

GENTHERM

2025 Baird Global Consumer, Technology & Services Conference

Bill Presley, President and CEO

Jon Douyard, Executive Vice President of Finance,
Chief Financial Officer and Treasurer

Gentherm, Inc. | June 4, 2025

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, third party information and projections from sources that management believes to be reputable, 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 significant assumptions, risks, uncertainties (some of which are out of our control) 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, earnings release (dated April 24, 2025) 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. Moreover, we operate in a very competitive and rapidly changing environment and new risks emerge from time to time.

About Gentherm

Gentherm is a global market leader of innovative thermal management and pneumatic comfort technologies

Key Facts

1991
Company Founded

Novi, MI
Headquarters

14,000+
Employees

13
Countries with operations

2024 Financial Highlights

\$2.4B
Automotive New
Business Awards

\$1.5B
Revenue

12.6%
Adjusted EBITDA

0.5x
Net Leverage

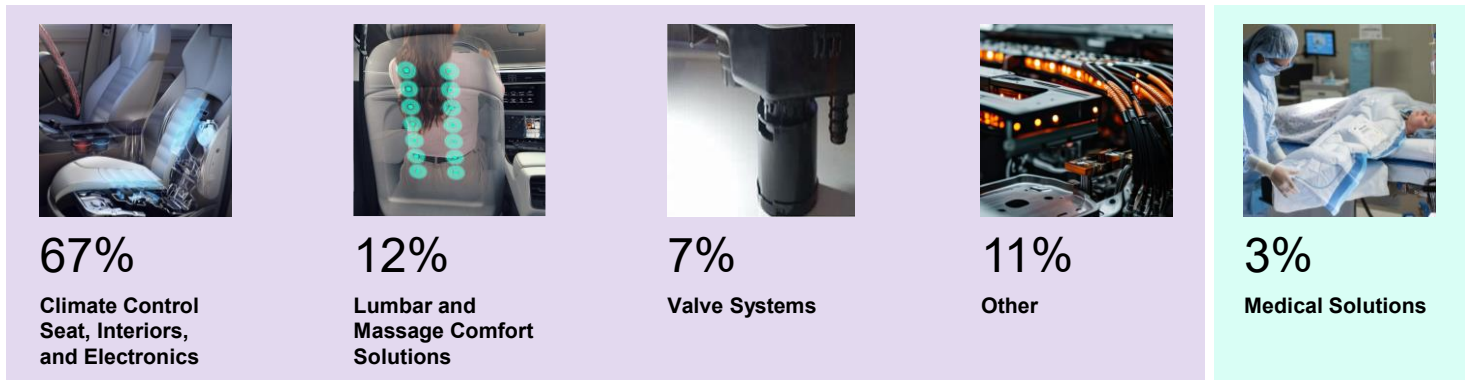
Strong product portfolio with broad market application ...



Current Industries: Automotive Medical
Select Target Industries: Commercial vehicles Two-wheelers Industrial Motion furniture

... Enabling industry leading solutions

(% of 2024 revenue)



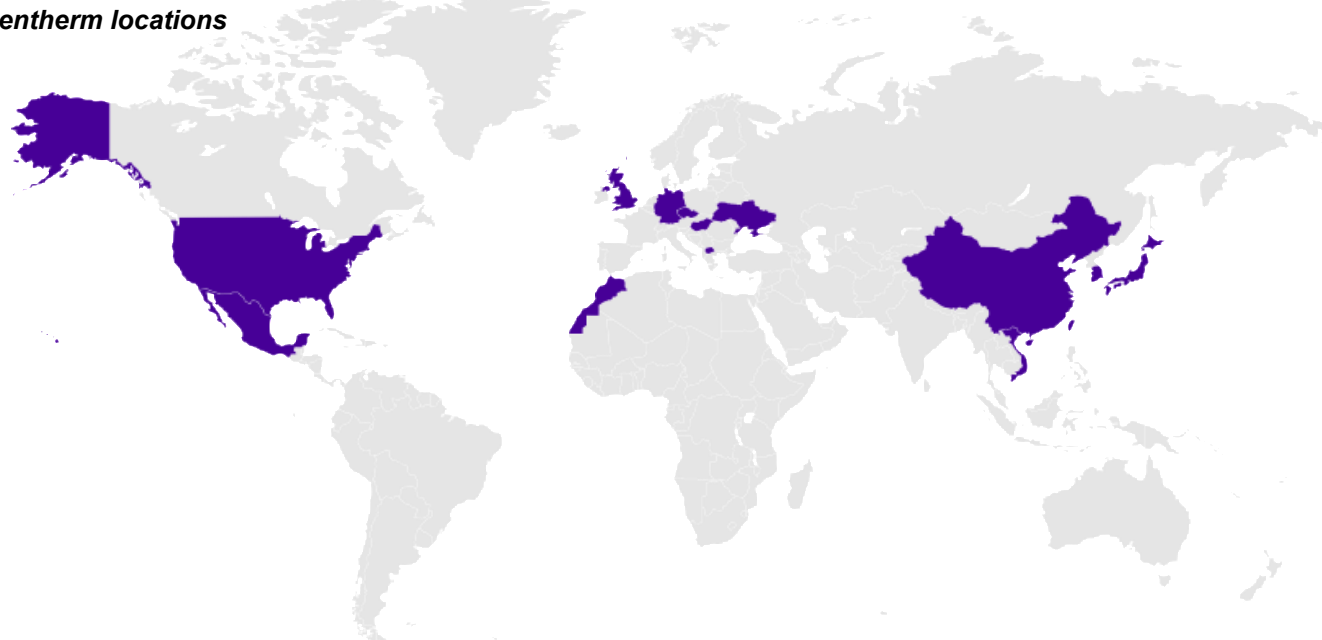
Scaling core technology across multiple end markets to drive profitable growth

Our Global Reach

Global Footprint and Revenue Distribution

% of revenue by region (2024 Revenue ~\$1.5B)

 **Gentherm locations**



40%
NORTH AMERICA

33%
EUROPE

15%
CHINA

12%
REST OF ASIA

Well positioned locations with strong manufacturing capabilities



Customers in more than 100 different countries worldwide

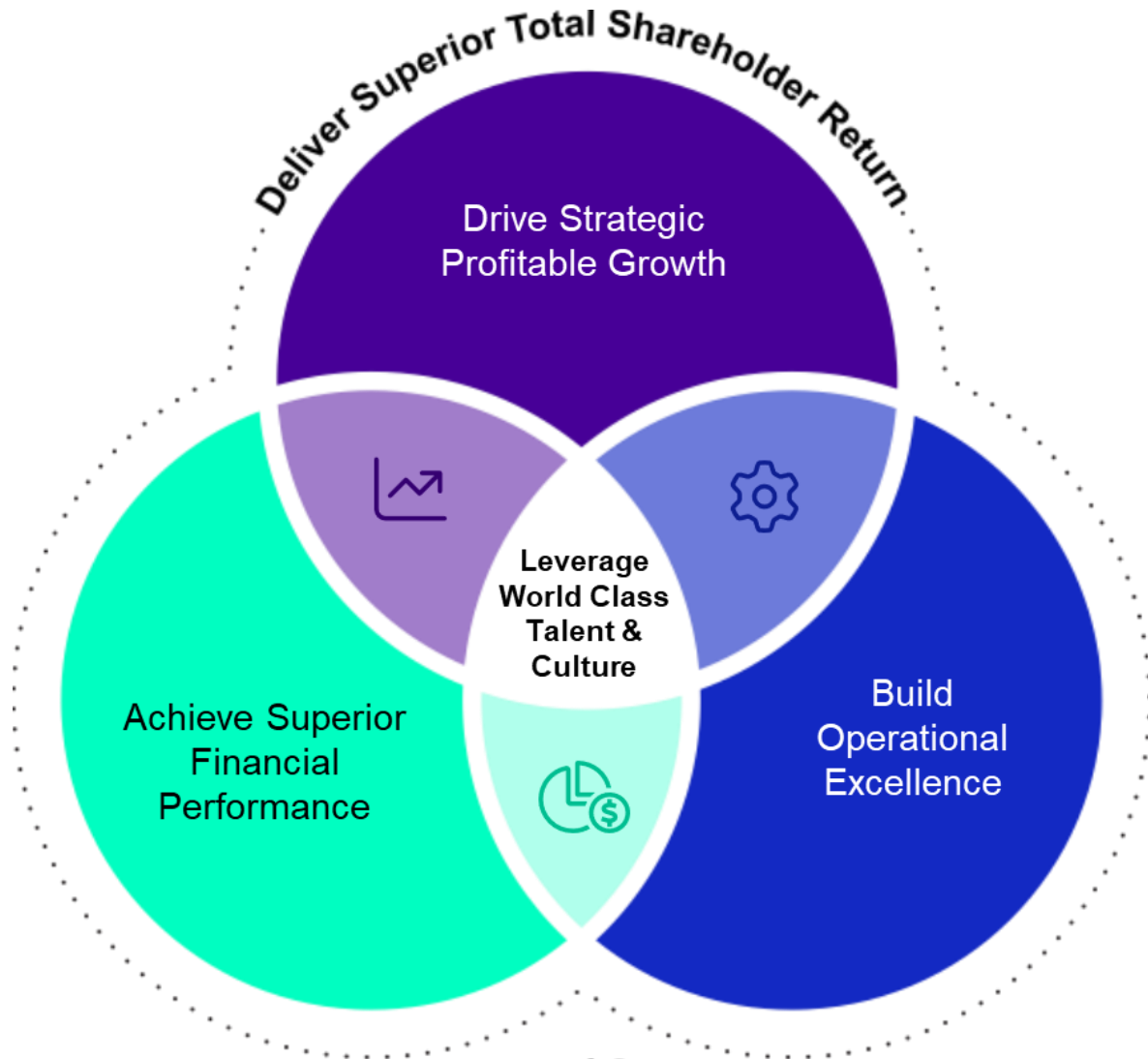


425+ issued patents



Products in over 1,500 vehicle makes and platforms

Gentherm Strategic Framework



Strategic Priorities



- Accelerating product lifecycle management
- Leveraging technology portability to drive scale



- Implementing business process standardization
- Standardizing factory floor KPIs



- Accelerating strategic footprint plans
- Enhancing free cash flow generation

Why Gentherm?



Innovative leader uniquely positioned for profitable growth driven by scalable technology platforms and broad market applications



Continuous improvement mindset to drive margin expansion and solid cash flow conversion



Strong financial position with ability to efficiently deploy capital and drive shareholder value

Accelerating value-creation actions to deliver enhanced shareholder returns

GENTHERM

Technology to the next degree™

Use of Non-GAAP Financial Measures

In addition to the results reported herein in accordance with GAAP, the Company has provided here or may discuss on the related conference call 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 capital expenditures (“net CAPEX”); Net Debt; liquidity; net leverage ratio (“net leverage”); revenue, segment revenue and product revenue excluding foreign currency translation and other specified gains and losses; and adjusted operating expenses, each a non-GAAP financial measure. See the Company’s earnings releases dated February 19, 2025, and April 24, 2025, 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.