

GENTHERM

United Nations Sustainable Development Goals Index

2026

2026 United Nations Sustainable Development Goals (SDGs) 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 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 & environmental sustainability are pursued hand in hand.

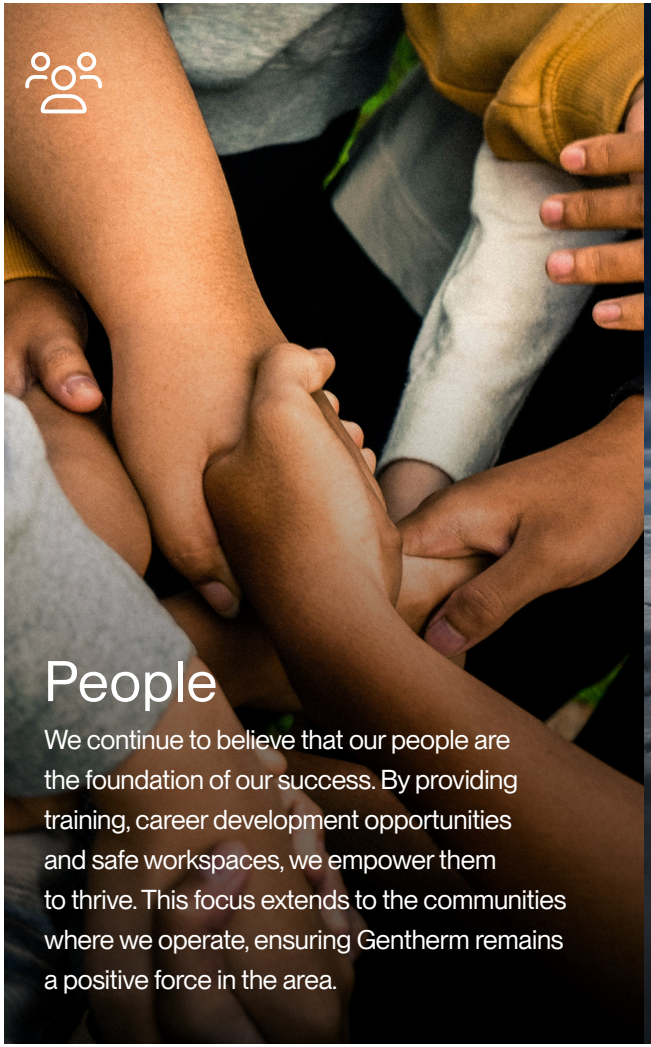
At Gentherm, we firmly believe that the SDGs are not only a global commitment but also a fundamental driver of positive change in society. We are dedicated to creating a workplace where everyone has equal opportunities, basic rights and dignity. Our commitment to the SDGs resonates strongly with our 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 Products. 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.

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.



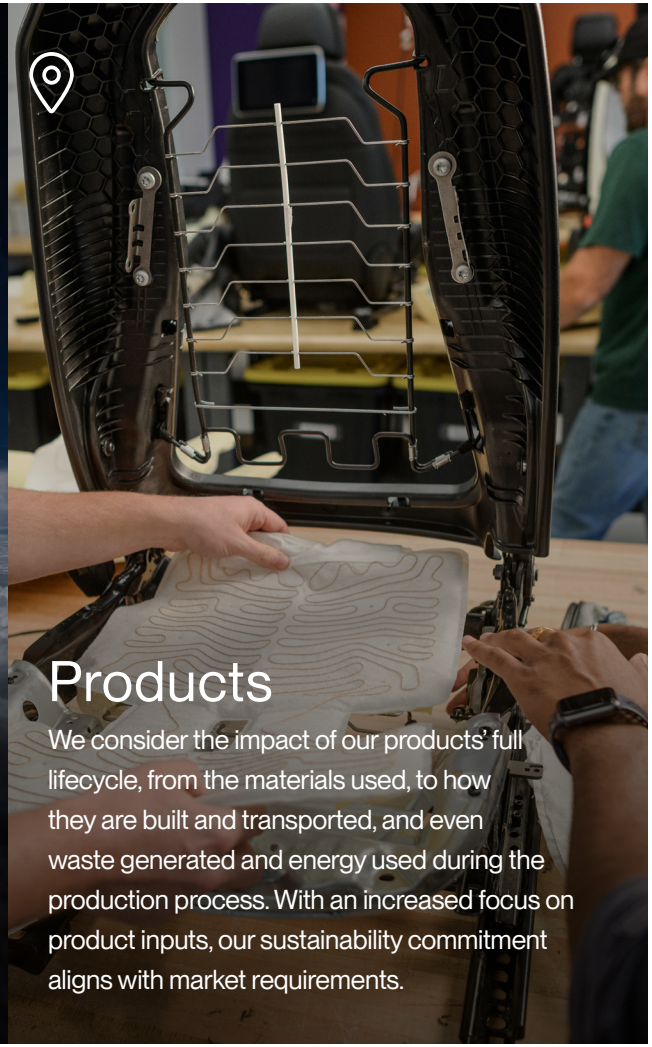
People

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 products are designed to 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.



Products

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.



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)
Gentherm is committed to providing a safe work place for our employees and all visitors to our locations. Our publicly available and recently updated Environmental Health and Safety (EHS) policy clearly lays out our expectations and requirements. Employee engagement activities include a focus on employee health and wellness, including supporting healthy living, exercise, and more. Gentherm Medical provides innovative equipment and supplies that help improve patient outcome and contribute to improved well-being.	▪ Employee health activities ▪ Gentherm Medical equipment and mission ▪ Focus on safety and continuous improvement	▪ 2025 Sustainability Report (Pages 6,10) ▪ Environmental Health and Safety Policy



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)
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.	▪ Internal trainings and career development training ▪ Career Catlyst Focus Program	▪ 2025 Sustainability Report (Pages 4,5)



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)
We believe in the importance of equality and empowermnet across all facets of our business and all locations in which we do business. Through our belonging and engagement efforts we look to raise awareness and work towards equality. Our Human Rights Policy lays out clearly and firmly our commitment to treating all people with respect and dignity.	▪ Belonging and Engagement Efforts ▪ Gentherm Global Human Rights Policy	▪ 2025 Sustainability Report (Pages 6, 10-11) ▪ Gentherm Human Rights Policy ▪ Gentherm Annual Report



SDG 6: Clean Water and Sanitation

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

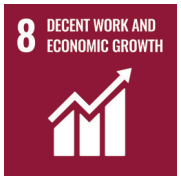
Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
We believe in the importance of water conservation and sustainability and make dedicated efforts to improve our water usage. Each year, we publicly report our water usage and water discharge, as well as monitoring our water usage in any locaations determined to be in a highly water stressed area. As part of Gentherm's water conservation efforts, we have also implemented water recycling progams at feasible locaitons. As noted in our most recent Sustainability Report, our locations in Celaya and Acuna, Mexico, and in Dacheng, China have implemented water recycling programs that resulted in over 3.7 millions gallons of water reuse / recycling in 2024. 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.	▪ Water Usage Metrics ▪ Water Reduction Projects ▪ Water Recycling and Reuse Projects	▪ 2025 Sustainability Report (Pages 6,7,12,14)



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)
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. In 2024, 38.7% (31,504 MWH) of our total electricity was noted as coming from renewable resources. For 2025, our senior leadership has committed to further increasing our renewable energy usage, driving further impact to our emissions footprint. In 2024, Gentherm had a total of nine (9) 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.	▪ Renewable Energy Measurement & Tracking ▪ Voluntary Renewable Energy Purchases ▪ Solar Power Generation and Usage	▪ 2025 Sustainability Report (Pages 3,7,14)



SDG 8: Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
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 belonging and engagement efforts, our training efforts, and our Career Development programs, we strive to promote a productive work environment with opportunity for all. Our Human Rights Policy lays out clear guidance around employee wages and benefits, and our commitment to equal pay for equal work.	▪ Gentherm Career Development Programs ▪ Belonging and Engagement Efforts ▪ Global Human Rights Policy	▪ 2025 Sustainability Report (Pages 4-5) ▪ Gentherm Human Rights Policy



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)
We believe the future of transportation lies in vehicle electrification, and that electrification is key to sustainable activates around transportation. Gentherm is committed to developing technologies and solutions that support and align with this basis. 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.	▪ Gentherm Technologies	▪ 2022 Sustainability Report (Pages 29-32) ▪ Gentherm Annual Report



SDG 10: Reduced Inequalities

Reduce inequality within and among countries.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
We support the rights of all people around the world to be treated fairly and equitably. Through our belonging and engagement efforts, we work to raise awareness and ensure fair treatment. Our Global Human Rights Policy clarifies and reinforces our stance around the proper treatment of individuals, regardless of location or position.	▪ Belonging and Engagement Efforts ▪ Global Human Rights Policy	▪ 2025 Sustainability Report (Pages 6, 10-11) ▪ Gentherm Human Rights Policy



SDG 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

Gentherm Alignment and Approach	Key Related Activities and Actions	References (Report Location)
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.	▪ Strong commitment to long term Scope 1 and Scope 2 emissions reductions ▪ Increasing use of renewable energy (RE) ▪ Increased focus on Product sustainability ▪ In 2025 we have achieved a 41% reduction of our scope 1 and 2 emissions versus 2021. Thus we are coming closer to our 59% goal	▪ 2025 Sustainability Report (Pages 7, 14)



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)
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 GHG emissions, as well as our Environmental Target around reducing Scope 2 emissions through improved resource efficiency demonstrate a clear commitment to make progress in this area. In our 2024 Sustainability Report, we continue to carry and commit to our publicly declared long-term carbon reduction goal - committing to lowering our Scope 1 and Scope 2 emissions by 59% by the year 2035.	▪ Strong commitment to long term Scope 1 and Scope 2 emissions reductions ▪ Increasing use of renewable energy (RE) ▪ Increased focus on Product sustainability	▪ 2025 Sustainability Report (Pages 7, 12)

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Additional Supporting Documents:

2025_Sustainability-Report.pdf

Gentherm 2025 Annual Report

Gentherm Environmental Health & Safety Policy

Gentherm Human Rights Policy



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