

## 2023 SASB (Sustainability Accounting Standards Board) Index

As an part of Gentherm's commitment to sustainability and transparency, we are pleased to report the information below, related to our 2023 activity. This information is reported in accordance with the standards developed by the Sustainability Accounting Standards Board (SASB), specifically related to the "Auto Parts" standard, a subset of the Transportation Sector portion of the standards.

For more information on SASB and the SASB standard, please visit [www.SASB.org](http://www.SASB.org).

Any questions related to the information and data below can be submitted directly to the Gentherm Sustainability team at [Sustainability@Gentherm.com](mailto:Sustainability@Gentherm.com).

SASB Code	Disclosure Summary	2022 Disclosure and Response	References
Energy Management: TR-AP-130a.1	<ol style="list-style-type: none"> <li>Total energy consumed</li> <li>Percentage grid electricity and</li> <li>Percentage renewable</li> </ol>	Adding all energy sources, including purchased electricity & steam (Scope 2), as well as energy consumed on site including natural gas, heating oil, and similar (Scope 1): Total energy consumption calculated as approximately 307,838 GJ. Among that energy usage, with regards to electricity consumption, approximately 99.3% is sourced from the local grid / utility providers. For electricity usage globally, 21.4% was generated from renewable sources and with the accompanying renewable energy certificate assigned to Gentherm.	<a href="#">Gentherm 2023 Sustainability Report</a>
Waste Management TR-AP-150a.1	<ol style="list-style-type: none"> <li>Total amount of waste from manufacturing</li> <li>Percentage hazardous</li> <li>Percentage recycled</li> </ol>	For 2023, Gentherm locations produced 10,569,842 KG of total waste. Of that waste, approximately 0.7% was classified as hazardous waste. Of all waste generated, 40% was sent for recycling.	<a href="#">Gentherm 2023 Sustainability Report</a>
Product Safety TR-AP-250a.1	Number of vehicles recalled	In 2022, Gentherm did not have a single recall campaign item that was noted in 2023.	Not Applicable
Design for Fuel Efficiency TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	\$558.1 million USD revenue (38.0% of total) including Climate Control Seating and Battery Performance Solutions (per studies cited in Product section of 2023 Sustainability Report and Product Revenue by Category in 2023 10-K).	<a href="#">Gentherm 2023 Sustainability Report</a>
Materials Sourcing TR-AP-440a.1	Description of the management of risks associated with the use of critical materials (Discussion and Analysis)	Gentherm works to ensure compliance with all applicable regulations, and works to support and protect human rights throughout the supply chain. For more information, see our 2023 Sustainability Report, "Human Rights" section, our Global Human Rights Policy, and our annual Form SD filings.	<a href="#">Gentherm 2023 Sustainability Report</a> <a href="#">Gentherm Global Human Rights Policy</a> <a href="#">Gentherm SEC Filings</a>
Materials Efficiency TR-AP-440b.1	Percentage of products sold that are recyclable	We recognize increasing interest from our customers and other stakeholder regarding product input materials and product end-of-life disposition. While we have made efforts to utilize environmentally friendly inputs and to consider end-of-life disposition, we view this as an emerging opportunity for Gentherm. Our Sustainability team, including our ESG Steering Committee and our Director of Product Sustainability, are reviewing the situation and implementing projects to utilize recycled materials, including plastics, on select components and products.	Not Applicable
Materials Efficiency TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content		Not Applicable
Competitive Behaviour TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	\$0; Gentherm did not incur financial costs in 2023 as a result of legal proceedings related to anticompetitive behavior.	Not Applicable