

2022 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 2022 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	2021 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 215,221 GJ.	Gentherm 2022 Sustainability Report (Pages 46 & 66)
Energy Management: TR-AP-130a.1	Percentage of all electricity consumed that is provide from local electrical grid	As noted in the Environmental metrics of our 2022 Sustainability Report, other than de minimus / pilot projects around solar energy, 100% of Gentherm's electricity is provided from the electrical grid.	Gentherm 2022 Sustainability Report (Page 66)
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 2022 Sustainability Report, approximately 16% of all electricity consumed is generated from renewable sources. Considering only at sites that are able to ascertain the generation sources of their purchased electricity, those sites average approximately 32% from renewable sources.	Gentherm 2022 Sustainability Report (Page 66)
Waste Management: TR-AP-150a.1	Total amount of waste from manufacturing	Total waste from Gentherm sites totals 7,865 Metric Tons, with effectively 100% of that waste produced at manufacturing / R&D sites.	Gentherm 2022 Sustainability Report (Page 66)
Waste Management: TR-AP-150a.1	Percentage of total waste that is hazardous	Hazardous waste represents 0.53% of all waste produced in 2022.	Gentherm 2022 Sustainability Report (Page 66)
Waste Management: TR-AP-150a.1	Percentage of total waste that is recycled	40.3% of all waste produced was sent to recycling facilities / operations in 2022.	Gentherm 2022 Sustainability Report (Page 66)
Product Safety: TR-AP-250a.1	Number of product recalls issued	In 2022, 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 2022, 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	\$498 million USD revenue (45.0% of total) including Climate Control Seating and Battery Performance Solutions (per studies cited in Product section of 2022 Sustainability Report and Product Revenue by Category in 2022 10-K). This calculation excludes revenue in product categories "Lumbar and Massage Comfort Solutions" and "Valve System Technologies" as they represent 2022 acquisition activity.	Gentherm 2022 Sustainability Report (Pages 18-20) Gentherm 2022 10-K (Page 37)
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 2022 Sustainability Report, "Human Rights" section, our Global Human Rights Policy, and our annual Form SD filings.	Gentherm 2022 Sustainability Report (Pages 41 and 58) Gentherm SEC Filings-Including Form SD Gentherm Global Human Rights Policy
Materials Efficiency: TR-AP-440b.1	Percentage of products sold that are recyclable	Over the course of 2022, we recognized 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. As a major step forward, our Sustainability team added a Director of Product Sustainability role, increasing our skills and focus 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 2022 as a result of legal proceedings related to anticompetitive behavior.	Not Applicable