Account Manager Ashley Conaway, Vice President of Sales Jason Loope and the team closed a ComfortScale program deal with a leading U.S. manufacturer. Supported by team members from Product Line, Engineering, Program Management, Operations and Purchasing, these deals highlight Gentherm's new and exciting technologies and their importance to our success. Aligning customers with Gentherm's innovative technologies is key to our success and growth.

Winning Culture Behaviors

Our Winning Culture Behaviors serve as guiding principles for our team members. During each Global Town Hall, we celebrate employees who embody these behaviors through their outstanding contributions and performance. Highlights from 2024 include:



GLOBAL MINDSET

Denis Miron & Team

U.S.

Engineering Manager Denis Miron and his team developed a new product design option that allowed a major customer to utilize the product on a larger range of vehicles and platforms. By looking at platforms from around the world, the team improved efficiency and strengthened our partnership with this customer.



PERFORMANCE & ACCOUNTABILITY

Biljana Mojancevska & Team

North Macedonia

Biljana Mojancevska, Technical Expert and Global Process Owner, led a team that implemented changes to optimize assembly line efficiency. Covering over 30 full production lines, the project drove a smaller footprint, reduced walking distances and improved cycle times. These production efficiencies directly drive reduced manufacturing time and cost savings.



EMPLOYEE BELONGING AND ENGAGEMENT

Zhanna Sikora & Team

Ukraine

Zhanna Sikora, Ukraine HR Director and the Ukraine Voluntary Club worked together to support team members directly affected by ongoing military conflicts. Their efforts included providing support for the family of an employee who is serving in the military and supporting employees whose family members or loved ones are involved in the conflict.

Belonging and Engagement

Our Belonging and Engagement mission—embracing diversity inspires innovation—aligns with our corporate mission. To deliver on this mission, our program and leaders focus on three key areas:



COLLABORATE

Engage with our employees and provide a strong employee experience.



CONNECT

Enhance our local communities where we operate.



CULTIVATE

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

We are building a culture of belonging where we value our differences to positively impact the lives of our employees, customers and communities.

Gentherm participated in many outreach events to support our local communities.

- Habitat for Humanity
- Children’s Center
- GreenLight Fund Detroit
- Loyola High School Detroit
- Rhonda Walker Foundation
- American Heart Association

Total Rewards

Total Rewards compensation and benefits programs are designed to attract, motivate and retain our employees in the locations where we compete for talent, consistent with employee positions, skill levels, experience, knowledge and geographic location. We refreshed our overall compensation structure to ensure we are providing contemporary and equitable total rewards across our business. Our executives’ and eligible employees’ annual bonus opportunity and long-term equity compensation are aligned with our shareholders’ interests by linking earned pay with company financial and stock performance.



Health and Safety

Providing a safe and healthy workplace is a top priority at Gentherm. Our global safety team is dedicated to preventing accidents, investigating their root causes when they occur, and implementing proactive measures to create an even safer environment for our employees.

In 2024, we took a significant step forward by upgrading our safety tracking and reporting system. By moving our safety process to a web-based tool and introducing new controls and monitoring steps, we can record, track, monitor and report safety incidents, near-miss rates and other key metrics more efficiently. We also integrated the Eight Disciplines (8D) in our safety procedures, a structured problem-solving method helping teams identify the cause of issues and implement effective corrective actions.

To further strengthen workplace safety, we also introduced a new safety audit process, conducting comprehensive reviews at every manufacturing site to ensure adherence to best practices.

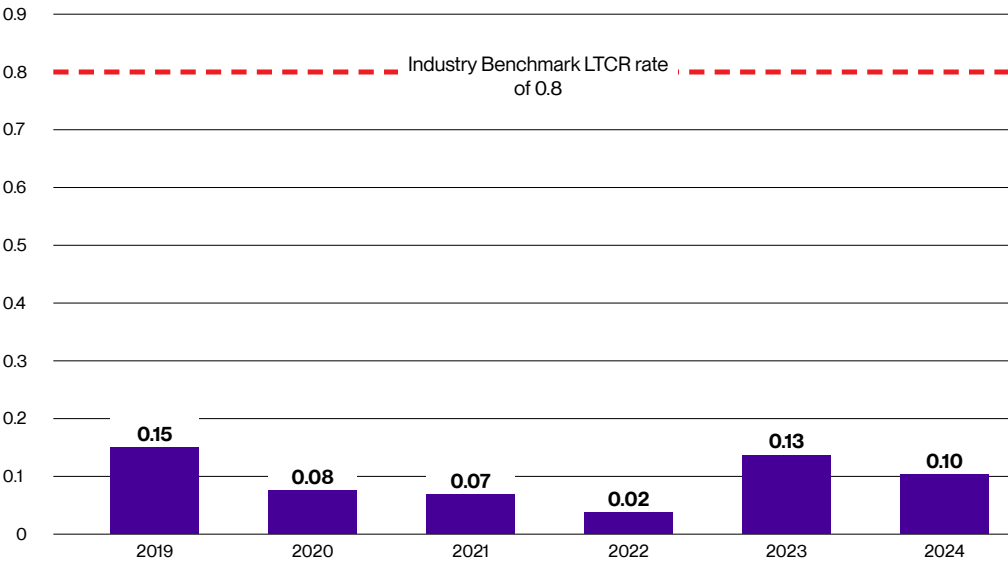
Accountability and progress remain central to our safety efforts. We provide quarterly global safety updates to regional leadership, our Senior Vice President, Global Operations & Supply Chain. Safety data and key focus areas are also shared with the Board of Directors, ensuring oversight and guidance from the highest levels.

Vision Zero and the Seven Golden Rules:

01 Committed leadership with a top-down approach	02 Identify hazards and risks	03 Set safety and health targets	04 Ensure safety system / standards
05 Use safe and healthy technology	06 Improve qualifications	07 Involve people	



LOST TIME CASE RATE (LTCR)

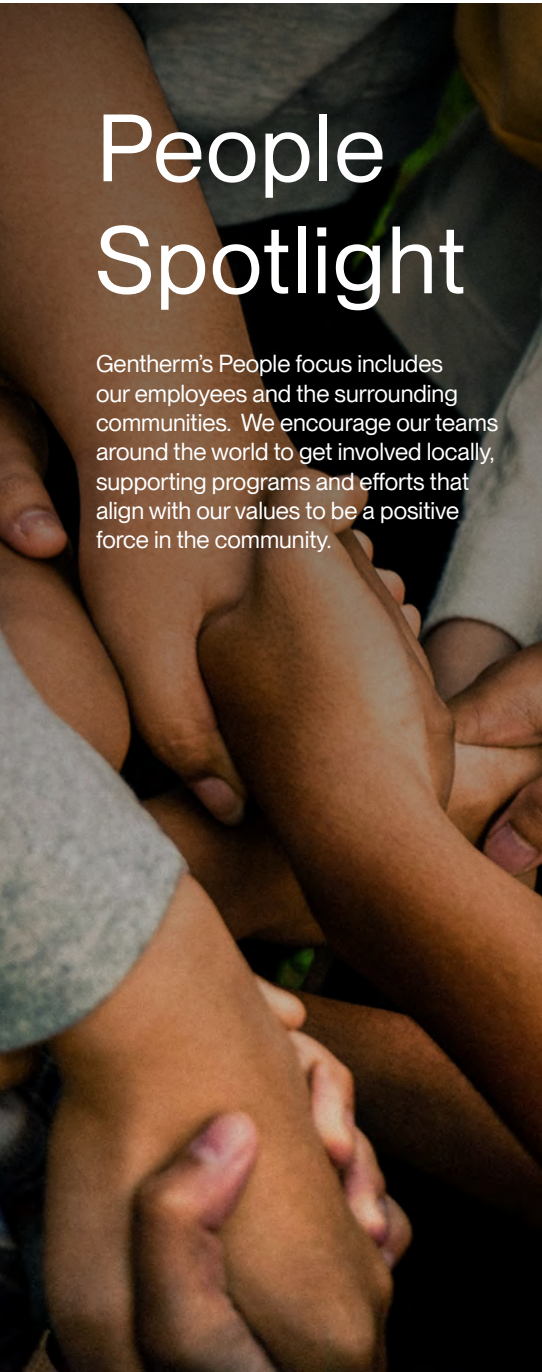


Gentherm's Lost Time Case Rate is significantly below benchmark rates, a reflection of our dedication to workplace safety.

Another key metric for our safety program is reporting near misses to learn and help prevent accidents. In 2024, Gentherm reported 20 near miss cases, a rate of 0.13. Near misses are investigated using the same approach and discipline used when investigating actual injuries, further demonstrating our commitment to safety.

This reporting promotes a positive safety culture. It encourages employees to document potential hazards, while management actively engages in enhancing the health and safety of the workforce.

By diligently monitoring and addressing near misses, the likelihood of serious injuries can be significantly reduced. Each unreported or uninvestigated near miss increases the risk of an accident occurring.



People Spotlight

Gentherm's People focus includes our employees and the surrounding communities. We encourage our teams around the world to get involved locally, supporting programs and efforts that align with our values to be a positive force in the community.

COMMUNITY OUTREACH

We encourage our sites around the world to engage with local programs and support local activities.

Celaya, Mexico

Supported a reforestation program focused on planting trees, as well as visited and supported local orphanages.

Northville, Michigan

Supported local Habitat for Humanity efforts for the fourth consecutive year, helping build housing for those in need. The teams provided a valuable service to the community and used this time to bond and learn more about their coworkers, strengthening the Gentherm team.

Acuña, Mexico

Adopted a local public park, including planting trees, cleaning and maintaining the sites, and painting and repairing children's playground equipment. Their efforts help provide a safe place for local children to play.

Vynohradiv, Ukraine

Provided ongoing support for local orphanages and programs helping relocated refugees. The team also provided support for families with members that have been called to active military duty and that have been engaged in the ongoing conflict.

Dacheng, China

Participated in local activities that drive the "greening of the community" that included tree-planting efforts supporting Arbor Day.

EDUCATION / JOB TRAINING SUPPORT

Gentherm regularly engages with local programs that provide area students internships, co-op programs and other job training opportunities. In 2024, Gentherm provided these opportunities to 320 local students at approximately two-thirds of our sites, including:

Vynohradiv, Ukraine

Hosted 10 students from local and foreign universities as part of the site's internship program. The students studied specific topics of focus and applied them in a real-world situation at Gentherm's Ukraine site.

Northville, Michigan

The team hired 16 college-level interns for the summer, and also ran a program for local high school students to shadow employees one day per week, providing them valuable insight into what skills are needed at work.

Odelzhausen, Germany

Hosted a student from Vasyli' Stus Donetsk National University in Ukraine. A former Gentherm employee involved with a local charity introduced the student to Gentherm, where the student supported the marketing team with graphic design projects, introducing new software tools and innovative ideas.



People Spotlight

CHARITABLE EFFORTS

Gentherm impacts local communities by supporting local programs and charities.

Celaya, Mexico

Dedicated to supporting Casa Hogar Cielo Abierto, a local children's orphanage, the team provided financial support to complete building repairs and maintenance, ensuring better living conditions for the children. The team also raised and donated funds to purchase school supplies as well as essential medications. Beyond financial support, the team also spends time with the children, celebrating birthdays or a day at the movies.

Pilisszentiván, Hungary

Supported a local charity with donations of food, toys and clothes, as well as sent financial support to our Ukraine team to aid local efforts related to the ongoing conflict.

Odelzhausen, Germany

Supported a local hospice for children, providing comfort and aid for children with serious illnesses. The team also promoted safety by sponsoring a Police Association training program focused on teaching traffic safety to local children.

Del Rio, Texas

Donated Thanksgiving baskets with whole turkeys to local families, ensuring a happy Thanksgiving holiday for those in need.

Anyang, Korea

Collected needed goods for a local organization that provides support to mothers with young children.

Ha Nam, Vietnam

Supported the Ha Nam Provincial General Hospital by collecting and donating gifts to support children in need undergoing medical treatment, helping make a difficult situation a bit more comfortable.

Northville, Michigan

Supported the Northville Civic Concern organization, helping to provide food and other necessities to elderly people in need in the local community.

Cincinnati, Ohio

Provided ongoing support for Bethany's House, a charity that empowers homeless and at-risk families with solutions to achieve housing stability and long-term self-sufficiency.

TAKING CARE OF OUR EMPLOYEES

Gentherm offers a range of support activities and engagement events to help our employees thrive at work, grow and be healthy. A few examples of on-site activities demonstrating our commitment to our employees' health and happiness include:

Del Rio, Texas; Northville, Michigan; Tokyo, Japan

Partnered with local pharmacies or services to provide voluntary, on-site vaccinations to employees.

Pilisszentiván, Hungary

Provided on-site health support including eye tests and checks, general check-ups and seasonal vaccinations. In 2024, the program expanded to include cancer screening and cancer prevention testing and education.

Odelzhausen & Treuchtlingen, Germany

Provided "bike leasing" to support a healthy and active lifestyle, encouraging employees to cycle to work instead of driving.

Pilsen, Czech Republic

Provided a quarterly allowance to use toward gyms, exercise classes, health foods or massage therapy. The site also hosts an annual "Cycle to Work Day" to encourage a healthy lifestyle.

Anyang, Korea

Provided direct financial support for activities related to exercise, health or culture.

Shanghai & Bantian, China

Organized and financially supported sports leagues within the local teams, including badminton, basketball, swimming, tennis and soccer.

Ha Nam, Vietnam

Supported sports leagues and activities; National Mental Health Month activities; and gardening activities and tree planting alongside local high schools to ensure beautiful and green landscapes.





PLANET

As a global manufacturing company, Gentherm recognizes the profound impact it has on the planet, and is committed to responsible, efficient resource management. We strive to ensure that our sustainability program meets or exceeds customer needs while aligning with our stakeholders. Our goal is to drive continuous progress and contribute to building a better world, including how we interact with the environment.

A Letter from our Executive Champion



*At Gentherm, our sustainability program is based on People, Planet and Products, and we are excited to announce that our efforts helped us achieve a significant milestone. In 2024, our total Scope 1 + 2 emissions **decreased** versus the prior year—our first ever year-over-year reduction, and a big step toward our goal of a 59% reduction by 2035.*

When we first declared our goal a few years ago, we knew that we would have to take foundational steps and that the programs might take time to deliver emissions reductions. With an emphasis on increasing our procurement of renewable energy, installing on-site solar generation capabilities, and focusing on energy efficiency and usage, we are seeing that progress come to light. From 2023 to 2024, our total Scope 1 + 2 emissions were down over 23%—with 8,000 fewer metric tons of CO₂e related to our operations.

In 2025 and beyond, we aim to continue this positive trend—working toward our 2035 target. With the team we have in place, and the leadership of our senior executives, we plan to deliver progress on this front in a way that aligns with customer and stakeholder requirements, while doing so in a cost-efficient and business-focused manner.

Sincerely,

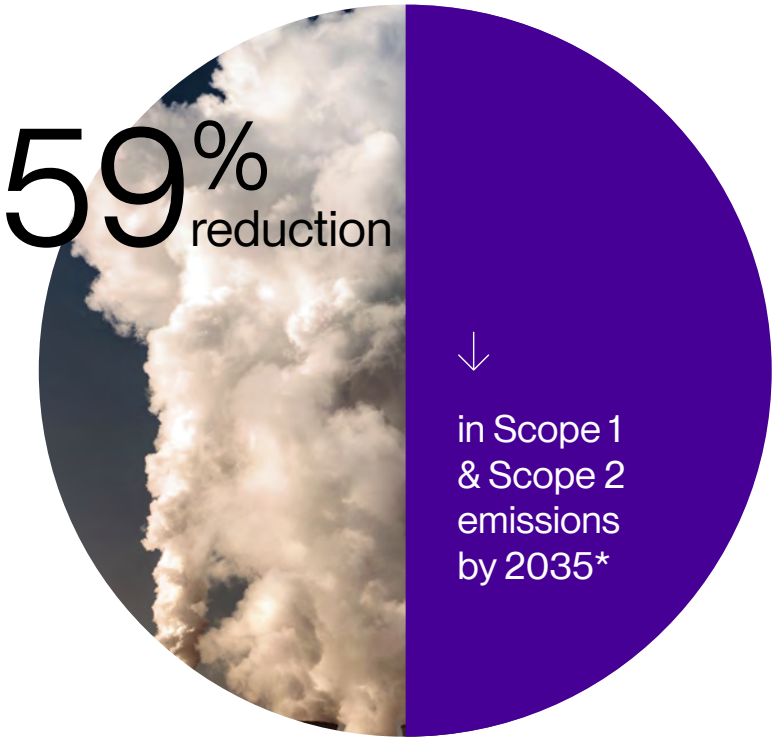
Wayne Kauffman

Senior Vice President, General Counsel and Secretary






Greenhouse Gas (GHG) Emissions

GENTHERM CARBON REDUCTION GOAL



SCOPE 3 ACTION PLANS

-  Educate and coordinate with key vendors to build sustainability awareness and education throughout our vendor base
-  Introduce guidance designed to promote measuring and reporting emissions data
-  Implement vendor sustainability tracking / measurements

To help ensure that we meet our 2035 carbon reduction goal, our team carefully studied the sources of our emissions, gaining an understanding of where to focus our efforts to most effectively drive change. Our team found that from 2022-2024, approximately 93% of our total Scope 1 + 2 emissions were related to Scope 2, purchased energy. Within those emissions, 99% was driven by our purchased electricity usage.

This information helped sharpen our understanding of how to drive change and gave our team a clear focus: The most efficient and effective way to drive our emissions down is to focus on increasing our use of renewable energy as a share of total energy usage.

Year	2021	2022	2023	2024
Scope 1 (MT)	2,173	2,518	2,567	1,391
Scope 2 (MT)	29,764	29,818	30,497	24,365
Total	31,937	32,335	33,064	25,756
Total MT / \$Mil	24.3	23.9	22.5	17.7



In 2024, our Scope 1 + 2 CO₂e efficiency improved to 17.7 MT / \$Mil of revenue. This is down from 24.3 in 2021—a 27% improvement.

Year	2021	2022	2023	2024
Total Electricity Usage (MWH)	70,779	73,520	76,529	81,351
Renewable Energy (RE) Usage	9,701	13,861	16,412	31,504
RE as a Percent of Total	13.7%	18.9%	21.4%	38.7%

Our Path to Scope 2 Reductions

Gentherm centralized its global **renewable energy (RE) procurement**, working with an external partner to secure a four-year contract to purchase region-specific RE, spanning 2024-2027. We identified the most cost-effective purchasing opportunities, securing RE at more competitive rates than local alternatives. In many locations, we were able to buy more renewable energy for lower total costs.

In 2024, Gentherm signed a contract to establish a **Power Purchase Agreement (PPA)** for our facilities in Mexico, with implementation set for mid-2025. Under this agreement, we are purchasing nearly 100% of our electricity from a private, local renewable energy provider, including EAC credits. With Mexico representing 30–35% of our global electricity consumption, this initiative significantly reduces our Scope 2 emissions in the coming years.

Gentherm also expanded its renewable energy efforts through **on-site solar generation** at our North Macedonia and Vietnam facilities. These installations allowed us to increase RE usage while delivering a cost-effective business case, benefiting both our operations and sustainability teams. Gentherm generated over 2.1 million kWh of on-site solar energy in 2024—enough to power nearly 200 average American homes for a year

Combining efforts of centrally sourced renewable energy, locally available options and on-site generation, Gentherm’s RE as a percent of total electricity climbed to 38.7% in 2024, almost triple our results from three years ago.

*Measured vs. 2021 base year. Goal developed to align with SBTi guidance and Scope 1 and 2 targets for reductions by 2035

Planet Spotlight

Greenhouse Gas Emissions and Renewable Energy

ENERGY EFFICIENCY / EMISSIONS HIGHLIGHTS

Another direct way to cut emissions is by lessening energy use and enhancing efficiency. Around the world, our teams continuously seek opportunities to minimize electricity consumption and maximize performance, driving both cost savings and emissions reduction. A few highlights from 2024:

Global

Launched and facilitated the Gentherm 2024 Electricity Treasure Hunt. Our Sustainability and Environmental, Health & Safety (EHS) teams at each site leveraged previously executed energy audit results, learning best practices and finding creative ideas that drove energy savings. By challenging our sites to develop ideas and learn from other locations, we identified more than 30 viable energy saving projects, with forecasted annual savings of 400,000 KWh and \$50,000 or more.

Ha Nam, Vietnam

Studied the energy efficiency of a specific type of local equipment. By updating six machines from constant speed to a more efficient variable speed set-up, the team estimates annual electricity savings of over 270,000 KWh.

Cincinnati, Ohio

Upgraded lighting to LED, a lighting using 80-90% less energy. The site converted approximately 90% of all lighting toward its goal of 100% replacement, a notable step toward increased efficiency.

Celaya, Mexico

Participated in a local training program studying climate change awareness and identifying how they can be part of the solution. This program included local students, providing Gentherm a chance to interact with the community as well.

Langfang, China

Invested in new equipment and upgrades that reduced the workload and hence the electricity consumption of the local air compressor system, positively impacting emissions.

South Korea

Added time controllers to all air conditioning equipment, better aligning with working hours and driving energy savings. The team also created energy consumption / energy savings charts that are broadcast on the site's monitors and shared screens to raise awareness.

AWARDS & RECOGNITION

Global

Newsweek named Gentherm on its 2025 list of [America's Greenest Companies](#). This list includes the 500 companies determined to be among the greenest based on GHG emission, water usage and sustainability data disclosure and commitments.

North Macedonia

The Macedonia Stock Exchange and American Chamber of Commerce recognized Gentherm's Prilep, North Macedonia site for its [commitment to ESG](#).

Vietnam

The local government named the Ha Nam, Vietnam site a [Top 10 CSI Sustainable Business](#).

Mexico

The state of Coahuila Secretary of the Environment Department designated the Acuña, Mexico site Gold Status, demonstrating the team's commitment to environmental sustainability and continuous improvement.



Waste

Manufacturing processes often result in the creation of physical waste and scrap. At Gentherm, we are looking at ways to drive our waste down with a long-term target of zero waste. Our team is studying our products and our manufacturing processes, identifying opportunities to eliminate waste, or even turn our waste into revenue sources—an action that is good for the environment and our business performance.

MEASURING WASTE

At each of our manufacturing sites, generated waste is measured and tracked according to whether it goes to recycling, to energy generating incineration programs or to landfills. While preventing waste is the best option, it's not always possible. To offset that, we strive to prevent waste from ending up in landfills through recycling programs and local energy generating incineration programs.

From 2023 to 2024, our waste to landfill decreased from 2,600 MT to 1,900 MT, an improvement from 26% to 19% of total solid waste.

Recycling is a key step in our waste management process with 100% of our manufacturing sites employing recycling efforts. Programs address both production waste and packaging or other materials waste.



HAZARDOUS WASTE

Based on the nature of our products and our manufacturing processes, Gentherm's hazardous waste production represents less than 1% of our total solid waste. While definitions vary by country, examples of hazardous waste at our sites could include specific resins or glues, lubricants used in machinery, waste oils, solvents or certain cleaning agents, specific types of light bulbs and other similar materials.

Waste Overview

Year	2021	2022	2023	2024
MT Waste to Landfills	2,168	2,357	2,603	1,906
MT Waste to Recycling	3,734	3,950	3,712	4,196
MT Waste to Incinerators	2,510	2,951	3,670	3,893
MT Waste - Hazardous	77	73	72	70
Total MT Waste	8,490	9,330	10,057	10,065
Percent of Total Waste to Landfills	25.5%	25.3%	25.9%	18.9%
Percent of Total Waste to Recycling	45.1%	37.0%	41.1%	41.7%
Percent of Total Waste to Incinerators	30.6%	30.4%	55.5%	38.7%
Percent of Total Waste - Hazardous	0.7%	0.9%	0.6%	0.7%
Total MT Waste / \$Mil Revenue	6.5	6.9	6.8	6.9



Planet Spotlight

Waste

WASTE REDUCTION HIGHLIGHTS

Acuña, Mexico

Reviewed its chemicals and hazardous materials inventory and eliminated over 60 different products from use. This reduced the site's total inventory and expected chemical use by approximately 50%.

Northville, Michigan

Identified a local company to recycle waste parts and components, preventing those parts from ending up in a landfill. The site also provides bins for employees to deposit used batteries from the office or home. More than 1,500 pounds of batteries were collected and sent to a recycling company in 2024, further reducing landfill volumes.

Pilisszentiván, Hungary

Provided separate collections for paper, copper and other metals, plastic, wooden pallets, production waste, hazardous waste and more. These efforts helped reduce the site's waste sent to landfills by over 95% from a few years ago.

Odelzhausen, Germany

Enacted a local recycling program to increase its recycling and reduce landfill volumes. This program includes robust labeling of recycling bins as well as training for all employees on expectations and the importance of the process.

Multiple Sites

Implemented recycling programs that include office paper, aluminum, plastic, wood, electronics, batteries and more at Gentherm's sites in Vynohradiv, Ukraine; Treuchtlingen, Germany; and Pilsen, Czech Republic. Our Ukraine site reduced landfill waste by over 50% over the past year alone, a motivating example of what is possible.

Vynohradiv, Ukraine

Identified process optimization steps that allowed the engineering team to reduce the amount of textile scrap waste on a particular product. This change prevents 15,000 KG of waste annually.

Ha Nam, Vietnam

Identified and implemented 49 different continuous improvement projects that reduced scrap and production waste. The site reduced scrap waste by approximately 15% from last year, a huge year-over-year improvement.





Water

Gentherm is committed to using water responsibly. We understand the critical need for clean, accessible water and acknowledge the growing challenges of water scarcity in many regions around the world.

While only a small number of our manufacturing processes use water, our more than 14,000 employees' sanitation, food services and landscaping needs drive an annual usage of around 170,000 cubic meters.

	2021	2022	2023	2024
Water Withdrawn (Cubic Meters)	163,678	169,217	172,247	178,087
Water Usage (Cubic Meters / \$Mil Revenue)	124.7	125.1	117.2	122.3

WATER RECYCLING EFFORTS

In addition to reducing water use, local recycling and water reuse drives water stewardship. Instead of simply discharging wastewater into local sewage or treatment programs, efforts to recycle or reuse water can directly reduce water needed from local sources.

In 2024, Gentherm recycled / reused approximately 14,000 cubic meters of water, equivalent to 3,700,000 gallons. That’s enough water to fill more than five Olympic sized swimming pools!

Planet Spotlight

Water

WATER RECYCLING EFFORTS

Celaya, Mexico

Supported on-site water recycling facilities that treat and reuse water, with effectively 100% of all water consumed at the site recycled and reused in the building’s industrial park complex. With total usage of over 12,500 cubic meters per year, the Celaya water recycling program is a shining example of sustainability.

Acuña, Mexico

Collected more than 1,400 cubic meters of condensation from air conditioning units to use for plumbing and cleaning, a direct reduction in the water the site withdraws and uses.

Dacheng, China

Reused air conditioning condensation water, with a forecasted annual savings of around 125 cubic meters—over 30,000 gallons.

WATER REDUCTION / CONSERVATION

Shanghai, China

Added five new test machines to better identify water leaks, leading to reduced water usage of approximately 180 cubic meters per year—almost 50,000 gallons.

Northville, Michigan

Added motion detectors to sinks and toilets, driving a water savings of over 40,000 gallons per year.

Prilep, North Macedonia

Established local water reduction targets of 3% per year, driving toward an ISO-50001 certification. The site installed new sensors on toilets and sinks, as well as moved to more water efficient drip-irrigation for all local grass and planted areas.

Treuchtlingen, Germany

Ensured local efficiency measures are working, checking sinks and toilet equipment monthly to help identify and correct issues in a timely manner.

Anyang, South Korea

Encouraged employees to use mugs or glasses instead of disposable paper cups and installed high efficiency pressure washers to save water while cleaning those mugs and glasses. These combined efforts drove efficiency in both waste and water.



Environmental Targets

Gentherm is also addressing environmental factors beyond our key focus on renewable energy and related emissions. We achieved our previously set targets for recycling rates, electricity efficiency, hazardous waste generation and water usage. As our company changes in size, site locations and product mix, we are thoughtfully assessing new target options and ensuring they align with our business practices and customer requirements, while also driving meaningful environmental progress.

Climate Risks and Opportunities

In 2024, Gentherm began conducting a climate risk assessment, working to better understand how climate change may affect our business. While this review was foundational, we expect our process to grow and expand. The assessment covered a variety of areas, including:

- 01

Academic Studies

These studies covered how climate may affect global GDP and predictions on automotive markets such as forecasting future vehicle production numbers.
- 02

Transition Risks & Opportunities

Risks included emerging regulatory requirements, investor pressures and reputational considerations. Opportunities around energy efficiency and product development were also reviewed.
- 03

Site by Site Risk Analysis

Each major site was reviewed across a number of criteria including drought, flood, wildfire and more.

The 2024 climate risk assessment process was just the first step. Next, we will evaluate actions that can be implemented to help mitigate risks or leverage opportunities, working with appropriate operations teams to communicate this information and determine the best course of action.





PRODUCTS

Our commitment to sustainability goes beyond optimizing internal processes and energy efficiency. We recognize the need to address the full life cycle impact of the products we design and produce.

Technology

Gentherm is committed to developing innovative products that align with both our mission and business strategy. We expanded our offerings by integrating valve, massage and lumbar components into our existing portfolio, providing customers with additional cutting-edge solutions. Collaborating with leading technology partners lets us leverage our expertise in human thermophysiology and physiotherapy to meet industry demands. As we continue to evolve our sustainability program, we remain focused on ensuring that we align sourcing and product engineering with our sustainability guidelines—demonstrating that what benefits our business can also benefit the planet.



Product Awards & Recognition

- Automotive News: Awarded Gentherm the [PACE Innovation Partnership Award](#) for developing ClimateSense® in collaboration with General Motors.
- Honda: Named Gentherm a [2024 Top North American Supplier](#). Only awarded to 52 suppliers, it reflects our work on quality, cost, delivery and more.
- Business Intelligence Group: Honored Gentherm with the 2024 [BIG Innovation Award](#) for ClimateSense.
- Crain's Detroit Business: Recognized Gentherm with a [Fast 50 Award](#), highlighting our revenue growth and driven by our commitment, strategic vision and customer focus.

“Innovation is an important piece of our company’s mission to deliver solutions that make meaningful differences in everyday life by improving health, wellness, comfort and energy efficiency. This award is an excellent recognition of ClimateSense and the impact it can deliver through personalized comfort and reduced vehicle energy consumption.”

VISHNU SUNDARAM

Senior Vice President and Chief Technology Officer

Product Carbon Footprint (PCF)

In 2023, we developed the first carbon footprint calculations for our products. Over the following months, we refined our methodology, conducting more than 100 calculations in 2024 alone. We plan to implement professional software in 2025 and are investigating and evaluating options to obtain third-party certification of our process.

We also made a notable effort to imbed knowledge about circular economy principles in our company. We created a design guideline and provided extensive internal training on sustainable materials, design for recycling, carbon footprint calculation and weight reduction.

In the spirit of continuous, collaborative improvement, we started to record the status of suppliers’ sustainability efforts. Selected suppliers also received training where customer requirements were explained in detail and assistance provided to calculate their product footprint.



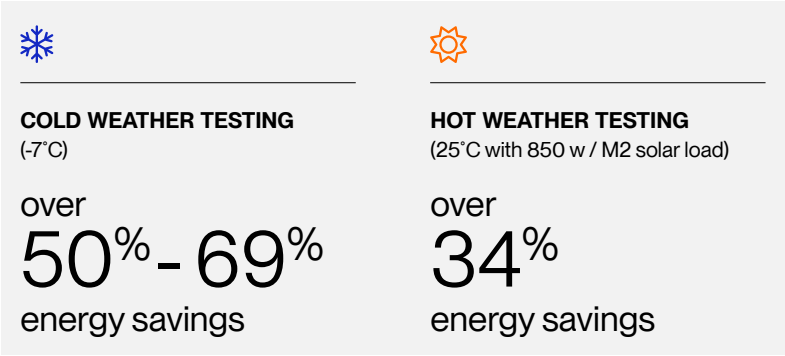
WellSense™

WellSense is one of our newest advancements for in-cabin technology, designed to enhance occupant comfort, wellness and alertness. This software-defined solution can be combined with features such as in-cabin audio, visual and aromatic stimulation to create an immersive and personalized driving experience beyond traditional comfort. WellSense provides a library of scientifically designed experiences around the following themes:

- **Physical Well-Being:** Stimulates muscles, eases muscle tension and relaxes the mind, supporting lower back health with heating and massage.
- **Cognitive Well-Being:** Builds upon previously announced alertness concepts to coordinate thermal and pneumatic technology to help keep drivers alert.
- **Healthy Lifestyle:** Provides pre- and post-workout solutions for the fitness community and experiences to help target stress management to help promote a healthy lifestyle.

ClimateSense®

Gentherm's microclimate comfort system, ClimateSense, combines state-of-the-art hardware and software to deliver occupant comfort. Focusing on individual passenger comfort also boosts energy efficiency by reducing reliance on centrally heating or cooling the vehicle cabin. External testing proves this personalized comfort solution significantly impacts electric vehicle range in cold temperatures and drives energy savings in hot weather.



External testing in electric vehicles showed that conventional central HVAC systems used for heating in cold temperatures can decrease range by up to 30%. ClimateSense has the potential to mitigate this impact, reducing range degradation by up to 75%.

Note: Testing conducted on a mass market EV, based on two occupants in a vehicle – more details [here](#).



Climate Control Seat (CCS®)

Gentherm's CCS seating products include CCS-A (active) and CCS-V (vent). Both product lines leverage patented technologies that improve energy efficiency and reduce vehicle emissions while also providing customers thermal comfort through seating surfaces. A study conducted by the U.S. Department of Energy's National Renewable Energy Laboratory ([NREL, 2017](#)) confirmed that vehicles using Gentherm's CCS product produce lower CO₂ emissions (per mile driven, under similar conditions) than those without the same CCS equipment.

CAR WITH:		TRUCK WITH:	
CCS-V	1.0 gram / mile	CCS-V	1.3 gram / mile
CCS-A	2.3 gram / mile	CCS-A	2.9 gram / mile

These reductions, measured in grams per mile, can avoid significant quantities of emissions. If half of all new vehicles sold in the United States included CCS-V seats, we estimate that over 34,000,000 kg of CO₂e emissions would be avoided per year—more than the total of Gentherm's Scope 1 and Scope 2 emissions. This theoretical impact is approximately equal to:





Pneumatic Controlled Seat (PCS™)

Gentherm's automotive seating products lead the industry in innovation and comfort. Building on this expertise, we expanded our portfolio to include pneumatic comfort solutions designed to enhance well-being—helping occupants feel even better after their journey than when they started. Our pneumatic solutions include three key offerings:

- **Pneumatic Lumbar Support:** Proven in millions of vehicles worldwide, Gentherm's advanced pneumatic lumbar technology provides personalized comfort with precise adjustments. Air cushions conform to individual back pressure points, while our exclusive valve technology ensures rapid, vibration-free responses for an optimized seating experience.
- **Pneumatic Massage:** Designed to relieve tension and enhance relaxation, seat massage systems are among the most sought-after in-cabin comfort features. Our engineering and thermophysiology experts seamlessly integrated massage functionality with advanced thermal comfort solutions. Up to 14 air chambers controlled by our patented SMA valve technology deliver a deep, long-lasting massage across the entire back.
- **PULS.A™:** This award-winning technology uses precision micro air pressure bursts to create a soothing, pulsating massage, offering drivers and passengers a deeply relaxing experience on every trip. Now entering OEM production, PULS.A represents the next step in the evolution of in-vehicle comfort.

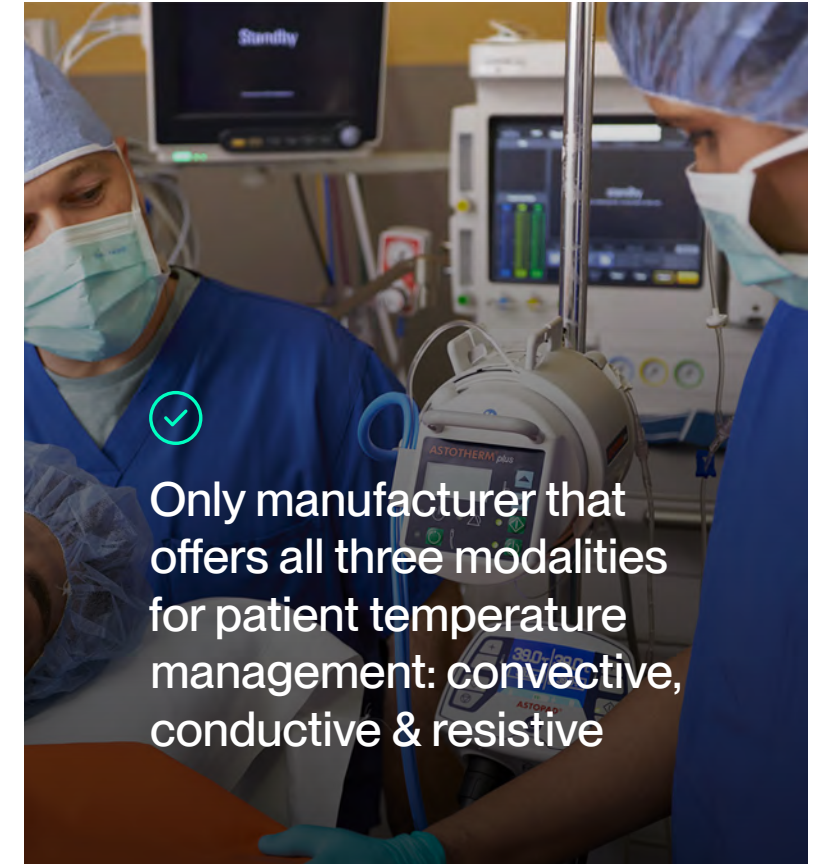
Gentherm Medical

Gentherm Medical is committed to growth, innovation and improving patient outcomes. As the only manufacturer offering three modalities of patient temperature management—convective, conductive and resistive technologies—we take pride in delivering solutions that support clinicians in providing optimal care.

Sustainability is becoming a key factor in healthcare decision-making. Hospitals and healthcare systems, particularly in Europe, are prioritizing environmentally responsible solutions that do not compromise patient care. Astopad® Resistive Patient Warming System and Astoflo® Plus Eco Blood and Fluid Warming System solutions are designed to help healthcare systems reduce waste, lower their carbon footprint and conserve resources. Additionally, our reusable water blankets, PlastiPad® and Gelli-Roll®, offer a sustainable alternative to single-use products.

“Healthcare systems are under increasing pressure to meet sustainability targets while managing costs—without ever compromising patient outcomes. At Gentherm Medical, we are committed to delivering innovative solutions that help our customers achieve both their clinical and environmental goals.”

STEVE FLETCHER
Senior Vice President and General Manager, Medical



Only manufacturer that offers all three modalities for patient temperature management: convective, conductive & resistive





SUPPLY CHAIN

In today's global economy, companies can't just focus their sustainability efforts on what happens at their facilities—they must also consider the upstream and downstream activities across their supply chain.

Customer Requirements

Gentherm looks downstream by analyzing our customers’ requirements and making sure that we meet or exceed their standards. Customer needs can vary across regions and may focus on different priorities. By coordinating with our sales and engineering teams, our sustainability team is dedicated to aligning with customer targets and delivering on their needs.

Supplier Requirements

When examining our upstream activities, Gentherm continues to establish new processes and procedures that provide guidance, lay out expectations, and measure and evaluate supplier sustainability activities.

Gentherm developed several [key documents](#) that provide our suppliers clear sustainability guidance and expectations.

Supplier Requirements Manual: We encourage our partners to measure and report their emissions, to achieve ISO-14001 certification, track water usage and waste generation, align with external standards, and much more. Our guidelines also ask our suppliers to engage in meaningful and active climate action, including setting environmental targets and increasing their use of renewable energy.

Supplier Code of Conduct: We reinforce adherence to environmental laws, encourage ISO-14001 certification, support reductions in resource usage, and encourage vendors to implement their own sustainability program. This document also references and reminds vendors of the obligations described in the Supplier Requirements Manual, ensuring the documents work in tandem to provide guidance.

Terms and Conditions: We detail basic expectations and requirements that are part of being a Gentherm supplier.

Sustainability Survey & Audits

Establishing clear sustainability guidance for our suppliers is a powerful step, but to truly drive meaningful change, we must also understand their current practices, efforts to advance, and any gaps, weaknesses and potential issues. Assessing the current landscape of our supply base enables us to measure progress and identify improvement areas.

Gentherm is focusing on two areas: supplier audits and supplier sustainability surveys.

Supplier Audits

Ensuring that our suppliers align with Gentherm requirements helps maintain quality and success. Our Supplier Audit program reviews new and existing vendors over a range of criteria.

Our team conducted over 80 supplier audits in 2024, focusing on potential new supplier reviews, customer / engineering requirements alignment, and poor performance or potential quality issues investigation.

Starting in early 2025, we implemented a new online audit tool that will improve visibility and timeliness of the process. The team is also migrating to updated and expanded audit programs, helping to deliver even more robust vendor reviews.

Supplier Sustainability Survey

Gentherm developed our first major supplier sustainability survey, asking vendors about their sustainability awareness, status and depth of related policies, renewable energy use, emissions measurement, environmental target setting, human rights issues and much more.

We launched this survey to a select group of vendors in late 2024 as a pilot group. With positive feedback and results, our team is working to launch the survey to more vendors in 2025, providing us with our first quantitative view into the sustainability status of our suppliers.

Responsible Mineral Sourcing

Similar to many manufactured goods, our products contain an array of minerals and metals that comprise the final item. While Gentherm does not have direct business relationships with smelters or refiners of metals, we are committed to a supply chain that is transparent and responsible with regard to minerals that may present conflict or human rights risks.

Gentherm recently issued our new [Responsible Sourcing Policy for Minerals and Other Raw Materials](#) to provide guidance and requirements. This policy details updated expectations for our business partners, including requiring that our suppliers use smelters that have been validated as conformant to an applicable independent, OECD-aligned program.

This new policy sets a higher standard on how we evaluate our supply base, ensuring Gentherm’s sourcing of raw materials aligns with our values and supports our stance on human rights.





GOVERN- ANCE

Effective leadership and guidance helps build and direct our sustainability program. From dedicated leadership and commitment to ongoing training, tools and practices, our sustainability program is built on a strong governance foundation.



Board Leadership

At the highest levels, our Nominating and Corporate Governance Committee provides strategic guidance, sets objectives and monitors performance. The committee also oversees Gentherm's corporate sustainability disclosures and supports the achievement of sustainability objectives. In collaboration with the Compensation and Talent Committee, it ensures that executive officer and key employee compensation aligns with the company's sustainability strategy. The committee's responsibilities are outlined in the [official charter](#). For more information on our corporate governance structure and practices, refer to our annual [Proxy Statement](#), or visit [Gentherm.com](#).

Policies

Clear policies to help guide behavior and actions are an essential part of our sustainability program and overall governance structure. In addition to our recently updated Code of Business Conduct and Ethics ("Code of Conduct"), we continue to drive progress by adding new and expanded guidance to help our employees better understand what we expect of them. [Key documents](#) include our Human Rights Policy, Environmental Health and Safety Policy, Anti-Bribery Policy and others.

Code of Conduct

Gentherm's Code of Conduct is a foundational piece of our ethics and compliance program. Providing clear expectations and guidance is essential in ensuring our employees align with Gentherm's values and principles.

Our Code of Conduct includes what we expect of our employees' behavior along with direction on dealing with workplace violence, drugs and alcohol, and treatment of people and business partners. It also includes who employees can talk to with questions or concerns, links to supporting policies and more.

Gentherm conducted global training on the Code of Conduct in 2024, making sure our team members around the world reviewed and understood the document and agreed to align with its principles.

Ethics Hotline

Gentherm maintains a global, externally hosted [ethics hotline](#) allowing employees to report issues or concerns about actions that do not align with our Code of Conduct. With web-based and telephone options, employees can anonymously report concerns 24/7.

Every reported item is reviewed with key members of senior leadership and investigated as appropriate. They are also carefully monitored and reported to the Audit Committee of the Board of Directors.

The Gentherm Code of Conduct prohibits retaliation against any employee that reports an issue in good faith.

Conflict of Interest Survey

Gentherm's annual Conflict of Interest and Business Ethics Survey is another tool used to reinforce the importance of doing business the right way. This web-based survey is delivered to every salaried employee and covers legal compliance, workplace conduct and harassment, insider trading, trade controls and sanctions, anti-bribery and anti-corruption. To emphasize the importance of these principles, the survey includes a required review of the Code of Conduct, ensuring employees remain informed and aligned with our ethical standards.

All survey results are carefully reviewed by our compliance team, with any potential concerns thoroughly investigated and escalated to the appropriate leadership.

Compliance Training

Gentherm partners with a web-based compliance training partner. In 2024, we delivered a major training program covering a number of components from the newly updated Code of Conduct.

This comprehensive training program included building and maintaining a respectful workplace; guidance on the FCPA and gifts and entertainment policies; preventing and detecting forced or child labor; and guidance on careful communications, data privacy and information security.



Cybersecurity / IT Training

Cybersecurity is a key focus for our leadership team. Our Board of Directors and Audit Committee continues to support our data security and privacy efforts, internal controls, risk mitigation, preparedness and incident response plans, and related cybersecurity insurance coverage.

Training and awareness help our employees stay current on how best to keep our data safe. Along with a Cybersecurity Awareness Month program, our employees completed training sessions covering cybersecurity awareness, phishing tactics and other vital information security topics. Employees with critical roles completed additional training specifically tailored for high-risk profiles.

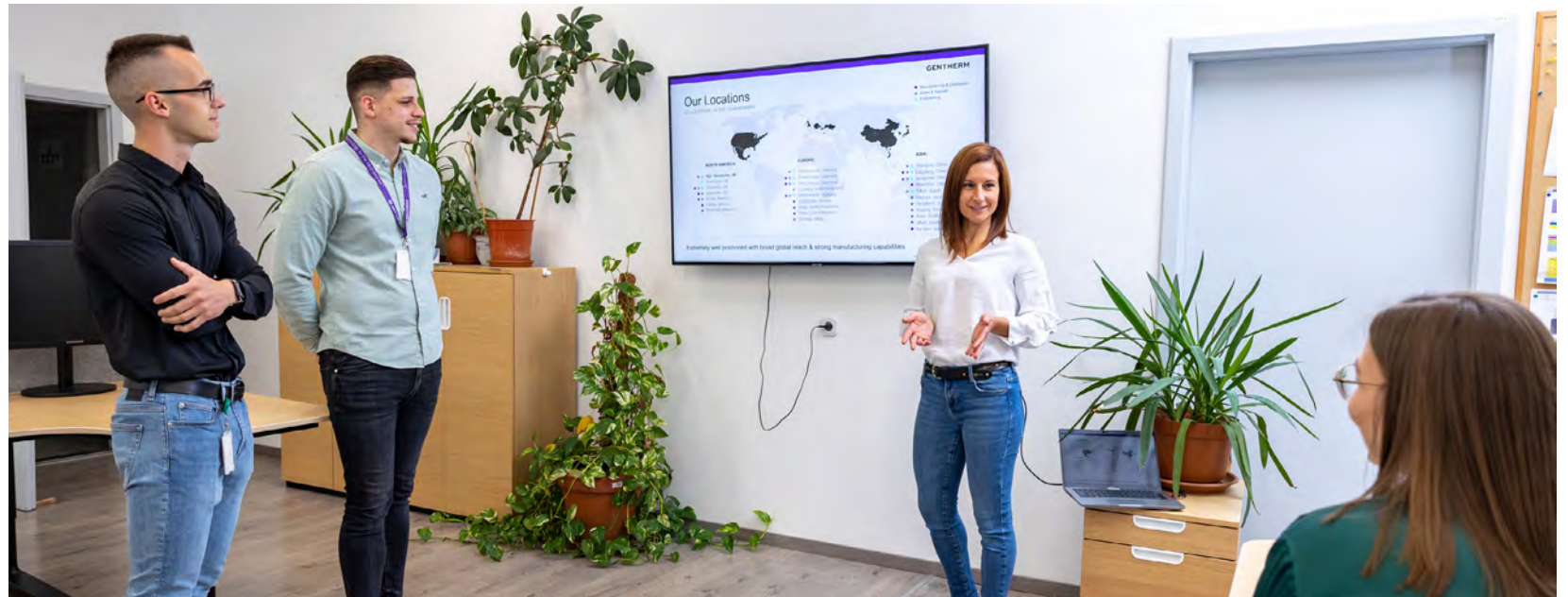


Human Rights

Gentherm is committed to ensuring all individuals are treated with dignity and respect—anything less is unacceptable. We take a firm stance against harassment and discrimination, a principle clearly stated in our Code of Conduct. Our [Global Human Rights Policy](#) explicitly details our practices and position on forced labor, safe working conditions, harassment, child labor and more.

In 2024, we updated our policy to incorporate best practices and align with key external standards and stakeholder requirements. Our revised policy clearly states we support our employees' freedom of movement while on-site and that we will not tolerate forced or illegal evictions of people or communities.

As a global company, we recognize the risks of improper business conduct at our locations and throughout our supply chain. We hold our employees to the highest standards of respect for all people and their well-being at every site. As part of our annual sustainability survey, each location is required to detail specific actions and procedures implemented to maintain high workplace standards and comply with all applicable laws and regulations.





PLANS & COMMITMENTS

For 2025, our team has developed plans and commitments that will keep our sustainability program moving forward and aligned with our long-term sustainability and business goals. These plans are aligned and agreed upon by our ESG Steering Committee as well as our Nominating and Corporate Governance Committee.



01

Expand our global renewable energy (RE) usage as a share of total

02

Finalize implementation of Power Purchase Agreement (PPA), driving increased RE and cost optimization

03

Develop “Zero Waste” strategy, including opportunity identification and creation of detailed actions plans

04

Identify and action additional opportunities for cost effective implementation of recycled and sustainable materials

APPENDIX

Safety Definitions / Safety Commitment

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

Near Miss Frequency Rate (NMFR): Measured according to standard OSHA methodology.

- Gentherm's reported LTCR and NMFR data includes both Gentherm employees as well as contractors working for Gentherm, site visitors, and anyone else on-site at our location.
- In 2024, all LTCR and NMFR cases were related to Gentherm employees, with the exclusion of one LTCR incident related to a full-time, on-site service contractor.
- Our commitment to safety considers contract employees with the same lens we view all other employees. We do not subdivide our safety data between different categories, as we believe our data should reflect our total workplace safety results.

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, as defined under U.S. laws and regulations, in our 20+ year history. This data is inclusive of Gentherm direct employees as well as contract and temporary employees.

Political Donations / Political Lobbying

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 or similar activities must be approved by the Chief Executive Officer and in agreement with the Chief Financial Officer, the Chief Human Resources Officer, and General Counsel.

As a global business, we align with trade associations and organizations related to our business which may, at their own discretion and under their own leadership, participate in the political process, including working to influence decisions that could benefit our company, our industry and related business. Gentherm does not participate in or provide direct support or funding for political lobbying.

Gentherm is a member of the Automotive Industry Action Group (AIAG), Original Equipment Suppliers Association (OESA), Human Resources Professionals Association (HRPA) and other similar industry groups. Our association with these industry groups generally includes standard membership fees, with annual fees of approximately \$50,000 total.

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 is approximately 40 vehicles, operated at an average of 10,000 miles 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 and is therefore excluded from our detailed GHG tracking process. Gentherm's processes also do not include emissions related to personal vehicles that may be bought / leased using company provided auto allowances as part of an individual employee's compensation.

Material and Chemical Management

Gentherm aims to have our manufactured goods align with all applicable regulations around the use or inclusion of controlled chemicals and materials. These efforts include utilization of the IMDS (International Material Data System), and monitoring of products and substances versus regulations such as REACH.

Hazardous Waste Disposal Methods

In 2024, Gentherm's hazardous waste was approximately 0.7% of all solid waste generated (metric tons). Gentherm's hazardous waste types vary by location but are generally comprised of waste oil and related products used in lubrication and equipment maintenance, activated carbon scrap, scrap glues and adhesives, and non-production related items such as light bulbs and non-industrial batteries. Our methods of disposal vary from region to region in accordance with applicable laws and regulations and are based on substance, but may include incineration, physical-chemical treatment, or other appropriate disposal methods. Disposal methods may include engaging services from appropriately qualified and licensed third-party service providers in the local region.

Water Stressed Locations

While Gentherm has global operations, none are located in countries defined as "Extremely High Water Stress" (as defined by [World Resources Institute](#)).

Gentherm does have significant operations in Mexico, which is classified as "High Water Stress." Water usage in our Mexico locations totaled 38,379 cubic meters, representing approximately 22% of Gentherm's global usage. As noted previously, Gentherm undertakes water recycling / reuse efforts at two of our Mexico locations and one location in China, with approximately 14,000 cubic meters of water recycled / reused in 2024. This represents 8.2% of Gentherm's global water usage.

Energy Efficient Investments / Capital Expenditures

As noted previously, in 2024, Gentherm undertook numerous projects designed to increase energy efficiency. These projects include updated lighting in numerous locations (transitioning to LED fixtures), installation of equipment shut-down timers, compressed air leak repairs, and radiator / HVAC upgrades. These investments totaled over \$300,000.

Supply Chain Sustainability

While our Sustainability Survey is being launched to a broader vendor population to allow for better understanding of present status, to the best of our knowledge, there are no significant or unexpected negative environmental impacts associated with our purchasing activities.

ISO-14001 Status

In 2024, approximately 92% of all Gentherm employees worked at ISO-14001 certified sites. This includes 100% of employees at our automotive manufacturing sites.

ISO-50001 Status

In 2024, approximately 18% of all Gentherm employees worked at ISO-50001 certified sites.

ISO-45001 Status

In 2024, approximately 50% of all Gentherm employees worked at ISO-45001 certified sites.

ISO-37001 Status

In 2024, Gentherm did not have any ISO-37001 certified sites.

Appendix Data

Appendix Chart - 2024 Data

Key Environmental Metrics by Region (2024)	North America	Europe	Asia	Total
Electricity Usage / Source				
Total KWH Used	33,755,046	19,743,255	27,852,940	81,351,241
Total KWH from Non-Renewable Sources	26,840,844	7,810,393	15,196,300	49,847,537
Total KWH from Renewable Sources	6,914,202	11,932,862	12,656,640	31,503,704
Percent of Total KWH Used	41.5%	24.3%	34.2%	100.0%
Percent of KWH from Non-Renewable Sources	79.5%	39.6%	54.6%	61.3%
Percent of KWH from Renewable Sources	20.5%	60.4%	45.4%	38.7%
Total Energy Usage / Source				
Total GJ Used	129,227	86,498	105,335	321,060
Total GJ from Renewable Sources	24,891	42,958	45,564	113,413
Total GJ from Non-Renewable Sources	104,336	43,539	59,771	207,647
Percent of Total GJ Used	40.3%	26.9%	32.8%	100.0%
Percent of GJ from Renewable Sources	19.3%	49.7%	43.3%	35.3%
Percent of GJ from Non-Renewable Sources	80.7%	50.3%	56.7%	64.7%
Solid Waste Source / Disposal				
MT Waste to Landfills	985	831	90	1,906
MT Waste to Recycling	1,876	971	1,349	4,196
MT Waste to Incinerators	1,276	797	1,820	3,893
MT Waste - Hazardous	27	23	20	70
Total MT Waste	4,165	2,622	3,278	10,065
Percent Waste to Landfills	23.7%	31.7%	2.7%	18.9%
Percent Waste to Recycling	45.1%	37.0%	41.1%	41.7%
Percent Waste to Incinerators	30.6%	30.4%	55.5%	38.7%
Percent Waste - Hazardous	0.7%	0.9%	0.6%	0.7%
Percent Total Waste	41.4%	26.0%	32.6%	100.0%
Water Usage				
Total Water Usage (Cubic Meters)	55,473	45,123	77,491	178,087
Percent Water Usage	31.1%	25.3%	43.5%	100.0%
Greenhouse Gas Emissions				
Scope 1 & 2 (MT CO2e)	12,114	3,179	10,463	25,756
Percent of Total Scope 1 & 2 (MT CO2e)	47.0%	12.3%	40.6%	100.0%

Appendix Chart - Historical Data

Key Environmental Metric History	2021	2022	2023	2024
Electricity Usage / Source				
Total KWH Used	70,778,806	73,519,864	76,529,374	81,351,241
Total KWH from Renewable Sources	9,701,261	13,860,922	16,411,759	31,503,704
Percent of KWH from Renewable Sources	13.7%	18.9%	21.4%	38.7%
Solid Waste Source / Disposal				
MT Waste to Landfills	2,168	2,357	2,603	1,906
MT Waste to Recycling	3,734	3,950	3,712	4,196
MT Waste to Incinerators	2,510	2,951	3,670	3,893
MT Waste - Hazardous	77	73	72	70
Total MT Waste	8,490	9,330	10,057	10,065
Percent of Total Waste to Landfills	25.5%	25.3%	25.9%	18.9%
Percent of Total Waste to Recycling	44.0%	42.3%	36.9%	41.7%
Percent of Total Waste to Incinerators	29.6%	31.6%	36.5%	38.7%
Percent of Total Waste - Hazardous	0.9%	0.8%	0.7%	0.7%
Water Usage				
Total Water Usage (Cubic Meters)	163,678	169,217	172,247	178,087
Greenhouse Gas Emissions				
Total Scope 1 & 2 (MT CO2e)	32,726	33,085	33,825	25,756

Forward Looking Statements and Disclosures

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 as: the Company’s future sustainability efforts, activities, initiatives and goals; consumer trends in the industries in which the Company conducts business; the Company’s future products and product development; and the Company’s engagement and training efforts with its employees.

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 or performance to differ materially from that described in or indicated by 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, 2024, as well as additional factors we may describe from time to time in other filings with the U.S. Securities and Exchange Commission. In addition, with reasonable frequency, we have entered into business combinations, acquisitions, divestitures, strategic investments and other significant transactions. Such forward-looking statements do not include the potential impact of any such transactions that may be completed after the date hereof, each of which may present material risks to our business and financial results. 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.

This report describes topics that we consider to be important to stakeholders when evaluating sustainability matters at Gentherm. The inclusion of information in this report is not an indication that such information is material as defined under the U.S. federal securities laws and the applicable regulations thereunder. No part of this report or our sustainability website disclosure constitutes, or shall be taken to constitute, an invitation or inducement to invest in Gentherm or any other entity and must not be relied upon in any way in connection with any investment decision.

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. Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company. Standards of measurement and methods of calculating sustainability data are developing and numbers reported (other than audited financial data) are based on company calculations and good faith estimates and have not been externally assured.

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 2024 calendar year unless otherwise noted and is limited to operations owned and / or operated by Gentherm. For some performance indicators, prior year data is provided to allow for annual comparisons.

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