

F0. Introduction

F0.1

**(F0.1) Give a general description of and introduction to your organization.**

Gentherm Incorporated is a global developer, manufacturer and marketer of innovative thermal management technologies for a broad range of heating and cooling and temperature control applications in the automotive and medical industries. Within the automotive industry, our products provide solutions for passenger climate comfort and convenience, battery thermal management and cell connecting systems. Within the medical industry our products provide patient temperature management solutions. Our automotive products can be found on vehicles manufactured by nearly all the major OEMs operating in North America and Europe, and several major OEMs in Asia. We operate in locations aligned with our major customers' product strategies to provide locally enhanced design, integration and production capabilities. The Company is also developing a number of new technologies and products that are expected to enable improvements to existing products and to create new product applications for existing and new markets.

F0.2

**(F0.2) State the start and end date of the year for which you are reporting data.**

	Start Date	End Date
Reporting year	January 1 2021	December 31 2021

F0.3

**(F0.3) Select the currency used for all financial information disclosed throughout your response.**

USD

F0.4

**(F0.4) Select the forest risk commodity(ies) that you are, or are not, disclosing on (including any that are sources for your processed ingredients or manufactured goods); and for each select the stages of the supply chain that best represents your organization's area of operation.**

	Commodity disclosure	Stage of the value chain	Explanation if not disclosing
Timber products	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Palm oil	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Cattle products	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Soy	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Other - Rubber	Disclosing	Manufacturing	<Not Applicable>
Other - Cocoa	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Other - Coffee	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>

F0.5

**(F0.5) Are there any parts of your direct operations or supply chain that are not included in your disclosure?**

No

F0.6

**(F0.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.?)**

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker Symbol	THRM
Yes, an ISIN code	US37253A1034
Yes, a CUSIP code	37253A103

## F1. Current state

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### F1.1

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#### (F1.1) How does your organization produce, use or sell your disclosed commodity(ies)?

##### Other - Rubber

###### Activity

Exporting/trading

###### Form of commodity

Other, please specify (Automotive and related parts, that may contain rubber and / or rubber compounds. Specific parts may or may not contain natural rubber.)

###### Source

Contracted suppliers (manufacturers)

###### Country/Area of origin

###### % of procurement spend

<1%

###### Comment

Global spend on rubber and rubber related parts is under 0.25% of global procurement costs, and is sourced from multiple vendors around the world.

### F1.5

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#### (F1.5) Does your organization collect production and/or consumption data for your disclosed commodity(ies)?

	Data availability/Disclosure
Timber products	<Not Applicable>
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	Data not available
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

### F1.5d

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#### (F1.5d) Why is production and/or consumption data not available for your disclosed commodity(ies)?

	Primary reason	Please explain
Timber products	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	Insufficient data on operations	Given the company's minimal spend on this commodity, detailed metrics on the commodity are not collected and therefore unavailable.
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

## F2. Procedures

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### F2.1

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#### (F2.1) Does your organization undertake a forests-related risk assessment?

No, forests-related risks are not assessed

### F2.1b

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**(F2.1b) Why does your organization not undertake a forests-related risk assessment?**

**Other - Rubber**

**Primary reason**

Judged to be unimportant, explanation provided

**Please explain**

Given the company's minimal spend on this commodity, it is not considered a risk area at this time. Rubber and rubber related materials are not a central component to Gentherm's normal business operations and therefore any potential lack of access is not viewed as presenting an existential risk to the organization.

**F3. Risks and opportunities**

**F3.1**

**(F3.1) Have you identified any inherent forests-related risks with the potential to have a substantive financial or strategic impact on your business?**

	Risk identified?
Timber products	<Not Applicable>
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	No
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

**F3.1c**

**(F3.1c) Why does your organization not consider itself to be exposed to forests-related risks with the potential to have a substantive financial or strategic impact?**

	Primary reason	Please explain
Timber products	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	Risks exist, but no substantive impact anticipated	Given the company's minimal spend on this commodity, it is not judged to be a business critical resource and therefore any potential lack of access is not viewed as presenting an existential risk to the organization and its operations.
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

**F3.2**

**(F3.2) Have you identified any forests-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

	Have you identified opportunities?
Timber products	<Not Applicable>
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	No
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

**F3.2b**

**(F3.2b) Why does your organization not consider itself to have forests-related opportunities?**

Other - Rubber

**Primary reason**

Judged to be unimportant

**Please explain**

Given the company's minimal spend on this commodity, it is not seen as likely that there would be any type of viable return on investment in pursuing opportunities related to rubber and rubber related materials.

**F4. Governance**

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**F4.2**

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**(F4.2) Provide the highest management-level position(s) or committee(s) with responsibility for forests-related issues (do not include the names of individuals).**

Name of the position(s) and/or committee(s)	Responsibility	Frequency of reporting to the board on forests-related issues	Please explain
There is no management-level responsibility for forests-related issues	<Not Applicable>	<Not Applicable>	The corporate spend on rubber and rubber related materials, is de minimus and is therefore not placed under management-level purview.

**F4.5**

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**(F4.5) Does your organization have a policy that includes forests-related issues?**

No

**F4.6**

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**(F4.6) Has your organization made a public commitment to reduce or remove deforestation and/or forest degradation from its direct operations and/or supply chain?**

No

**F5. Business strategy**

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**F5.1**

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**(F5.1) Are forests-related issues integrated into any aspects of your long-term strategic business plan, and if so how?**

	Are forests-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	No, forests-related issues were not reviewed and there are no plans to do so	<Not Applicable>	Organizational spending on forest products, most specifically rubber and rubber related products, is de minimus and is therefore not judged to make up a part of any of the company's long-term business objectives.
Strategy for long-term objectives	No, forests-related issues were not reviewed and there are no plans to do so	<Not Applicable>	Organizational spending on forest products, most specifically rubber and rubber related products, is de minimus and is therefore not seen as needing to be a specifically identified part of the strategy developed to achieve the company's long-term business objectives.
Financial planning	No, forests-related issues were not reviewed and there are no plans to do so	<Not Applicable>	Organizational spending on forest products, most specifically rubber and rubber related products, is de minimus and is therefore not integrated in any unique way in financial planning.

**F6. Implementation**

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**F6.1**

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**(F6.1) Did you have any timebound and quantifiable targets for increasing sustainable production and/or consumption of your disclosed commodity(ies) that were active during the reporting year?**

No

## F6.1b

**(F6.1b) Why do you not have target(s) for increasing sustainable production and/or consumption of your disclosed commodity(ies) and what are your plans to develop these in the future?**

	Primary reason	Please explain
Timber products	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	Judged to be unimportant, explanation provided	While Gentherm is certainly not ruling out increasing sustainability actions around rubber and rubber related products, the organization's sustainability priorities are focused on achieving the biggest environmental impact. That is to say that Gentherm looks to maximize impact across a variety of vectors when looking to invest in this area. With rubber and rubber related products making up such a small piece, percentage-wise, of the company procurement spend, it is at this point not high on the priority list as compared to other sustainability initiatives.
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

## F6.2

**(F6.2) Do you have traceability system(s) in place to track and monitor the origin of your disclosed commodity(ies)?**

	Do you have system(s) in place?	Description of traceability system	Exclusions	Description of exclusion
Timber products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	No	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

## F6.2b

**(F6.2b) Why do you not have system(s) in place to track and monitor the origin of your disclosed commodity(ies) and what are your plans to develop these in the future?**

### Forest risk commodity

Other - Rubber

### Primary reason

Judged to be unimportant, explanation provided

### Please explain

The sustainability focus of the organization has not yet become fully oriented to track sourcing of forest-based commodities, but Gentherm continues to monitor developments in this area. There certainly is a possibility that Gentherm may at some point establish systems to track and monitor sourcing of rubber and rubber related products.

## F6.3

**(F6.3) Have you adopted any third-party certification scheme(s) for your disclosed commodity(ies)?**

	Third-party certification scheme adopted?	% of total production and/or consumption volume certified
Timber products	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	No, we have not adopted any third-party certification schemes for this commodity	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

## F6.8

**(F6.8) Are you working with your direct suppliers to support and improve their capacity to comply with your forests-related policies, commitments, and other requirements?**

	Are you working with direct suppliers?	Type of direct supplier engagement approach	Direct supplier engagement approach	% of suppliers engaged	Please explain
Timber products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable >	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable >	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable >	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable >	<Not Applicable>
Other - Rubber	No, not working with direct suppliers	<Not Applicable>	<Not Applicable>	<Not Applicable >	Because Gentherm's spend on rubber and rubber related products is in percentage terms a miniscule piece of the organization's procurement costs, these suppliers do not receive any scrutiny over and above what is required in the company supplier code of conduct.
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable >	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable >	<Not Applicable>

**F6.11**

**(F6.11) Do you participate in any other external activities and/or initiatives to promote the implementation of your forests-related policies and commitments?**

**Forest risk commodity**

Other - Rubber

**Do you participate in activities/initiatives?**

No

**Activities**

<Not Applicable>

**Country/Area**

<Not Applicable>

**Subnational area**

<Not Applicable>

**Initiatives**

<Not Applicable>

**Please explain**

We do not currently participate in any other external activities and/or initiatives to promote the implementation of forests-related policies and commitments.

**F8. Barriers and challenges**

**F8.1**

**(F8.1) Describe the key barriers or challenges to eliminating deforestation and/or conversion of other natural ecosystems from your direct operations or from other parts of your value chain.**

**Forest risk commodity**

Other - Rubber

**Coverage**

Direct operations  
Supply chain  
Other parts of the value chain

**Primary barrier/challenge type**

Other, please specify (Organizational resources)

**Comment**

Gentherm has a small Sustainability Team and limited resources with which to execute on the myriad initiatives currently underway. Since rubber and rubber products represent such a minimal piece of Gentherm's procurement spend, they don't have the top priority of the team which is focused on making the largest possible positive environmental impact.

F8.2

(F8.2) Describe the main measures that would improve your organization's ability to manage its exposure to deforestation and/or conversion of other natural ecosystems.

**Forest risk commodity**

Other - Rubber

**Coverage**

Direct operations  
Supply chain  
Other parts of the value chain

**Main measure**

Greater stakeholder engagement and collaboration

**Comment**

Because of its minimal percentage of the overall Genthern procurement spend, Genthern stakeholders do not consider rubber and rubber related products a focus area for Genthern sourcing and action planning.

F17 Signoff

F-FI

(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

F17.1

(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.

	Job Title	Corresponding job category
Row 1	Global Director, Sustainability and Compliance	Other, please specify (Director of Legal Compliance and Sustainability)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Non-public

Please confirm below

I have read and accept the applicable Terms