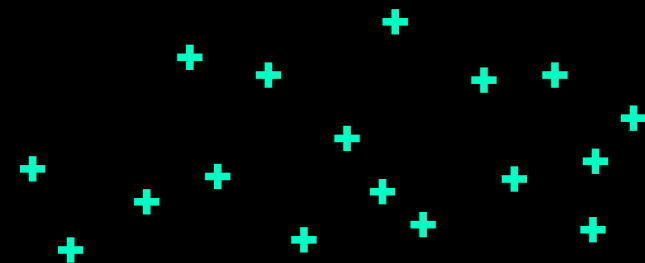




GENTHERM

# United Nations Sustainable Development Goals Index

2024



# United Nations Sustainable Development Goals Index

The United Nations Sustainable Development Goals (SDGs) are a robust and comprehensive set of goals that provide a roadmap for addressing social, economic, and environmental challenges facing the world. Adopted by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development, the SDGs aim to tackle a range of issues. The SDGs consist of 17 goals, each with specific targets and indicators, designed to guide governments, businesses, and individuals towards sustainable development and a more equitable future. These goals cover a broad spectrum of topics, including poverty eradication, education quality, gender equality, climate action, clean energy, sustainable development, and more. The SDGs represent a global commitment to creating a better world by 2030, where no one is left behind, and economic, social, and environmental sustainability are pursued hand in hand.

*At Gentherm, we firmly believe that the SDGs are not only a global commitment but also a fundamental driver of positive change in society.*

We are dedicated to creating a workplace where everyone has equal opportunities, basic rights, and dignity. Our commitment to the SDGs resonates strongly with our core values and shapes our strategies for a better future. The SDGs also emphasize a commitment to environmental issues—ensuring that we are working to minimize our footprint and drive positive change.



Gentherm's dedication to the SDGs is positively aligned with our Sustainability pillars – People, Planet, and Places. We strive to build and maintain inclusive workplaces, prioritize quality education and training, and advance environmental efforts. With the SDGs as one of our guiding sets of principles, we can help create a future where the well-being and empowerment of people, and environmental awareness, are at the forefront of our efforts.



## People

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



## Planet

We strive to minimize our environmental impact. We believe our product lineup reduces the environmental impact of automobiles through our innovative products and technologies, and we continue to improve our operations through more efficient use of resources and reduced emissions. As part of Planet, our approach includes an emphasis on our Products – what materials go into them, what are the impacts of their use, and even how they are dealt with at the end of their useful life.



## Places

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



## SDG 3: Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>Gentherm is committed to providing a safe work place for our employees and all visitors to our locations. Our publicly available Environmental Health and Safety (EHS) policy clearly lays out our expectations and requirements.</p> <p>Employee engagement activities include a focus on employee health and wellness, including supporting healthy living, exercise, and more.</p> <p>Gentherm Medical provides innovative equipment and supplies that help improve patient outcome and contribute to improved well-being.</p>	<ul style="list-style-type: none"> <li>▪ Employee health activities</li> <li>▪ Gentherm Medical equipment and mission</li> <li>▪ Focus on safety and continuous improvement</li> <li>▪ Vision Zero Safety Process</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2023 Sustainability Report (Pages 23, 24, &amp; 33)</li> <li>▪ Environmental Health and Safety Policy</li> </ul>



## SDG 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We are committed to and believe in the importance of education, training, and growth for our employees and those outside of our organization. Our internal programs offer career training, mentor / mentee relationships, and career planning and feedback. We also host internship and co-op programs, offering a chance for individuals to experience our company and potential career paths.</p>	<ul style="list-style-type: none"> <li>▪ Internal trainings and career development training</li> <li>▪ Mentorship program</li> <li>▪ On-Demand Learning Resources</li> <li>▪ Career Catalyst Focus Program</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2023 Sustainability Report (Pages 20 &amp; 22)</li> </ul>



## SDG 5: Gender Equality

Achieve gender equality and empower all women and girls.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We believe in the importance of diversity, equity, and inclusion across all facets of our business and all locations in which we do business. Through our Diversity, Equity, &amp; Inclusion Council we look to raise awareness and work towards equality.</p> <p>Our Human Rights Policy lays out clearly and firmly our commitment to treating people with respect and dignity.</p>	<ul style="list-style-type: none"> <li>▪ Diversity, Equity, Inclusion + Belonging Council</li> <li>▪ Gentherm Global Human Rights Policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2023 Sustainability Report (Pages 22 &amp; 24)</li> <li>▪ Gentherm Human Rights Policy</li> <li>▪ Gentherm 2024 10-K</li> </ul>



## SDG 6: Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We believe in the importance of water conservation and sustainability and make dedicated efforts to improve our water usage. Each year, we publicly report our water usage and water discharge, as well as monitoring our water usage in any locations determined to be in a highly water stressed area.</p> <p>As part of Gentherm's water conservation efforts, we have also implemented water recycling programs at feasible locations. As noted in our most recent Sustainability Report, our locations in Celaya and Acuna, Mexico, have implemented water recycling programs that resulted in over 2.9 millions gallons of water reuse / recycling in 2023.</p> <p>At Gentherm, we recognize that access to safe, clean water is a basic human right. We commit to ensuring that we give our employees and visitors access to clean water and that we limit our water usage and waste.</p>	<ul style="list-style-type: none"> <li>▪ Water Usage Metrics</li> <li>▪ Water Reduction Projects</li> <li>▪ Water Recycling and Reuse Projects</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2023 Sustainability Report (Pages 26, 28, and 41)</li> </ul>



## SDG 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>Gentherm is actively working to increase our use of renewable energy as a percentage of our total energy usage. We also have undertaken programs to add significant solar power generation at multiple locations, as well as coordinating for the purchased of renewable energy from outside providers.</p> <p>In 2023, 21.4% (16,412 MWH) of our total electricity was noted as coming from renewable resources. For 2024, our senior leadership has committed to further increasing our renewable energy usage, including a target component in our Senior Level Bonus Plan.</p> <p>In 2023, Gentherm had a total of six (6) separate locations that operated on 100% renewable electricity. Gentherm also continues to operate as a proud member of the U.S. Environmental Protection Agency (EPA) Green Power Partnership program.</p>	<ul style="list-style-type: none"> <li>▪ Renewable Energy Measurement &amp; Tracking</li> <li>▪ Voluntary Renewable Energy Purchases</li> <li>▪ Solar Power Generation and Usage</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2023 Sustainability Report (Pages 7, 10, 28, &amp; 29)</li> </ul>



## SDG 8: Decent Work and Economic Growth

Ensure access to affordable, reliable, sustainable and modern energy for all.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We are committed to providing high quality, fairly compensated employment at every one of our locations. We believe in treating people appropriately, providing career training, and offering opportunities for professional advancement. Through our Diversity, Equity, and Inclusion Council, our Women's Network, and our Career Development programs, we strive to promote productive and decent work and opportunity for all.</p> <p>Our Human Rights Policy lays out clear guidance around employee wages and benefits, and our commitment to equal pay for equal work.</p>	<ul style="list-style-type: none"> <li>▪ Gentherm Career Development Programs</li> <li>▪ Diversity, Equity, and Inclusion Council</li> <li>▪ Gentherm Women's Network</li> <li>▪ Global Human Rights Policy</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2023 Sustainability Report (Pages 7, 20 &amp; 22)</li> <li>▪ Gentherm Human Rights Policy (Section 6)</li> </ul>



## SDG 9: Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We believe the future of transportation lies in vehicle electrification, and that electrification is key to sustainable activities around transportation. Gentherm is committed to developing technologies and solutions that support and drive this future. Through our technologies such as Climate Control Seats, ClimateSense, and WellSense, we are helping to support sustainable economic growth. Our commitment to research and development is an essential part of our business approach.</p>	<ul style="list-style-type: none"> <li>Gentherm Technologies</li> </ul>	<ul style="list-style-type: none"> <li>2023 Sustainability Report (Pages 11-16)</li> <li>Gentherm 2024 10-K</li> </ul>



## SDG 8: Reduced Inequalities

Reduce inequality within and among countries.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We support the rights of all people around the world to be treated fairly and equitably. Through our Diversity, Equity, Inclusion + Belonging Council and our Women's Network, we work to raise awareness and ensure fair treatment.</p> <p>Our Global Human Rights Policy clarifies and reinforces our stance around the proper treatment of individuals, regardless of location or position.</p>	<ul style="list-style-type: none"> <li>Diversity, Equity, Inclusion + Belonging Council</li> <li>Gentherm Women's Network</li> <li>Global Human Rights Policy</li> </ul>	<ul style="list-style-type: none"> <li>2023 Sustainability Report (Pages 17-24)</li> <li>Gentherm Human Rights Policy (Section 6)</li> </ul>



## SDG 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>Gentherm established and declared a long-term carbon reduction goal - committing to lowering our Scope 1 and Scope 2 emissions by 59% by the year 2035. A key driver for this goal is increasing our use of renewable energy.</p> <p>Gentherm also calculates and reports our Scope 3 emissions, which are reported publicly as part of our annual CDP filing as well as in our 2023 Sustainability Update report.</p>	<ul style="list-style-type: none"> <li>Long-Term Carbon Reduction Goal</li> <li>Public Reporting Emissions</li> </ul>	<ul style="list-style-type: none"> <li>2023 Sustainability Report (Pages 26 - 29)</li> <li>2023 Sustainability Update</li> </ul>



## SDG 13: Climate Action

Take urgent action to combat climate change and its impacts.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
<p>We have established a disciplined, detailed Sustainability program, with leadership at our Senior Leadership and Board of Director levels. This guidance and oversight helps to ensure that we are focused on key issues, including climate impact. Our disclosure of Scope 1 and Scope 2 emissions, as well as our Environmental Target around reducing those emissions, demonstrates a clear commitment to make progress in this area.</p> <p>In our 2022 Sustainability Report, we publicly declared a long-term carbon reduction goal - committing to lowering our Scope 1 and Scope 2 emissions by 59% by the year 2035, and we reiterated this target in our 2023 Sustainability Report.</p>	<ul style="list-style-type: none"> <li>Sustainability Approach, Leadership Updates</li> <li>Environmental Metrics, GHG Emissions</li> </ul>	<ul style="list-style-type: none"> <li>2023 Sustainability Report (Pages 26 - 28)</li> </ul>



To learn more about the United Nations Sustainable Development Goals (SDGs), visit the UN SDG homepage [here](#).

To learn more about Gentherm's Sustainability efforts, visit the Gentherm Sustainability homepage [here](#), or read our latest annual Sustainability Report [here](#).

Additional Supporting Documents:

[Environmental Health and Safety Policy](#)

[2024 Gentherm Schedule 14A-Proxy](#)

[2024 Gentherm 10-K](#)

[Gentherm Global Human Rights Policy](#)

[2023 Sustainability Update](#)



Gentherm  
21680 Haggerty Rd.  
Northville, MI 48167

[www.gentherm.com](http://www.gentherm.com)

Technology to the next degree™