

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP**

OMB APPROVAL	
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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person* <u>Anversa Matteo</u>  (Last) (First) (Middle) 21680 HAGGERTY ROAD  (Street) NORTHVILLE MI 48167  (City) (State) (Zip)	2. Issuer Name and Ticker or Trading Symbol <u>GENTHERM Inc [ THRM ]</u>	5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) <u>Ex VP, CFO &amp; Treasurer</u>
	3. Date of Earliest Transaction (Month/Day/Year) <u>03/07/2022</u>	
4. If Amendment, Date of Original Filed (Month/Day/Year)		

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
Common Stock	03/07/2022		A		5,695 <sup>(1)</sup>	A	\$0.00	17,130	D	
Common Stock	03/07/2022		A		2,877 <sup>(2)</sup>	A	\$0.00	20,007	D	
Common Stock	03/07/2022		A		7,124 <sup>(3)</sup>	A	\$0.00	27,131	D	
Common Stock	03/07/2022		A		3,383 <sup>(4)</sup>	A	\$0.00	30,514	D	
Common Stock	03/07/2022		F		6,720	D	\$70.56	23,794	D	

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	V		Date Exercisable	Expiration Date					

**Explanation of Responses:**

- On January 2, 2019, the Reporting Person was granted performance-based Restricted Stock Units (PSUs) under the 2013 Equity Incentive Plan. The PSUs are earned at 0% - 200% of the target grant award based on the Issuer's three-year total shareholder return ("TSR") relative to a peer group and vest on the later of the date the Compensation Committee determines that the PSUs are earned and the third anniversary of the grant date. On January 2, 2022, the vesting period lapsed, and on March 7, 2022, the Compensation Committee determined that the PSUs were earned at 188% of the target performance level.
- On January 2, 2019, the Reporting Person was granted PSUs under the 2013 Equity Incentive Plan. The PSUs are earned at 0% - 200% of the target grant award based on the Issuer's return on invested capital measured in the third year ("ROIC") and vest on the later of the date the Compensation Committee determines that the PSUs are earned and the third anniversary of the grant date. On January 2, 2022, the vesting period lapsed, and on March 7, 2022, the Compensation Committee determined that the PSUs were earned at 95% of the target performance level.
- On February 25, 2019, the Reporting Person was granted performance-based Restricted Stock Units (PSUs) under the 2013 Equity Incentive Plan. The PSUs are earned at 0% - 200% of the target grant award based on the Issuer's three-year total shareholder return ("TSR") relative to a peer group and vest on the later of the date the Compensation Committee determines that the PSUs are earned and the third anniversary of the grant date. On February 25, 2022, the vesting period lapsed, and on March 7, 2022, the Compensation Committee determined that the PSUs were earned at the maximum performance level.
- On February 25, 2019, the Reporting Person was granted PSUs under the 2013 Equity Incentive Plan. The PSUs are earned at 0% - 200% of the target grant award based on the Issuer's return on invested capital measured in the third year ("ROIC") and vest on the later of the date the Compensation Committee determines that the PSUs are earned and the third anniversary of the grant date. On February 25, 2022, the vesting period lapsed, and on March 7, 2022, the Compensation Committee determined that the PSUs were earned at 95% of the target performance level.

**Remarks:**

Exhibit 24, Power of Attorney, is attached.

/s/ Meredith Ervine, by Power of Attorney 03/09/2022

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.

POWER OF ATTORNEY

The undersigned hereby constitutes and appoints each of Wayne Kauffman, Meredith Ervine, Hayley Johnson, and Stephanie Swan, signing jointly or any of them acting singly and in his capacity hereunder, with full power of substitution, as the undersigned's true and lawful attorney-in-fact to:

1. execute for and on behalf of the undersigned, with respect to the undersigned's position as a director and/or officer of Gentherm Incorporated (the Company), Form ID and Forms 3, 4 and 5 (and any amendments thereto) in accordance with Section 16(a) of the Securities Exchange Act of 1934, as amended, and the rules thereunder;
2. do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete and execute any such Form ID or Forms 3, 4 or 5, complete and execute any amendment or amendments thereto, and timely file such form with the United States Securities and Exchange Commission and any stock exchange, stock market or similar authority; and
3. take any other action of any type whatsoever in connection with the foregoing which, in the opinion of such attorney-in-fact, may be of benefit to, and in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorney-in-fact on behalf of the undersigned pursuant to this Power of Attorney shall be in such form and shall contain such terms and conditions as such attorney-in-fact may approve in such attorney-in-fact's discretion.

The undersigned hereby grants to each such attorney-in-fact full power and authority to do and perform any and every act and thing whatsoever requisite, necessary, or proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution or revocation, hereby ratifying and confirming all that such attorney-in-fact, or such attorney-in-fact's substitute or substitutes, shall lawfully do or cause to be done by virtue of this power of attorney and the rights and powers herein granted. The undersigned acknowledges that the foregoing attorneys-in-fact, in serving in such capacity at the request of the undersigned, are not assuming, nor is the Company assuming, any of the undersigned's responsibilities to comply with Section 16 of the Securities Exchange Act of 1934, as amended.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Forms 3, 4 and 5 with respect to the undersigned's holdings of and transactions in securities issued by the Company, unless earlier revoked by the undersigned in a signed writing delivered to each of the foregoing attorneys-in-fact.

IN WITNESS WHEREOF, the undersigned has caused this Power of Attorney to be executed as of this 1st day of March, 2022.

/s/ Matteo Anversa  
Matteo Anversa