

GENTHERM

2025 Second Quarter Results

July 24, 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 earnings release (dated July 24, 2025), 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. Moreover, we operate in a very competitive and rapidly changing environment and new risks emerge from time to time.

Second Quarter Highlights

\$620M

**Automotive
New Business
Awards**

12.2%

**Adjusted
EBITDA Margin**

\$375M

**Product
Revenues**

\$32M

**YTD Operating
Cash Flow**

- Awards include full comfort solutions portfolio on Ford F-Series, and continued Puls.A™ adoption
- Automotive Climate and Comfort Solutions growth over market of 10 bps with strong performance in North America / Europe (+8%), weighed down by Asia (-12%)
- Improved Adjusted EBITDA margin by over 100 basis points sequentially vs. Q1
- Repurchased \$10M of company shares

Achieved results in line with expectations, while executing on strategic priorities

Strategic Actions Progress



Drive Strategic Profitable Growth

- Captured awards in commercial vehicles and powersports driven by an expanded focus on adjacent markets
- Executed strategic partnership agreement to expand European distribution for Medical business



Build Operational Excellence

- Ongoing deployment of standardized operating system
- Conducted 5 manufacturing site visits / operating reviews to drive ops excellence and continuous improvement actions



Achieve Superior Financial Performance

- Strategic footprint realignment remains on track
- Progressed M&A funnel build-out aligned with strategic priorities and core technology platforms



June site visit and operations review in Ukraine

Second Quarter Automotive Highlights

Awards

\$620M in awards



Industry leading products and OEM partnership resulted in winning full comfort solutions portfolio on one of the highest volume platforms globally



Innovative Puls.A™ solution continues increasing in adoption, driving incremental content and growth



Key awards improving mix with Chinese Domestic OEMs



Launches

9 program launches

Xiaomi YU7



Thermal solutions

Ram 1500



Thermal control unit



RAM

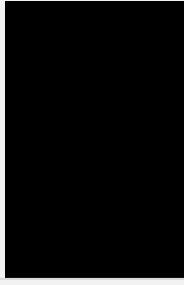
Second Quarter Financial Review

Revenue

\$375M

-1.6% ex-FX

\$376



2Q24

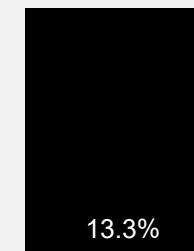
\$375

Adjusted EBITDA

\$45.9M

12.2% margin

\$49.9



2Q24

\$45.9

12.2%

2Q25

Liquidity

\$416M

+\$15 million vs. PY

\$401



2Q24

\$416

2Q25

- Record Quarterly Revenue for Automotive Climate and Comfort Solutions, up 2.5% ex-FX vs. PY
- Planned exits in Other Automotive drove (\$7M) of expected declines

- Higher material costs, including unfavorable product mix, as well as higher labor costs and expenses related to our footprint realignment
- 2Q direct tariff impact of ~15 bps

- Net leverage remains at ~0.5x
- \$10M in share repurchases
- Strong balance sheet enables flexibility to invest and return capital

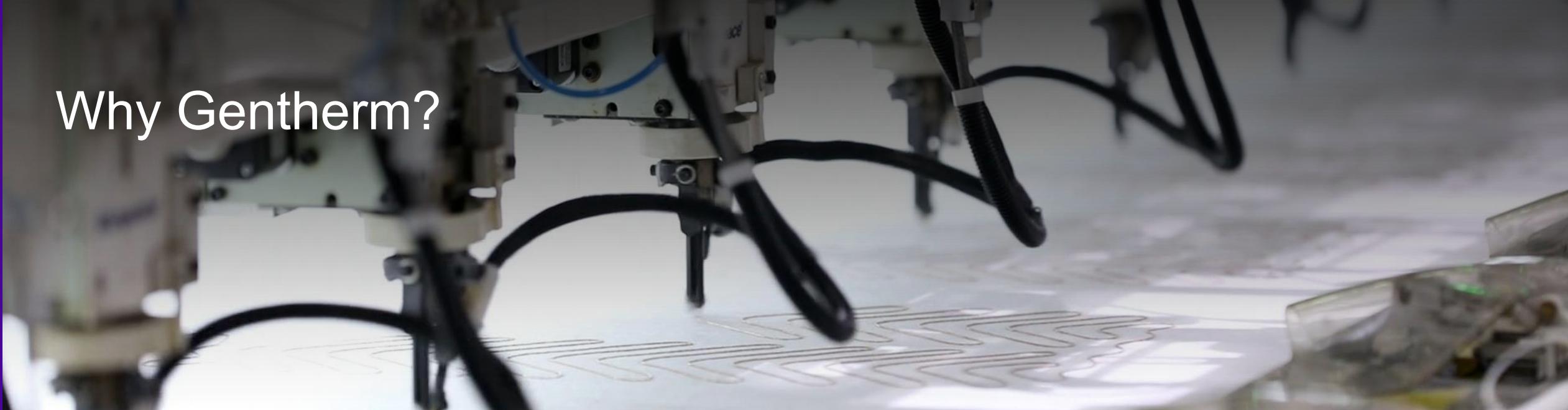
2025 Guidance

Full Year Guidance Range Narrowed

| | Previous (April 24, 2025) | Revised (July 24, 2025) | Comments |
|------------------------------------|-------------------------------------|-----------------------------------|---|
| Product Revenues | \$1.4B – \$1.5B | \$1.43B – \$1.5B | <ul style="list-style-type: none"> Customer production schedules remain stable Trending higher in-line with improved market sentiment |
| Adjusted EBITDA Margin | 11.5% – 13% | 11.7% – 12.5% | <ul style="list-style-type: none"> 11.7% YTD with expected second half improvement Full year net tariff impact of ~15-20 bps |
| Adjusted Effective Tax Rate | 26% – 29% | No change | <ul style="list-style-type: none"> Recent tax reform under evaluation |
| Capital Expenditures | \$70M – \$80M | \$55M – \$65M | <ul style="list-style-type: none"> Increased focus on driving higher capital equipment utilization |

- ❖ Guidance based on tariffs currently in effect as of today, our current forecast of customer orders and expectations of near-term conditions, flat to slightly decreasing light vehicle production in our relevant markets for full year 2025 versus 2024, and a EUR to USD exchange rate of \$1.13/Euro. Does not contemplate the impact of recently enacted U.S. and German tax reform, which is currently under evaluation.
- ❖ Due to the inherent difficulty of forecasting the timing and amount of certain items that would impact net income margin, such as foreign currency gains and losses, we are unable to reasonably estimate net income margin, the GAAP financial measure most directly comparable to Adjusted EBITDA margin. Accordingly, we are unable to provide a reconciliation of Adjusted EBITDA margin to net income margin with respect to the guidance provided.

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

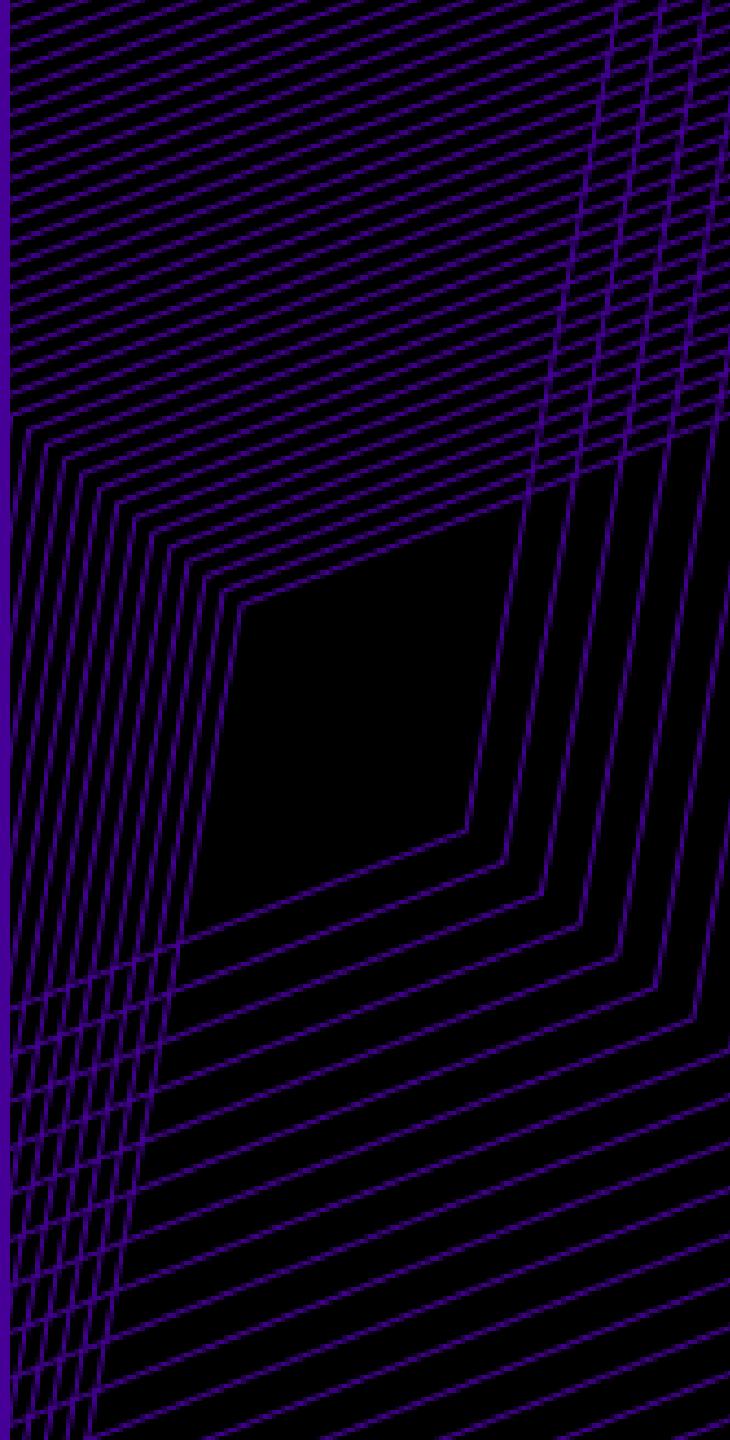


Strong financial position with ability to efficiently deploy capital and drive shareholder value

Accelerating value-creation actions to deliver enhanced shareholder returns

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Appendix



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 release dated July 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.

Select Income Statement Data

| <i>(Dollars in thousands, except per share data)</i> | Three Months Ended June 30 | | Six Months Ended June 30 | |
|--|----------------------------|-------------|--------------------------|-------------|
| | 2025 | 2024 | 2025 | 2024 |
| Product Revenues | \$ 375,090 | \$ 375,683 | \$ 728,944 | \$ 731,698 |
| Automotive | 363,852 | 364,002 | 705,726 | 708,640 |
| Medical | 11,238 | 11,681 | 23,218 | 23,058 |
| Gross Margin | 89,762 | 96,701 | 176,227 | 185,454 |
| Gross Margin % | 23.9% | 25.7% | 24.2% | 25.3% |
| Operating Expenses | 65,753 | 63,713 | 135,157 | 134,417 |
| Operating Income | 24,009 | 32,988 | 41,070 | 51,037 |
| Adjusted EBITDA | 45,897 | 49,873 | 85,238 | 93,415 |
| Adjusted EBITDA Margin | 12.2% | 13.3% | 11.7% | 12.8% |
| Diluted EPS - As Adjusted | \$ 0.54 | \$ 0.66 | \$ 1.05 | \$ 1.28 |

Select Balance Sheet Data

| <i>(Dollars in thousands)</i> | June 30, 2025 | December 31, 2024 |
|-------------------------------|----------------------|--------------------------|
| Cash and Cash Equivalents | \$ 128,297 | \$ 134,134 |
| Total Assets | 1,361,401 | 1,247,556 |
| Debt | 209,146 | 220,201 |
| Current | 146 | 137 |
| Non-Current | 209,000 | 220,064 |
| Revolving LOC Availability | 287,970 | 280,000 |
| Total Liquidity | 416,267 | 414,134 |

Reconciliation of Adjusted EBITDA and Adjusted EBITDA Margin

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| (Dollars in thousands) | Three Months Ended June 30 | | Six Months Ended June 30 | |
|--|----------------------------|-------------|--------------------------|-------------|
| | 2025 | 2024 | 2025 | 2024 |
| Net Income | \$ 477 | \$ 18,876 | \$ 349 | \$ 33,661 |
| Add Back: | | | | |
| Depreciation and Amortization | 13,058 | 12,811 | 25,846 | 26,391 |
| Income Tax Expense | 2,057 | 9,544 | 4,269 | 13,086 |
| Interest Expense, net | 4,043 | 4,002 | 7,598 | 7,246 |
| Adjustments: | | | | |
| Non-Cash Stock-Based Compensation | 3,992 | 3,610 | 6,589 | 7,407 |
| Restructuring Expenses, net | 2,108 | 2,442 | 6,622 | 9,680 |
| Unrealized Currency Loss (Gain) | 18,877 | (497) | 28,484 | (2,353) |
| Loss on Sale of Land and Building, net | — | — | 2,196 | — |
| Leadership Transition Expenses | 1,260 | — | 2,158 | — |
| Non-Automotive Electronics Inventory Benefit | — | (712) | — | (1,772) |
| Other | 25 | (203) | 1,127 | 69 |
| Adjusted EBITDA | 45,897 | 49,873 | 85,238 | 93,415 |
| Product Revenues | 375,090 | 375,683 | 728,944 | 731,698 |
| Net Income Margin | 0.1% | 5.0% | 0.0% | 4.6% |
| Adjusted EBITDA Margin | 12.2% | 13.3% | 11.7% | 12.8% |

Reconciliation of Adjusted EPS

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| | Three Months Ended June 30 | | Six Months Ended June 30 | |
|---|----------------------------|---------|--------------------------|---------|
| | 2025 | 2024 | 2025 | 2024 |
| Diluted EPS - As Reported | \$ 0.02 | \$ 0.60 | \$ 0.01 | \$ 1.06 |
| Amortization of acquisition related intangibles | 0.05 | 0.05 | 0.10 | 0.10 |
| Restructuring Expenses, net | 0.07 | 0.08 | 0.22 | 0.31 |
| Unrealized Currency Loss (Gain) | 0.62 | (0.02) | 0.93 | (0.07) |
| Loss on Sale of Land and Building, net | – | – | 0.07 | – |
| Leadership Transition Expenses | 0.04 | – | 0.07 | – |
| Non-Automotive Electronics Inventory Benefit | – | (0.02) | – | (0.06) |
| Other | – | (0.01) | 0.04 | – |
| Tax Effect of Above | (0.25) | (0.01) | (0.38) | (0.06) |
| Rounding | (0.01) | (0.01) | (0.01) | – |
| Diluted EPS - As Adjusted | 0.54 | 0.66 | 1.05 | 1.28 |