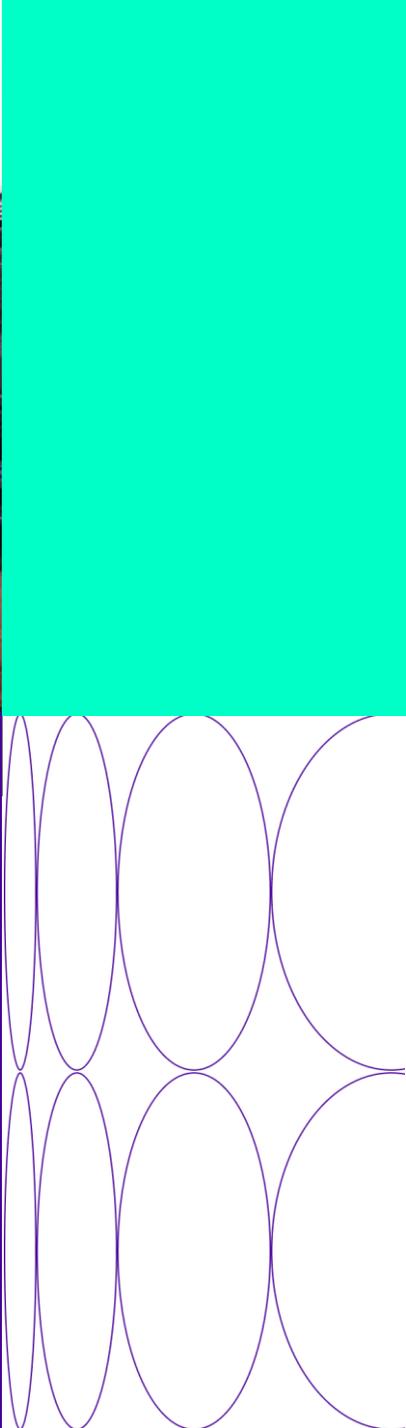




2023 First Quarter Results

April 27, 2023



Forward-Looking Statement

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.

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 Operating Expense, Adjusted EBITDA, Adjusted EBITDA margin, Adjusted EPS, Free Cash Flow, Net Debt, organic revenue, revenue excluding acquired businesses and foreign currency translation, revenue excluding foreign currency translation, and gross margin rate excluding acquired businesses and pro forma product revenues and pro form Adjusted EBITDA, each a non-GAAP financial measure. Starting in 2023, the Company is excluding the impact of non-cash stock-based compensation from its definition of Adjusted EBITDA and Adjusted EBITDA margin. References to Adjusted EBITDA and Adjusted EBITDA margin for prior periods have been recast to exclude the impact of non-cash stock-based compensation. See the Company's earnings release dated April 27, 2023, 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.

* See Appendix for certain reconciliations of GAAP to non-GAAP historical financial measures.

Automotive Highlights

17

Vehicle launches with 9 OEMs



Multiple CCS® Launches

Cadillac XT3, Chevrolet Colorado, Silverado EV,
Hyundai Genesis G80, Lincoln Nautilus,
Great Wall Mecha Dragon EV, WEY Blue Mountain



Additional thermal content with several OEMs
– foundation for scalable ClimateSense®



Delivered record revenue; outpacing light vehicle production growth* by over 800 basis points

*In our key markets of North America, Europe, China, Japan and Korea

New Automotive Business Awards

\$480M

in awards in 1Q



Multiple CCS® Awards from:
BYD | GM | Great Wall | Honda | Subaru

16

Steering Wheel Heater awards across
10 OEMs including hands-on-detection
enabled heater award with Geely



Proprietary thin foil battery heater and
thermal electric BTM awards with
Mercedes Benz



Combined thermal comfort, lumbar
and massage full system award with
Jaguar Land Rover



Breakthrough Lumbar and Massage
award with General Motors



Accelerating adoption of thermal comfort, lumbar and massage solutions with global OEMs

Medical Highlights

13%

Revenue up 13 percent year over year excluding the impact of foreign currency translation



35 new major hospital account expansion in China



Replaced competitor products at University of Cincinnati Medical Center

Double digit revenue growth



Select Income Statement Data

Three Months Ended March 31,

(Dollars in thousands, except per share data)

	2023	2022	Pro forma 2022 ⁽¹⁾
Product Revenues	\$363,625	\$267,657	\$333,756
Automotive	352,692	257,864	323,963
Medical	10,933	9,793	
Gross Margin	81,130	64,113	
Gross Margin %	22.3%	24.0%	
Operating Expenses	63,456	49,923	
Operating Income	17,674	14,190	
Adjusted EBITDA	41,510	29,768	30,357
Adjusted EBITDA Margin	11.4%	11.1%	9.1%
Diluted EPS - As Adjusted	\$0.49	\$0.41	

⁽¹⁾ Pro forma amounts include the results of Alfmeier as if the acquisition had occurred as of January 1, 2022.

Select Balance Sheet Data

(Dollars in thousands)

	March 31, 2023	December 31, 2022
Cash and Cash Equivalents	\$166,630	\$153,891
Total Assets	1,268,746	1,239,300
Debt	234,554	235,096
Current	1,996	2,443
Non-Current	232,558	232,653
Revolving LOC Availability	266,444	264,904
Total Liquidity	433,074	418,795

2023 Guidance

	2022 A	2022 Pro forma ⁽⁴⁾	2023 E
Product Revenue ⁽¹⁾⁽²⁾	\$1.2B	\$1.3B	\$1.45B - \$1.55B
Adjusted EBITDA Margin ⁽¹⁾⁽²⁾⁽³⁾	11.4%	10.4%	11.5% – 13.5%
Effective Tax Rate	36%		28% - 32%
Capital Expenditures	\$40M	\$46M	\$60M - \$70M

(1) Based on the current forecast of customer orders, inflation and pricing recovery, and light vehicle production in the Company's key markets growing at a low single-digit rate in 2023 versus 2022.

(2) The 2023 guidance is based on a full year average exchange rate of \$1.05/Euro.

(3) Starting in 2023, the company is excluding the impact of non-cash stock-based compensation in its calculation of Adjusted EBITDA Margin.

(4) Pro forma amounts include the results of Alfmeier as if the acquisition had occurred as of January 1, 2022. Unaudited pro forma information is provided for illustrative purposes only and should be read in conjunction with the consolidated financial statements to better facilitate the assessment and measurement of the Company's operating performance. Such information is not, and should not be assumed to be, an indication of the actual results of the combined company that would have been achieved or may be achieved in the future.

❖ 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.



Appendix



Reconciliation of Adjusted EBITDA and Adjusted EBITDA Margin

GENTHERM

Three Months Ended March 31,

(Dollars in thousands)

	2023	2022
Net Income	\$7,963	\$11,747
Add Back:		
Income Tax Expense	3,728	4,295
Interest Expense, net	4,144	569
Depreciation and Amortization	13,445	9,487
Adjustments:		
Restructuring Expenses	1,269	181
Unrealized Currency Loss (Gain)	5,865	(2,316)
Acquisition and Integration Expenses	1,632	3,214
Non-Automotive Electronics Inventory Charge	1,419	--
Non-Cash Stock-Based Compensation	2,095	2,789
Other	(50)	(198)
Adjusted EBITDA	\$41,510	\$29,768
Product Revenues	\$363,625	\$267,657
Net Income Margin	2.2%	4.4%
Adjusted EBITDA Margin	11.4%	11.1%

Reconciliation of Adjusted EPS

Three Months Ended March 31,

	2023	2022
Diluted EPS - As Reported	\$0.24	\$0.35
Acquisition and Integration Expenses	0.05	0.10
Non-Cash Purchase Accounting Impacts	0.06	0.05
Unrealized Currency Loss (Gain)	0.18	(0.07)
Restructuring Expenses	0.04	0.01
Non-Automotive Electronics Inventory Charge	0.04	--
Other	--	(0.01)
Tax Effect of Above	(0.11)	(0.02)
Rounding	(0.01)	--
Diluted EPS - As Adjusted	\$0.49	\$0.41