

2024 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 2024 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.

Any questions related to the information and data below can be submitted directly to the Gentherm Sustainability team at Sustainability@Gentherm.com.

SASB Code	Disclosure Summary	2024 Disclosure and Response	References
Energy Management: TR-AP-130a.1	Total amount of energy consumed; purchased & on-site	Adding all energy sources, including purchased electricity & steam (Scope 2), as well as energy consumed on site including natural gas, heating oil, and similar (Scope 1): Total energy consumption calculated as approximately 321,060 GJ.	Gentherm 2024 Sustainability Report (Pages 22 & 41)
Energy Management: TR-AP-130a.1	Percentage of all electricity co-nsumed that is provided from local electrical grid	In 2024, the majority of electricity consumed was provided from the local electrical grid. On-site solar installations at Gentherm locations generated approximately 2,149 MWh of electricity, representing 2.6% of total electricity usage, with the remaining 97.4% coming from the local electrical grid.	Gentherm 2024 Sustainability Report (Pages 22 & 41)
Energy Management: TR-AP-130a.1	Percentage of all electricity consumed that is generated from renewable resources	As noted in the Environmental metrics of our 2024 Sustainability Report, approximately 38.7% of all electricity consumed is classified and accounted for as renewable electricity (RE). This RE includes on-site generated, locally procured Energy Attribute Certificates (EACs), and globally sourced and allocated EACs.	Gentherm 2024 Sustainability Report (Pages 22 & 41)
Waste Management: TR-AP-150a.1	Total amount of waste from manufacturing	Total waste from Gentherm sites totals 10,064 Metric Tons, with the vast majority of that waste produced at manufacturing / R&D sites.	Gentherm 2024 Sustainability Report (Pages 24 & 41)
Waste Management: TR-AP-150a.1	Percentage of total waste that is hazardous	Hazardous waste represents 0.7% of all waste produced in 2024.	Gentherm 2024 Sustainability Report (Pages 24, 40 & 41)
Waste Management: TR-AP-150a.1	Percentage of total waste that is recycled	41.7% of all waste produced was sent to recycling facilities / operations in 2024.	Gentherm 2024 Sustainability Report (Pages 24 & 41)
Product Safety: TR-AP-250a.1	Number of product recalls issued	In 2024, Gentherm did not have a single recall campaign item that was noted by NHTSA as part of their standard monthly recall reports.	Not Applicable
Product Safety: TR-AP-250a.1	Total units recalled	In 2024, Gentherm did not have a single recall campaign item that was noted by NHTSA as part of their standard monthly recall reports.	Not Applicable
Design for Fuel Efficiency: TR-AP-410a.1	Percent of total revenue from products designed to increase fuel efficiency and / or reduce emissions	\$527 million USD revenue (36.2% of total) including Climate Control Seating and Battery Performance Solutions	Gentherm 2024 Sustainability Report (Page 31) Gentherm 2024 10-K (Page 40)
Materials Sourcing: TR-AP-440a.1	Description of the management of risks associated with the use of crucial materials	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 2024 Sustainability Report, "Supply Chain" section, our Global Human Rights Policy, and our all new Responsible Sourcing Policy.	Gentherm 2024 Sustainability Report (Page 34) Gentherm Responsible Sourcing Policy Gentherm Global Human Rights Policy
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, and our Sustainability team, including our ESG Steering Committee, is reviewing the situation.	Not Applicable
Materials Efficiency: TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	Our Sustainability team includes a Director of Product Sustainability role, with that role focused on increasing our efforts around product material inputs, engineering, and full life-cycle analysis.	Not Applicable
Competitive Behavior: TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$0; Gentherm did not incur financial costs in 2024 as a result of legal proceedings related to anticompetitive behavior.	Not Applicable