

GENTHERM

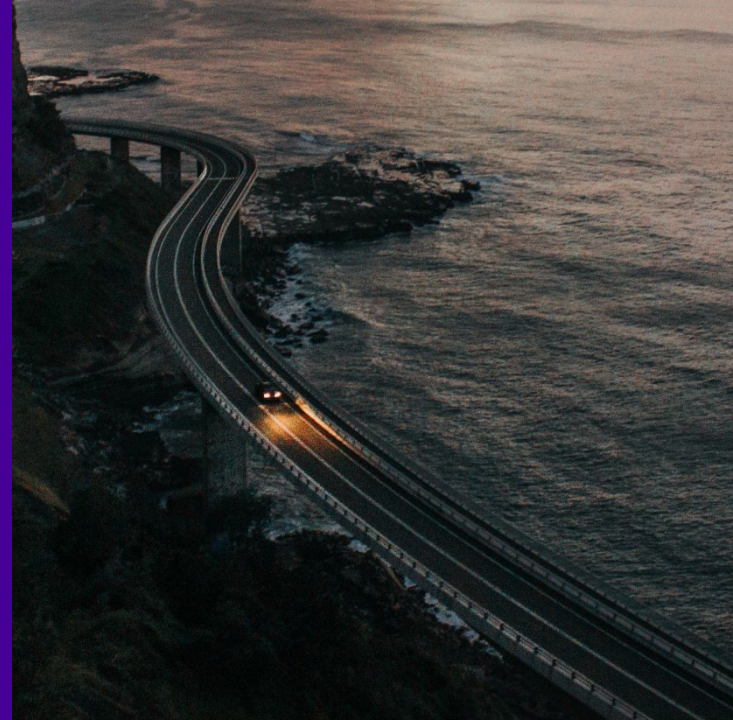
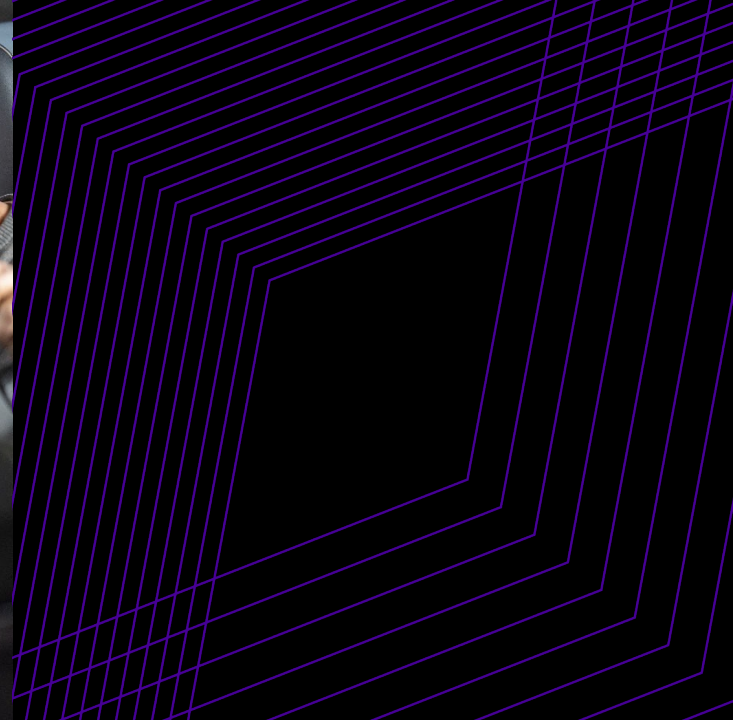
Technology to the next degree™



2024 Baird Global Industrial Conference

Phil Eyler, President and CEO

Gentherm, Inc. | November 12, 2024



Use of Non-GAAP Financial Measures*

During this presentation, the Company may discuss adjusted earnings before interest, taxes, depreciation and amortization (“Adjusted EBITDA”); Adjusted EBITDA margin; adjusted earnings per share (“Adjusted earnings per share” or “Adjusted EPS”); free cash flow; Net Debt; revenue, segment revenue and product revenue excluding foreign currency translation and other specified gains and losses; Automotive Climate and Comfort Solutions revenues; and adjusted operating expenses, each a non-GAAP financial measure. See the Company’s earnings release dated October 30, 2024, for the definitions of each non-GAAP financial measure, information regarding why the Company utilizes such non-GAAP measures as supplemental measures of performance or liquidity, and their limitations, and for certain reconciliations of GAAP to non-GAAP historical financial measures.

* Reconciliations of GAAP to non-GAAP historical financial measures can be found in the Company’s quarterly earnings releases and related filings with the Securities and Exchange Commission.

Forward-Looking Statements

Except for historical information contained herein, statements in this presentation are forward-looking statements that are made by Gentherm Incorporated (the “Company”) pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. All statements that address future operating, financial or business performance or strategies or expectations are forward-looking statements. The forward-looking statements included in this presentation are made as of the date specified herein and are based on management's reasonable expectations and beliefs. In making these statements we rely on assumptions and analysis based on our experience and perception of historical trends, current conditions and expected future developments, as well as other factors we consider appropriate under the circumstances. Except as required by law, the Company expressly disclaims any obligation or undertaking to update any forward-looking statements to reflect any change in its strategies or expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based. The forward-looking statements are subject to a number of important assumptions, risks, uncertainties and other factors that may cause actual results or performance to differ materially from that expressed or implied by such statements. For a discussion of these risks and uncertainties and other factors, please see the Company's most recent Annual Report on Form 10-K and subsequent filings with the Securities and Exchange Commission, including “Risk Factors.” In addition, the business outlook discussed in this presentation does not include the potential impact of any business combinations, acquisitions, divestitures, strategic investments and other significant transactions that may be completed after the date hereof, each of which may present material risks to the Company's future business and financial results.

Why Gentherm



Pure play leader in thermal management and pneumatic comfort



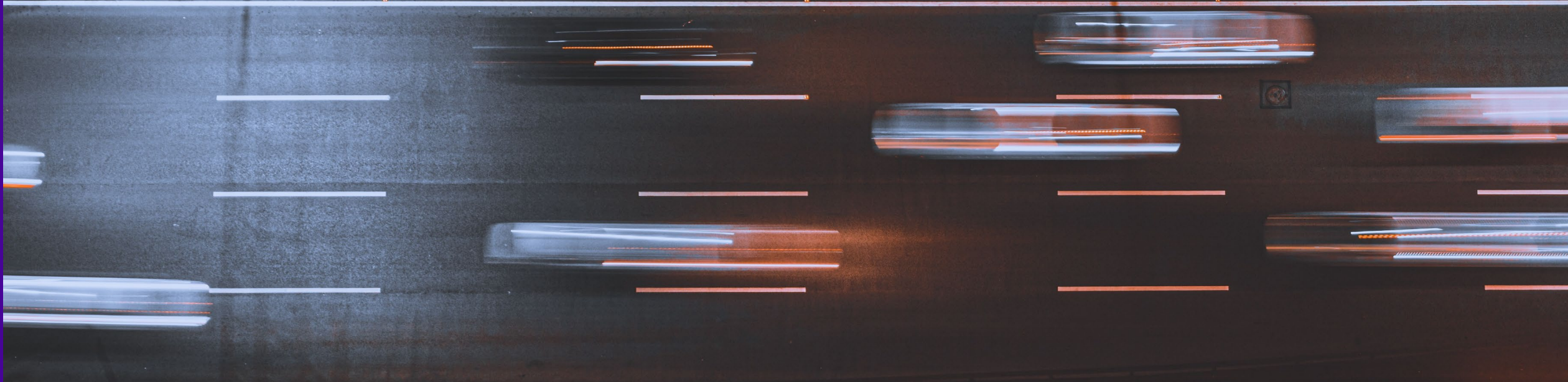
Global automotive market is large with rapidly growing penetration of thermal and pneumatic solutions



Unique, innovative, energy efficient and software driven solutions key to vehicles of the future



Consistent execution against strategic plan with financial discipline



Poised for high-return growth and outpacing the market

Progress On 2024 Priorities

01

Lead the industry with Automotive New Business Awards and execute on unprecedented award backlog

✓ \$1.8B year-to-date Awards

✓ On track for second consecutive year exceeding \$2B

02

Execute on Fit-for-Growth 2.0 initiatives to expand margin

✓ Nearly 100 basis points expansion of year-to-date Adjusted EBITDA margin

✓ Footprint optimization well underway

03

Deliver industry leading proprietary innovations such as ClimateSense®, WellSense™ and ComfortScale™

✓ ClimateSense® launch on Cadillac Escalade IQ

✓ ComfortScale™ Award for the General Motors Full Size Truck Platform

✓ Puls.A™ Awards with Hyundai and Land Rover

Laser focused on key priorities to drive operational execution, profitability improvement and innovation

Second Puls.A™ Massage Award on Range Rover



✓ Combines massage with frequency pulsation

✓ Works deeper into muscles at light physical contact

✓ Modular system allows for customization

✓ Supports relaxation, pain relief and counteracts poor posture

✓ Lateral and horizontal impact across the back

✓ Makes the ride a unique wellness experience

✓ Recharging and energizing effect for all occupants

Industry's first proprietary pulsating pneumatic massage solution, continuing trajectory of content growth

Why Gentherm



Pure play leader in thermal management and pneumatic comfort



Global automotive market is large with rapidly growing penetration of thermal and pneumatic solutions



Unique, innovative, energy efficient and software driven solutions key to vehicles of the future



Consistent execution against strategic plan with financial discipline

A blurred image of a car's interior, showing the dashboard, steering wheel, and seats, with light trails from the camera movement, suggesting motion and modern technology.

Poised for high-return growth and outpacing the market