
Sustainability Report



Bill Presley

President and Chief Executive Officer

At Gentherm, Sustainability is not just about the environment, but also about our people, the communities where we do business and the products that we design and build. We believe that by developing and advancing these areas, we gain an advantage that helps drive our overall business success.

One of our focus points for sustainability is to ensure that our actions and results align with the requirements of our stakeholders. Sustainability may mean different things to different stakeholders, so our program must work to align with those various perspectives. Whether it's our customers, our suppliers, our employees, or our shareholders, our goal is to meet or exceed every one of those requirements.

In this report, you will see some of our highlights and activities from 2025, examples of our continued success on ongoing programs, as well as activities that are still under development or in-progress. Sustainability is a journey—and the requirements may change, but our commitment to delivering results does not.

14

countries

14,000+

employees

\$1.5 Billion

revenue in 2025

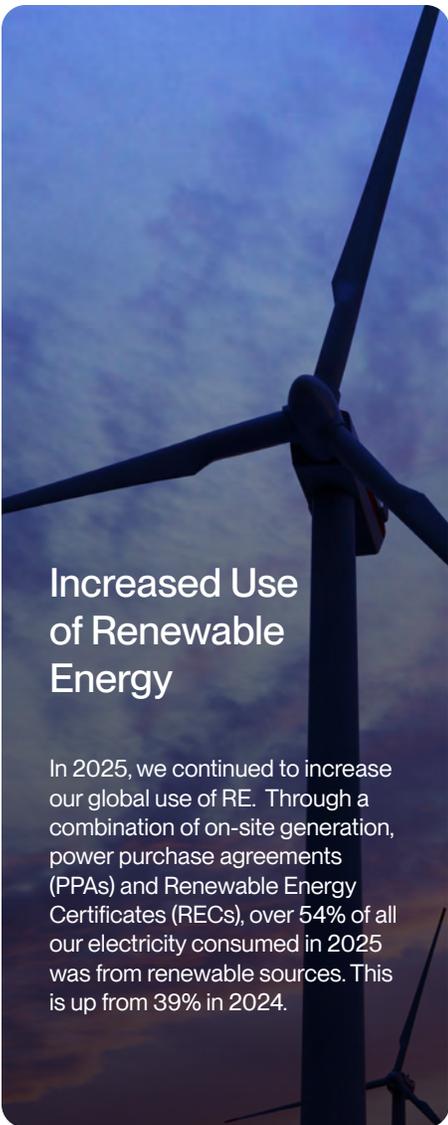
56

patents issued to Gentherm employees in 2025

85+

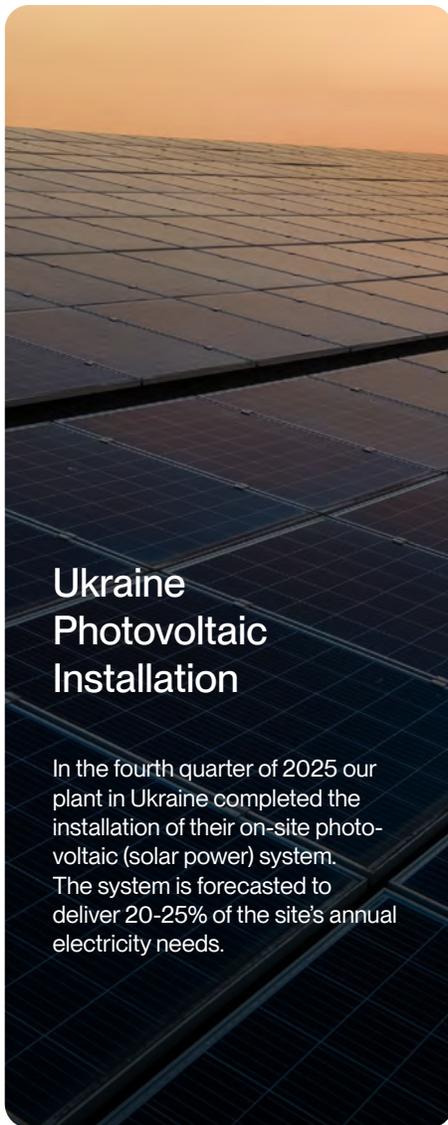
customers in different countries

2025 HIGHLIGHTS



Increased Use of Renewable Energy

In 2025, we continued to increase our global use of RE. Through a combination of on-site generation, power purchase agreements (PPAs) and Renewable Energy Certificates (RECs), over 54% of all our electricity consumed in 2025 was from renewable sources. This is up from 39% in 2024.



Ukraine Photovoltaic Installation

In the fourth quarter of 2025 our plant in Ukraine completed the installation of their on-site photovoltaic (solar power) system. The system is forecasted to deliver 20-25% of the site's annual electricity needs.



Awards

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

- [General Motors - Supplier of the Year Award](#)
- [USA Today's - America's Climate Leaders](#)
- [Newsweek's 2025 List of America's Greenest Companies](#)
- [America's Most Responsible Companies](#)

Our Sustainability Approach

Our approach to sustainability includes a strong focus on meeting the requirements of our customers, business partners, employees, communities and shareholders. By ensuring that our actions align with key stakeholders, we can be sure that our sustainability activities are good for our planet as well as for our business success.



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 product line-up includes items that 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.



Product

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.

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 legal, human resources, operations, corporate strategy and supply chain. This committee reviews activities, measures progress against objectives, aligns 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.

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

People

Gentherm's culture is performance-driven and people-centered, built on accountability, collaboration, inclusion and urgency—where everyone is expected to lead, own outcomes and deliver results aligned to shared values, including our dedication to sustainability that meets or exceeds stakeholder expectations.

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

Sustainability is woven into our values in numerous ways. Whether it's our commitment to workplace safety, our focus on community involvements, our governance practices, or our employee training and development—our commitment to our people is part of who we are as a company.

44%

of Board members are female and/or from diverse backgrounds

57%

of our global workforce is female

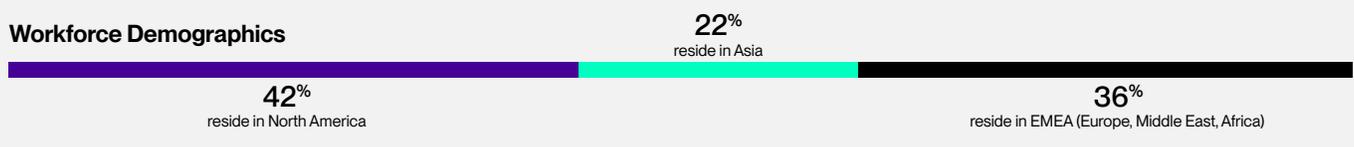
35%

of employees are union members or covered by labor agreements

43%

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

Workforce Demographics



Employee Training & Development

Gentherm strongly believes in training our employees and adding to their skill-sets. When we make our employees stronger, we make our company stronger. Our training utilizes a range of methods, including in-person, web-based and on-the-job instruction.

In 2025, our employees completed over 500,000 hours of training, which is over 35 hours per employee.

As part of our employee development efforts, we support a number of programs and efforts, including:

Career Catalyst Sessions: Helping our employees define the path they want to be on and how to drive their career forward

Quality Week: A global program to encourage employees to focus on quality in both manufacturing and process.

Engineers Week: With the importance of engineering in our business, we dedicate a week each year to focusing on the engineering discipline—both in term of career paths and recognition of achievements.



Workforce Awards



- Germany site awarded Top Employers Institute's Top Employer for the 12th consecutive year.
- Celaya, Mexico site recognized by Grupo Reto AC for the site's efforts to support breast cancer awareness and research.
- Automotive News recognized Gentherm employees as part of the [2025 Rising Stars](#) and as part of the [100 Leading Women](#) in the North American Auto Industry
- China locations recognized with awards from [Top Employer China](#) and the [China Belonging Award](#)

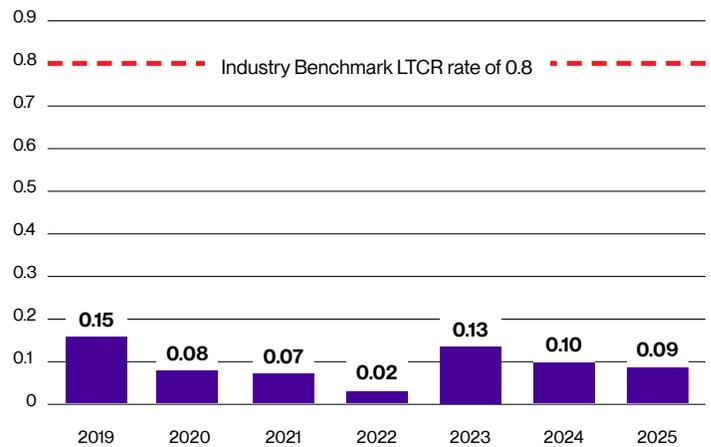
Health and Safety

Providing a safe and healthy workplace is a top priority at Gentherm. Our Global Safety Team is committed to preventing incidents, thoroughly investigating root causes when they occur, and implementing measures to continuously enhance safety for our employees, contractors, visitors, communities and the environment, while ensuring compliance with all legal and regulatory requirements and fostering a strong, proactive HSE culture across Gentherm.

Our robust safety procedures include a focus on examining near-miss incidents, utilizing the Eight Disciplines (8D) approach and using web-based tools to track, monitor and report safety incidents and concerns. Our team also leverages a safety audit platform, conducting reviews at our manufacturing sites, helping to prevent accidents before they happen. This audit platform is a mobile-first solution designed to streamline, digitize and effectively manage safety audits and GEMBA walks.

Our Safety team provides monthly 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.

LOST TIME CASE RATE (LTCR)



Planet

As a global manufacturing company, Gentherm recognizes the impact it has on the planet and is committed to responsible, efficient resource management. We strive to ensure that our sustainability program drives positive impact through reduced carbon emissions, careful water usage and controls around solid waste. Our goal is to drive continuous progress and contribute to building a better world, including minimizing our environmental footprint.

GHG Emissions

Since setting our target to reduce Scope 1 and 2 emissions by 59% by 2035, Gentherm has made steady progress. For the second consecutive year, total emissions declined despite increased revenue and production.

We have also reduced emissions intensity significantly, cutting emissions per revenue by nearly 50% between 2021 and 2025.

With additional initiatives planned, including new power purchase agreements (PPAs) and locally sourced renewable electricity and RECs, we remain on track to meet our commitment.

Year	2021	2022	2023	2024	2025
Scope 1 (MT)	2,173	2,518	2,567	1,391	1,776
Scope 2 (MT)	29,764	29,818	30,497	24,365	16,957
Total	31,937	32,335	33,064	25,756	18,733
Total MT / \$Mil	24.3	23.9	22.5	17.7	12.5

GENTHERM CARBON
REDUCTION GOAL



To date, we've reduced our Scope 1+2 emissions by 41%, representing significant progress towards our 59% reduction target

Electricity

Over 90% of Gentherm's Scope 1 and 2 emissions come from purchased electricity, making renewable electricity (RE) the most impactful lever for reducing our overall footprint.

We pursue this through regionally tailored solutions—including on-site solar in Ukraine and North Macedonia, on-site power purchase agreements (PPAs) in Vietnam and global procurement of Renewable Energy Certificates (RECs)—aligning sustainability progress with sound business decisions.

Year	2021	2022	2023	2024	2025
Total Electricity Usage (MWH)	70,779	73,520	76,529	81,351	86,208
Renewable Energy (RE) Usage	9,701	13,861	16,412	31,504	47,104
RE as a Percent of Total	13.7%	18.9%	21.4%	38.7%	54.6%

Water

While water is not an essential part of the Gentherm manufacturing processes, we do continue to take steps to control and minimize our use of water. Since most of our water use is driven by sanitation and cafeteria services, our water usage is highly correlated to our overall employee population. In 2025, we opened two new facilities which drove higher overall water usage.

	2021	2022	2023	2024	2025
Water Withdrawn (Cubic Meters)	163,678	169,217	172,247	178,087	196,391
Water Usage (Cubic Meters / \$Mil Revenue)	124.7	125.1	117.2	122.3	130.9

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

Waste

As a manufacturing company, Gentherm understands that we must make efforts to reduce and minimize our waste. Reducing our eliminating waste is not only good for the environment, but that reduced waste is also good for Gentherm's business success. By focusing on reducing waste, monetizing scrap and driving efficiencies, we can make both an environmental and a business impact.

Year	2021	2022	2023	2024	2025
MT Waste to Landfills	2,168	2,357	2,603	1,906	1,732
MT Waste to Recycling	3,734	3,950	3,712	4,196	4,533
MT Waste to Incinerators	2,510	2,951	3,670	3,893	3,816
MT Waste - Hazardous	77	73	72	70	49
Total MT Waste	8,490	9,330	10,057	10,065	10,130
Percent of Total Waste to Landfills	25.5%	25.3%	25.9%	18.9%	17.1%
Percent of Total Waste to Recycling	45.1%	37.0%	41.1%	41.7%	44.8%
Percent of Total Waste to Incinerators	30.6%	30.4%	55.5%	38.7%	37.7%
Percent of Total Waste - Hazardous	0.7%	0.9%	0.6%	0.7%	0.5%
Total MT Waste / \$Mil Revenue	6.5	6.9	6.8	6.9	6.8

Climate Risk and Opportunities

The Gentherm team continues to monitor and assess climate risks and opportunities—with a special focus on how shifting markets and requirements may impact our business.

Our team is conscious of shifting market and product demand—and we are monitoring how those changes may or may not impact the market for our particular products. Our team also works to consider the potential climate impacts that may affect our physical locations.

Products

Gentherm understands that the materials and methods used in our manufacturing processes can have an impact on our overall environmental footprint. As a result, we are focused on engineering our products in manners that drive that progress. Whether it's using a different grade of plastic, leveraging recycled materials, or improving our manufacturing processes to reduce scrap and waste—our team works to ensure that our products are aligned with our sustainability journey.

Product Carbon Footprint (PCF)

Gentherm is seeing increased requests from our customers for Product Carbon Footprint (PCF) calculations—with some customers noting it as a mandatory step in the sales process. The Gentherm team has been trained on proper calculation methodologies and we utilize benchmark tools and services to support the process.

While different regions and customers have different requirements in this area, the Gentherm team is happy to support those needs and ensure that we align with our stakeholders.

The PCF process also provides us with additional information on the GHG footprint of our products, which in turn allows us to identify priorities and initiatives that help us drive the sustainability of our different product lines.



Supply Chain

Customer Requirements

Gentherm monitors our customers' requirements, ensuring 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

Our team continues to drive our supply base towards a more sustainable future, by laying out clear expectations and requirements, Gentherm can drive change back through our supply chain. A few key documents include:

Supplier Requirements Manual: This document outlines a number of requirements that we hold our suppliers to, including environmental compliance and more.

Supplier Code of Conduct: Our all-new Supplier Code of Conduct defines our expectations for all suppliers, including health and safety, labor and human rights, mineral sourcing and much more.

Responsible Mineral Sourcing: This recently updated and expanded policy defines our expectations and requirements for the sourcing of minerals within our supply chain.

Supplier Audits

Within Gentherm, our Supplier Quality team has resources dedicated to performing supplier audits—ensuring that the activities at our key suppliers align with our expectations and requirements.

In 2025, our Supplier Management team completed over 100 audits, including active supplier site visits, requalification audits, audits of potential suppliers and process audits. In 2026, our team will continue to drive this process forward, including increasing the number of audits in the North America region.



Governance

Board Leadership

Our [Nominating and Corporate Governance Committee](#) provides strategic guidance, sets objectives and monitors performance. The committee also oversees Gentherm's sustainability disclosures and 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. For more information on our corporate governance, review 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 Code of Business Conduct and Ethics ("Code of Conduct"), we provide a range of policies to help our employees and business partners better understand what we expect of them. [Key documents](#) include our Human Rights Policy, Environmental Health and Safety Policy and Anti-Bribery Policy.



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 covers employee behavior, dealing with workplace violence, treatment of people and business partners and much more. The Code also provides guidance on where to turn with questions or concerns and links to supporting policies.

Every employee is required to review the Code of Conduct annually and certify that they understand the requirements and agree to abide by the guidance. Every submitted question or issue raised during this process is reviewed and addressed by our Global Director of Compliance.

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 and the Nominating & Corporate Governance 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

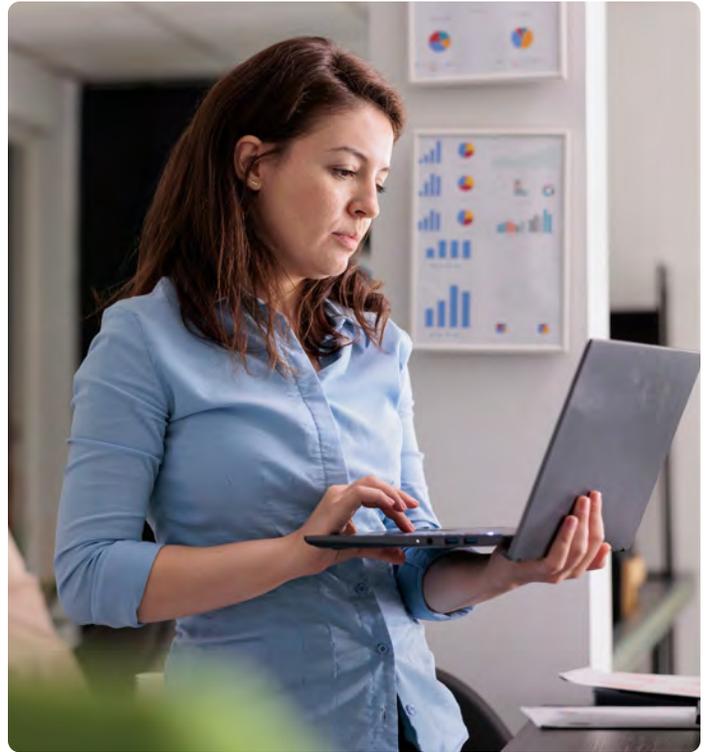
Gentherm's annual Conflict of Interest and Business Ethics Survey is another tool used to reinforce the importance of doing business the right way. This web-based survey is delivered to every salaried employee and covers legal compliance, workplace conduct and harassment, insider trading, trade controls 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 delivers web-based compliance training to our employees, including local language functionality. In 2025, over 12,000 training sessions were completed by our employees, covering Code of Conduct, Gift Giving, Data Protection and Confidentiality and Respectful / Appropriate Workplace Behavior.

Our training programs are customized to our employees and delivered on either a broad base or to a focused team, depending on course content and applicability.



Cybersecurity / IT Training

Cybersecurity is a focus for our team. Our Board of Directors 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 employees stay current on cybersecurity topics. Along with a Cybersecurity Awareness Month program, our employees completed training sessions on cybersecurity awareness, phishing tactics and other topics.

Human Rights

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

As a global company, we recognize the risks of improper business conduct at our locations and throughout our supply chain and our Global Human Rights Policy is, as noted in the policy, applicable to all Gentherm business partners.

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 2025, 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 information about 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 includes 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 businesses. 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), Motor Equipment Manufacturers Association (MEMA), CHRO (Chief Human Resource Officer Association) and other similar industry groups. Our association with these industry groups generally includes standard membership fees, with annual fees totaling 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 35 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 2025, Gentherm's hazardous waste was approximately 0.5% 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 and Morocco, which are classified as "High Water Stress." Water usage in our Mexico and Morocco locations totaled 53,492 cubic meters, representing approximately 27% of Gentherm's global usage. Gentherm undertakes water recycling / reuse efforts at two of our Mexico locations and one location in China, with approximately 9,550 cubic meters of water recycled / reused in 2025. This represents 4.9% of Gentherm's global water usage.

Energy Efficient Investments / Capital Expenditures

In 2025, Gentherm undertook numerous projects designed to increase energy efficiency. These projects include one photovoltaic installation, update of the lightning to LED in several locations and installation of an energy efficient chiller. These investments totaled over \$ 475,000.

Supply Chain Sustainability

While our Sustainability Survey is being launched to a broader vendor population to allow for a better understanding of the 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 2025, approximately 84% of all Gentherm employees worked at ISO-14001 certified sites. This includes 100% of employees at our automotive manufacturing sites (excluding recently opened sites that are not eligible for certification).

ISO-50001 Status

In 2025, approximately 13% of all Gentherm employees worked at ISO-50001 certified sites.

ISO-45001 Status

In 2025, approximately 64% of all Gentherm employees worked at ISO-45001 certified sites.

ISO-37001 Status

In 2025, Gentherm did not have any ISO-37001 certified sites.

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, 2025, 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 2025 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.

This report may contain public information or links to websites owned and operated by third parties. When clicking on third-party links, users will leave our website. These links are provided for additional information and convenience only. Gentherm is not responsible for such public information, third-party websites or their content and is not incorporating by reference, endorsing, approving or adopting any information posted on any third-party website. No representation, warranty, or undertaking is made by Gentherm as to the accuracy, reasonableness, or completeness of public information or information contained on third-party websites.

Appendix Data

Key Environmental Metrics by Region (2025)	North America	EMEA	Asia	Total
Electricity Usage / Source				
Total KWH used	35,174,414	21,075,758	29,958,023	86,208,194
Total KWH from Non-Renewable Sources	26,744,414	8,361,869	3,998,078	39,104,360
Total KWH from Renewable Sources	8,430,000	12,713,889	25,959,945	47,103,834
Percent of Total KWH Used	40.8%	24.4%	34.8%	100.0%
Percent of KWH from Non-Renewable Sources	76.0%	39.7%	13.3%	45.4%
Percent of KWH from Renewable Sources	24.0%	60.3%	86.7%	54.6%
Total Energy Usage / Source				
Total GJ Used	132,937	93,425	113,057	339,419
Total GJ from Renewable Sources	30,348	45,770	93,456	169,574
Total GJ from Non-Renewable Sources	102,589	47,655	19,601	169,845
Percent of Total GJ Used	39.2%	27.5%	33.3%	100.0%
Percent of GJ from Renewable Sources	22.8%	49.0%	82.7%	50.0%
Percent of GJ from Non-Renewable Sources	77.2%	51.0%	17.3%	50.0%
Solid Waste Source / Disposal				
MT Waste to Landfills	1,036	696	* -	1,732
MT Waste to Recycling	2,282	1,110	1,141	4,533
MT Waste to Incinerators	1,324	609	1,883	3,816
MT Waste - Hazardous	20	15	13	49
Total MT Waste	4,662	2,430	3,038	10,130
Percent Waste to Landfills	22.2%	28.6%	0.0%	17.1%
Percent Waste to Recycling	48.9%	45.7%	37.6%	44.8%
Percent Waste to Incineration	28.4%	25.1%	62.0%	37.7%
Percent Waste - Hazardous	0.4%	0.6%	0.4%	0.5%
Percent Total Waste	46.0%	24.0%	30.0%	100.0%
Water Usage				
Total Water Usage (Cubic Meters)	63,626	56,538	76,227	196,391
Percent Water Usage	32.4%	28.8%	38.8%	100.0%
Greenhouse Gas Emissions				
Total Scope 1 & 2 (MT CO2e)	11,653	4,071	3,009	18,733
Percent of Total Scope 1 & 2 (MT CO2e)	62.2%	21.7%	16.1%	100.0%

* In Asia there has been a shift from landfilling to incineration.

Key Environmental Metric History	2021	2022	2023	2024	2025
Electricity Usage / Source					
Total KWH used	70,778,806	73,519,864	76,529,374	81,351,241	86,208,194
Total KWH from Renewable Sources	9,701,261	13,860,922	16,411,759	31,503,704	47,103,834
Percent of KWH from Renewable Sources	13.70%	18.90%	21.40%	38.70%	54.6%
Solid Waste Source / Disposal					
MT Waste to Landfills	2,168	2,357	2,603	1,906	1,732
MT Waste to Recycling	3,734	3,950	3,712	4,196	4,533
MT Waste to Incinerators	2,510	2,951	3,670	3,893	3,816
MT Waste - Hazardous	77	73	72	70	49
Total MT Waste	8,490	9,330	10,057	10,065	10,130
Percent of Waste to Landfills	25.5%	25.3%	25.9%	18.9%	17.1%
Percent of Waste to Recycling	44.0%	42.3%	36.9%	41.7%	44.8%
Percent of Waste to Incineration	29.6%	31.6%	36.5%	38.7%	37.7%
Percent of Waste - Hazardous	0.9%	0.8%	0.7%	0.7%	0.5%
Water Usage					
Total Water Usage (Cubic Meters)	163,678	169,217	172,247	178,087	196,391
Greenhouse Gas Emissions					
Total Scope 1 & 2 (MT CO2e)	32,726	33,085	33,825	25,756	18,733