

Who Are We: Founded in 1991 in Southern California as Amerigon, our company has embraced technology from day one. Our early team members explored a wide variety of technologies, including the thermoelectric devices that are an integral part of our product solutions today.

Our early team members looked at technologies from areas such as aerospace and defense, and considered how they could be applied to other markets and applications. This sense of experimentation and creative thinking led to some of our foundational work, including the introduction of the first heated and cooled car seat in 1999.

Over the years that followed, our scope of products has grown to include passenger vehicle interior comfort, battery thermal management, advanced electronics, medical devices, thermal convenience, and more. And as our scope of technologies and products have grown, so has the size of our business.

However, a few things have remained the same. Gentherm remains committed to being a technology leader and an innovator.. We believe that providing an exciting, technology centered approach is a great way to not only provide amazing products to our customers, but a great way to provide opportunities for our employees to grow their skills, their knowledge, and their careers.

At Gentherm, we strive to constantly think about where we are going, and how to get there, while also remembering where we came from and what makes us who we are. In short, Gentherm is guided by some simple, basic principles that we communicate through our Gentherm Winning Culture principles:

- Customer Focus
- Performance & Accountability
- Global Mindset
- Employee Inclusion

We believe that by adhering to these simple principles, we can deliver great products that drive strong, profitable growth and strong returns to our shareholders – and every day we demonstrate our commitment to these principles and to our mission statement of: Creating and delivering extraordinary thermal solutions that make meaningful differences in everyday life, by improving health, wellness, comfort and energy efficiency.

Product Quality and Innovation: Gentherm remains committed to our roots as a technology innovator, while also understanding that top quality products are essential to our success. Our engineering and development teams remain committed to developing breakthrough technologies, while also striving to continually make our present line-up of products better – delivering improved quality and reliability. This commitment has resulted in a wide array of awards and recognitions, both for innovation and quality. Over the last year Gentherm has received a prestigious PACE award from the Automotive News, we were the first company named a Bosch M-PSD Lean Supplier, we were honored by Adient with their Supplier Performance Award, achieved IATF 16949 certification at all automotive manufacturing locations, we have been certified as a “Top Employer” in Germany, and the list goes on.

Ethics, Integrity and Compliance: When it comes to ethics and integrity, there is only one way for Gentherm team members to do things – the right way. We expect every employee to operate with the highest level of ethics and integrity – and we provide the support to make sure that message is clear.

The Gentherm Code of Conduct is available in 13 languages – making sure that every employee understands exactly what we expect of them and how we expect them to behave. This document includes an introduction from our Chief Executive Officer, Phil Eyles, further reinforcing the importance of these principles.

Our Code of Conduct, provided upon hire and available online, includes information on legal compliance, anti-corruption / anti-bribery guidance, protection of assets and information, guidance on treating people in the workplace the right way and more. The document also includes information on how employees can reach out to ask questions or report an issue they might have.

We also maintain an Ethics Hotline, available to every employee, customer, vendor or anyone else that wishes to report an issue related to Gentherm. The telephone hotline is externally hosted, providing anonymity if requested, and is available 24/7 in the caller's native language, or an individual can visit the dedicated web portal to report issues.

Giving Back to the Community: Our employees exemplify the spirit of giving through leadership and volunteer efforts in their own communities, and through our support of numerous non-profit organizations. This includes our employees volunteering their time to support high-school aged robotics teams in the FIRST Robotics program in North America. Gentherm provides financial support for The Children's Center in Detroit for children's well-being in crisis situations. Our site in Acuna, Mexico provides school supplies and backpacks for local children in need – supporting our strong commitment to the communities where we do business.

Creating a Diverse and Inclusive Workforce: We believe that the strongest team is one that represents a wide array of viewpoints and opinions. As one of our Winning Culture behaviors, employee inclusion is essential to our success – and our Global Women's Network helps drive and support that message.

We encourage all of our 13,000 employees in 14 different countries to promote diversity and inclusion and use it to help build the strongest team in the industry.

Supplier Requirements: Who we do business with is a reflection of our company – so Gentherm is careful about the relationships we build. Every supplier we choose as a partner is provided with our Supplier Code of Conduct, screened for potential compliance risks, and is provided our expectations around quality, environmental impact, and more.

We continuously monitor outside sources that help identify vendors that have been flagged as having legal or compliance issues. When those rare instances are identified, each case is reviewed at the highest level with Gentherm executives.

We constantly work to ensure we partner with the right companies for the right reasons.

Environmental Sustainability: With manufacturing locations around the world, Gentherm believes that it is our responsibility to maintain the highest standards of environmental sustainability. While compliance with applicable laws and regulations is the minimum, we continually strive to do more. From capturing rainwater for irrigation, continually reducing solid waste output, monitoring electricity consumption, and more, Gentherm believes that as a global company, we should be a good global citizen.

Each of our manufacturing locations is empowered to enact site appropriate steps to minimize their environmental impact – and the wide range of efforts drive change. At our Burlington, Canada location the staff dedicates a portion of each Earth Day to cleaning the local streets and

surrounding area. At our location in Vietnam, we've moved away from bottled water to purified water – eliminating the use of thousands of plastic bottles, and even moved towards refillable pens as opposed to disposable plastic pens. At our Langfang, China facility, we have implemented returnable / reusable shipping contains for key suppliers as well as switching all lighting to LED bulbs for lower consumption – just part of what contributed to a perfect 100% Social Responsibility rating on a recent customer audit at the location.

As a company, we are also excited that testing by the Department of Energy's Renewable Energy Lab has indicated that the use of climate control seats reduces reliance on a vehicle's air conditioning system – which in turn leads to potentially reduced CO2 outputs. With climate controlled seating as one of our primary product lines, this is yet another step to help make sure that we operate as a good global citizen.

Employee Safety: The safety of our employee is not a negotiable point. Whether it's a manufacturing site or one of our sales offices, making sure our employees have a safe place to work is essential.

To help make sure that we emphasize safety, we have a robust process to report safety issues to a central source, which then communicates that incident out to our locations – letting each site learn from these incidents and hence drive further safety improvements.