GENTHERM

2025 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 2025 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	2025 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 339,419 GJ.	Gentherm 2025 Sustainability Report (Page 14)
Energy Management: TR-AP-130a.1	Percentage of all electricity consumed that is provided from local electrical grid	In 2025, the majority of electricity consumed was provided from the local electrical grid. On-site solar installations at Gentherm locations generated approximately 2,443 MWh of electricity, representing 2.8% of total electricity usage, with the remaining 97.2% coming from the local electrical grid.	
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 2025 Sustainability Report, approximately 54.6% 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 alloated EACs.	Gentherm 2025 Sustainability Report (Pages 7 & 14)
Waste Management: TR-AP-150a.1	Total amount of waste from manufacturing	Total waste from Gentherm sites totals 10,130 Metric Tons, with the vast majority of that waste produced at manufacturing / R&D sites.	Gentherm 2025 Sustainability Report (Pages 8 & 14)
Waste Management: TR-AP-150a.1	Percentage of total waste that is hazardous	Hazardous waste represents 0.5% of all waste produced in 2025.	Gentherm 2025 Sustainability Report (Pages 8 & 14)
Waste Management: TR-AP-150a.1	Percentage of total waste that is recycled	44.8% of all waste produced was sent to recycling facilities / operations in 2025.	Gentherm 2025 Sustainability Report (Pages 8 & 14)
Product Safety: TR-AP-250a.1	Number of product recalls issued	In April 2025, NHTSA announced that VW and Porsche Cars North America, Inc. ("Porsche") are each recalling vehicles from model years 2022-2023 to remedy a problem with their passenger occupant detection system that is alleged to be affected by the crimp connection of the seat cushion heating mat, which is produced by Gentherm.	Gentherm 2025 10K (Page 81)
Product Safety: TR-AP-250a.1	Total units recalled	The total number of vehicles included in the mentioned recall from VW and Porsche Cars North America, Inc. campaigns are 13,508.	Gentherm 2025 10K (Page 81)
Design for Fuel Efficiency: TR-AP-410a.1	Percent of total revenue from products designed to increase fuel efficiency and / or reduce emissions	$793 million USD revenue (52.9% of total) including Climate Control Seating	Gentherm 2025 10K (Page 35)
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 2025 Sustainability Report, "Supply Chain" section, our Global Human Rights Policy, and our all new Responsible Sourcing Policy.	https://gentherm.com/wp-content/uploads/2025_Sustainability-Report.pdf 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. Our Sustainability team includes a Director of Corporate Sustainability role, with that role focused on increasing our efforts around product material inputs, engineering, and full life-cycle analysis.	Not Applicable
Materials Efficiency: TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content		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 2025 as a result of legal proceedings related to anticompetitive behavior.	Not Applicable