#### **Gentherm Reports 2024 First Quarter Results**

Achieved 86% Year over Year Growth in Net Income Secured \$530M of Automotive New Business Awards Reaffirms 2024 Guidance

NORTHVILLE, Michigan, April 30, 2024 /Global Newswire/ -- Gentherm (NASDAQ:THRM), the global market leader of innovative thermal management and pneumatic comfort technologies for the automotive industry and a leader in medical patient temperature management systems, today announced its financial results for the first quarter ending March 31, 2024.

#### **First Quarter Highlights**

- Product revenues of \$356.0 million decreased 2.1% from \$363.6 million in the first quarter of 2023. Excluding the impact of foreign currency translation, product revenues decreased 1.3% year over year
- Automotive revenues decreased 2.3% year over year; excluding the impact of foreign currency translation, automotive revenues decreased 1.5% year over year
- GAAP diluted earnings per share was \$0.47 as compared with \$0.24 for the prior-year period
- Adjusted diluted earnings per share (see table herein) was \$0.62. Adjusted diluted earnings per share in the prior-year period was \$0.49
- Secured automotive new business awards totaling \$530 million in the quarter

Phil Eyler, the Company's President and CEO, said "I am proud of the Gentherm team's solid execution to start the year. We continue to see strong demand from OEMs for our thermal comfort, massage and lumbar solutions and secured \$530 million dollars of automotive new business awards, setting a record for a first quarter. Notably, we recently won a conquest high-end lumbar and massage award from General Motors for their next generation truck platform including Chevrolet Silverado and GMC Sierra. With this win, we will supply the entire suite of climate and comfort seating solutions including seat heat, CCS®, lumbar and massage as well as multifunction electronic control unit, for our largest customer, on their largest platform. Despite the volatile global production environment, revenues from our Automotive Climate and Comfort Solutions outperformed actual light vehicle production in our key markets by approximately 300 basis points.

Eyler continued, "On the profitability front, our Fit-for-Growth 2.0 initiatives enabled over 200 basis points year over year improvement in gross margin rate through supplier cost reductions, value engineering and increased productivity at the factories. Our momentum in the first quarter positions us well to continue to drive revenue growth and margin expansion in 2024."

#### 2024 First Quarter Financial Review

Product revenues for the first quarter of 2024 decreased by \$7.6 million, or 2.1%, as compared with the prior-year period. Excluding the impact of foreign currency translation, product revenues decreased 1.3% year over year.

Automotive revenues decreased 2.3% year over year. Excluding the impact of foreign currency translation, the phasing out of the non-automotive electronics business as well as one-time benefits from recoveries and retrofits in both periods, Automotive revenues increased 0.1%. Revenues from

Automotive Climate and Comfort Solutions increased 2.2% in the first quarter compared to the prior year period. According to S&P Global's mid-April report, actual light vehicle production decreased by 0.6% in the current year's first quarter when compared with the first quarter of 2023 in the Company's key markets of North America, Europe, China, Japan and Korea.

Excluding the impact of foreign currency translation, Gentherm Medical revenue increased 4.7% year over year, primarily as a result of higher FilteredFlo® and Astopad® sales.

See the "Revenues by Product Category" table included below for additional detail.

Gross margin rate increased to 24.9% in the current-year period, as compared with 22.3% in the prior-year period. The increase from the prior-year period was driven by Fit-for-Growth 2.0 initiatives including supplier cost reductions, value engineering activities, and net productivity at the factories as well as the non-automotive inventory charge in the prior-year period. These were partially offset by lower price recoveries relative to the prior year period and negative impact from foreign exchange.

Net research and development expenses of \$22.7 million in the 2024 first quarter decreased \$2.4 million, or 9.5% as compared with the prior-year period, primarily related to the reduction in resources allocated to certain battery performance solutions products.

Selling, general and administrative expenses of \$40.7 million in the 2024 first quarter increased \$3.7 million, or 9.9%, versus the prior-year period. The year over year increase was primarily driven by higher compensation expenses and increased investment in information technology.

Restructuring expenses of \$7.2 million in the 2024 first quarter increased \$6.0 million, versus the prior-year period primarily as a result of discrete restructuring activities associated with the Company's Fit-for-Growth 2.0 initiatives.

As described more fully in the "Reconciliation of Net Income to Adjusted EBITDA" table included below, the Company recorded Adjusted EBITDA of \$43.5 million in the 2024 first quarter compared with \$41.5 million in the prior-year period, an increase of \$2.0 million or 4.9%.

Income tax expense in the 2024 first quarter was \$3.5 million, as compared with \$3.7 million in the prior-year period. The effective tax rate was approximately 19% in the 2024 first quarter.

GAAP diluted earnings per share for the first quarter of 2024 was \$0.47 compared with \$0.24 for the prior-year period. Adjusted diluted earnings per share, excluding restructuring expenses, unrealized currency (gain) loss, non-cash purchase accounting impact, non-automotive electronics inventory (benefit) charge, acquisition and integration expenses and the tax impacts of such adjustments (see table herein), was \$0.62. Adjusted diluted earnings per share in the prior-year period was \$0.49.

The Company provides various non-GAAP financial measures in this release. See "Use of Non-GAAP Measures" below for additional information, including definitions, usefulness for investors and limitations, as well reconciliations below to the most directly comparable GAAP financial measures.

#### Guidance

The Company reaffirms its full-year 2024 guidance that was initially provided in its year-end 2023 earnings release on February 21, 2024:

- Product revenues between \$1.5 billion and \$1.6 billion, based on the current forecast of customer orders, light vehicle production in the Company's key markets declining at a low single digit rate, and a EUR to USD exchange rate of \$1.10/Euro
- Adjusted EBITDA between 12.5% and 13.5% of product revenues
- Full year effective tax rate between 26% and 29%
- Capital expenditures between \$65 million and \$75 million

#### **Conference Call**

As previously announced, Gentherm will conduct a conference call today at 8:00 am Eastern Time to review these results. The dial-in number for the call is 1-877-407-4018 (callers in the U.S.) or +1-201-689-8471 (callers outside this U.S.). The passcode for the live call is 13745957.

A live webcast and one-year archived replay of the call can be accessed on the Events page of the Investor section of Gentherm's website at www.gentherm.com.

A telephonic replay will be available at approximately two hours after the call until 11:59 pm Eastern Time on May 14, 2024. The replay can be accessed by dialing 1-844-512-2921 (callers in the U.S.), or +1-412-317-6671 (callers outside the U.S.). The passcode for the replay is 13745957.

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#### **About Gentherm**

Gentherm (NASDAQ: THRM) is the global market leader of innovative thermal management and pneumatic comfort technologies for the automotive industry and a leader in medical patient temperature management systems. Automotive products include variable temperature Climate Control Seats, heated automotive interior systems (including heated seats, steering wheels, armrests and other components), battery performance solutions, cable systems, lumbar and massage comfort solutions, valve system technologies, and other electronic devices. Medical products include patient temperature management systems. The Company is also developing a number of new technologies and products that will help enable improvements to existing products and to create new product applications for existing and new markets. Gentherm has more than 14,000 employees in facilities in the United States, Germany, China, Czech Republic, Hungary, Japan, Malta, Mexico, Morocco, North Macedonia, South Korea, United Kingdom, Ukraine, and Vietnam. For more information, go to www.gentherm.com.

#### **Forward-Looking Statements**

Except for historical information contained herein, statements in this release are forward-looking statements that are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements represent Gentherm Incorporated's goals, beliefs, plans and expectations about its prospects for the future and other future events. The forward-looking statements included in this release are made as of the date hereof or 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. Such statements are subject to a number of important assumptions, significant risks and uncertainties (some of which are beyond our control) and other factors that may cause actual results or performance to differ materially from that described in or indicated by the forward-looking statements, including but not limited to:

- macroeconomic, geopolitical and similar global factors in the cyclical Automotive industry;
- increasing U.S. and global competition, including with non-traditional entrants;
- our ability to effectively manage new product launches and research and development, and the market acceptance of such products and technologies;
- the evolution and recent challenges of the automotive industry towards electric vehicles, autonomous vehicles and mobility on demand services, and related consumer behaviors and preferences;
- our ability to convert automotive new business awards into product revenues;
- the recent supply-constrained environment, and inflationary and other cost pressures;
- the production levels of our major customers and OEMs in our key markets and sudden fluctuations in such production levels;
- our ability to attract and retain highly skilled employees and wage inflation;
- a tightening labor market, labor shortages or work stoppages impacting us, our customers or our suppliers, such as recent labor strikes among certain OEMs and suppliers;
- our achievement of product cost reductions to offset customer-imposed price reductions or other pricing pressures;
- our product quality and safety and impact of product safety recalls and alleged defects in products;
- our ability to integrate our recent acquisitions and realize synergies, as well as to consummate additional strategic acquisitions, investments and exits, and achieve planned benefits;
- any security breaches and other disruptions to our information technology networks and systems, as well as privacy, data security and data protection risks;
- the impact of our global operations, including our global supply chain, operations within Ukraine, economic and trade policies, and foreign currency and exchange risk;
- any loss or insolvency of our key customers and OEMs, or key suppliers:
- our efforts to optimize our global supply chain and manufacturing footprint;
- our ability to project future sales volume based on third-party information, based on which we manage our business;
- the protection of our intellectual property in certain jurisdictions;
- our compliance with anti-corruption laws and regulations;
- legal and regulatory proceedings and claims involving us or one of our major customers;
- the extensive regulation of our patient temperature management business;
- risks associated with our manufacturing processes;
- the effects of climate change and catastrophic events, as well as regulatory and stakeholderimposed requirements to address climate change and other sustainability issues;

- our product quality and safety;
- our borrowing availability under our revolving credit facility, as well ability to access the capital markets, to support our planned growth; and
- our indebtedness and compliance with our debt covenants.

The foregoing risks should be read in conjunction with the Company's reports filed with or furnished to the Securities and Exchange Commission (the "SEC"), including "Risk Factors," in its most recent Annual Report on Form 10-K and subsequent SEC filings, for a discussion of these and other risks and uncertainties. In addition, with reasonable frequency, we have entered into business combinations, acquisitions, divestitures, strategic investments and other significant transactions. Such forward-looking statements do not include the potential impact of any such 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.

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 expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.

#### **GENTHERM INCORPORATED**

# CONSOLIDATED CONDENSED STATEMENTS OF INCOME (Dollars in thousands, except per share data) (Unaudited)

	,	Three Months Ended March 31,		
		2024		2023
Product revenues	\$	356,015	\$	363,625
Cost of sales		267,262		282,495
Gross margin		88,753		81,130
Operating expenses:				
Net research and development expenses		22,745		25,145
Selling, general and administrative expenses		40,721		37,042
Restructuring expenses		7,238		1,269
Total operating expenses		70,704		63,456
Operating income		18,049		17,674
Interest expense, net		(3,244)		(4,144)
Foreign currency gain (loss)		2,549		(2,069)
Other income		973		230
Earnings before income tax		18,327		11,691
Income tax expense		3,542		3,728
Net income	\$	14,785	\$	7,963
Basic earnings per share	\$	0.47	\$	0.24
Diluted earnings per share	\$	0.47	\$	0.24
Weighted average number of shares – basic		31,544		33,182
Weighted average number of shares – diluted		31,691		33,386

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# REVENUE BY PRODUCT CATEGORY AND RECONCILIATION OF FOREIGN CURRENCY TRANSLATION IMPACT

(Dollars in thousands) (Unaudited)

	 Three Months Ended March 31,			
	 2024	2023	% Change	
Climate Control Seat	\$ 115,590	\$ 114,753	0.7 %	
Seat Heaters	77,076	75,636	1.9 %	
Steering Wheel Heaters	39,814	36,347	9.5 %	
Lumbar and Massage Comfort Solutions	38,251	38,738	(1.3)%	
Valve Systems	26,625	26,994	(1.4)%	
Automotive Cables	21,519	20,220	6.4 %	
Battery Performance Solutions	13,608	20,309	(33.0)%	
Electronics	8,185	10,970	(25.4)%	
Other Automotive	 3,970	8,725	(54.5)%	
Subtotal Automotive segment	344,638	352,692	(2.3)%	
Medical segment	11,377	10,933	4.1 %	
Total Company	\$ 356,015	\$ 363,625	(2.1)%	
Foreign currency translation impact (a)	(2,797)	_		
Total Company, excluding foreign				
currency translation impact	\$ 358,812	\$ 363,625	(1.3)%	

<sup>(</sup>a) Foreign currency translation impacts for the Automotive segment and Medical segment were \$(2,725) and \$(72) respectively, for the three months ended March 31, 2024.

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# RECONCILIATION OF NET INCOME TO ADJUSTED EBITDA AND ADJUSTED EBITDA MARGIN (Dollars in thousands) (Unaudited)

	Three Mon	Three Months Ended March 31,		
	2024		2023	
Net income	\$ 14,7	785 \$	7,963	
Add back:				
Depreciation and amortization	13,5	580	13,445	
Income tax expense	3,5	542	3,728	
Interest expense, net (a)	3,2	244	4,144	
Adjustments:				
Non-cash stock-based compensation (b)	3,7	797	2,095	
Acquisition and integration expenses		_	1,632	
Restructuring expense	7,2	238	1,269	
Non-automotive electronics inventory (benefit) charge	(1,0	060)	1,419	
Unrealized currency (gain) loss	(1,8	356)	5,865	
Other		272	(50)	
Adjusted EBITDA	\$ 43,5	542 \$	41,510	
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Product revenues	\$ 356,0	015 \$	363,625	
Adjusted EBITDA Margin	1	2.2%	11.4%	

<sup>(</sup>a) Includes \$304 of interest income for the three months ended March 31, 2024, related to mark-to-market adjustment of our floating-to-fixed interest rate swap agreement with a notional amount of \$100,000.

<sup>(</sup>b) Includes operating expenses of \$3,490 and \$1,758 for the three months ended March 31, 2024 and 2023, respectively.

#### **Use of Non-GAAP Financial Measures**

In addition to the results reported in accordance with GAAP throughout this release, the Company has provided here or elsewhere information regarding 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 excluding foreign currency translation, Automotive revenue excluding the impact of non-automotive electronics, one-time benefits from recoveries and retrofits and foreign currency translation, Automotive Climate and Comfort Solutions revenue excluding the impact of one-time benefits from recoveries and retrofits and foreign currency translation, adjusted operating expenses, each a non-GAAP financial measure. The Company defines Adjusted EBITDA as earnings before interest, taxes, depreciation and amortization, deferred financing cost amortization, non-cash stock-based compensation expenses, and other gains and losses not reflective of the Company's ongoing operations and related tax effects including transaction expenses, debt retirement expenses, impairment of assets held for sale, impairment of goodwill, gain or loss on sale of business, restructuring expense, unrealized currency gain or loss and unrealized revaluation of derivatives. The Company defines Adjusted EBITDA margin as Adjusted EBITDA divided by product revenues. The Company defines Adjusted EPS as earnings adjusted by gains and losses not reflective of the Company's ongoing operations and related tax effects including transaction expenses, debt retirement expenses, impairment of assets held for sale, impairment of goodwill, gain or loss on sale of business, restructuring expense, unrealized currency gain or loss and unrealized revaluation of derivatives. The Company defines Free Cash Flow as Net cash provided by operating activities less Purchases of property and equipment. The Company defines Net Debt as the principal amount of all Consolidated Funded Indebtedness (as defined in the Credit Agreement) less cash and cash equivalents. The Company defines revenue excluding foreign currency translation as revenue, excluding the estimated effects of foreign currency exchange on revenue by translating actual revenue using the prior period foreign currency exchange rates. The Company defines Automotive revenue excluding the impact of non-automotive electronics, one-time benefits from recoveries and retrofits and foreign currency translation as Automotive revenue excluding the items specified. The Company defines Automotive Climate and Comfort Solutions revenue excluding the impact of one-time benefits from recoveries and retrofits and foreign currency translation as Automotive Climate and Comfort Solutions revenue (which includes primarily Climate Control Seat, Seat Heaters, Steering Wheel Heaters and Lumbar and Massage Comfort Solutions) excluding the items specified. The Company defines adjusted operating expenses as operating expenses excluding impairment of intangible assets and property and equipment, restructuring, related non-cash stockbased compensation, acquisition, integration and divestiture expenses.

The Company's reconciliations are included in this release or can be found in the supplemental materials furnished as Exhibit 99.2 to the Company's Form 8-K dated April 30, 2024.

In evaluating its business, the Company considers and uses Free Cash Flow and Net Debt as supplemental measures of its liquidity and the other non-GAAP financial measures as supplemental measures of its operating performance. Management provides such non-GAAP financial measures so that investors will have the same financial information that management uses with the belief that it will assist investors in properly assessing the Company's performance on a period-over-period basis by excluding matters not indicative of the Company's ongoing operating or liquidity results and therefore enhance the comparability of the Company's results and provide additional information for analyzing trends in the business. In evaluating our non-GAAP financial measures, you should be aware that in the future we may incur revenues, expenses, and cash and non-cash obligations that are the same as or similar to some of the adjustments in our presentation of non-GAAP financial measures. Our presentation of non-GAAP financial measures should not be construed as an inference that our future results will be unaffected by unusual or non-recurring items. There also can be no assurance that we will not modify the presentation of our non-GAAP financial measures in the future, and

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any such modification may be material. Other companies in our industry may define and calculate these non-GAAP financial measures differently than we do and those calculations may not be comparable to our metrics. These non-GAAP measures have limitations as analytical tools, and when assessing the Company's operating performance or liquidity, investors should not consider these non-GAAP measures in isolation, or as a substitute for net income, revenue or other consolidated income statement or cash flow statement data prepared in accordance with GAAP.

Non-GAAP measures referenced in this release and other public communications may include estimates of future Adjusted EBITDA, Adjusted EBITDA margin and Adjusted EPS. The Company has not reconciled the non-GAAP forward-looking guidance included in this release to the most directly comparable GAAP measures because this cannot be done without unreasonable effort due to the variability and low visibility with respect to taxes and non-recurring items, which are potential adjustments to future earnings. We expect the variability of these items to have a potentially unpredictable, and a potentially significant, impact on our future GAAP financial results.

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# ADJUSTED NET INCOME AND ADJUSTED EARNINGS PER SHARE (Dollars in thousands, except per share data) (Unaudited)

	Three Months Ended March 31,			
		2024		2023
Net income	\$	14,785	\$	7,963
Non-cash purchase accounting impact		1,605		1,850
Restructuring expenses		7,238		1,269
Unrealized currency (gain) loss		(1,856)		5,865
Acquisition and integration expenses		_		1,632
Non-automotive electronics inventory (benefit) charge		(1,060)		1,419
Other		272		(50)
Tax effect of above		(1,397)		(3,517)
Adjusted net income	\$	19,587	\$	16,431
Weighted average shares outstanding:				
Basic		31,544		33,182
Diluted		31,691		33,386
Earnings per share, as reported:				
Basic	\$	0.47	\$	0.24
Diluted	\$	0.47	\$	0.24
Adjusted earnings per share:				
Basic	\$	0.62	\$	0.50
Diluted	\$	0.62	\$	0.49

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# CONSOLIDATED CONDENSED BALANCE SHEETS (Dollars in thousands, except share data) (Unaudited)

			December 31,	
400570	Mar	ch 31, 2024		2023
ASSETS				
Current Assets:	Φ.	405 407	Φ.	4.40.070
Cash and cash equivalents	\$	125,107	\$	149,673
Accounts receivable, net		265,149		253,579
Inventory:		404.400		400.040
Raw materials		134,463		126,013
Work in process		18,611		15,704
Finished goods		66,510		64,175
Inventory, net		219,584		205,892
Other current assets		90,592		78,420
Total current assets		700,432		687,564
Property and equipment, net		241,798		245,234
Goodwill		102,194		104,073
Other intangible assets, net		63,165		66,482
Operating lease right-of-use assets		34,631		27,358
Deferred income tax assets		81,395		81,930
Other non-current assets		29,095		21,730
Total assets	\$	1,252,710	\$	1,234,371
LIABILITIES AND SHAREHOLDERS' EQUITY				
Current Liabilities:				
Accounts payable	\$	226,190	\$	215,827
Current lease liabilities		7,642		7,700
Current maturities of long-term debt		324		621
Other current liabilities		98,939		100,805
Total current liabilities		333,095		324,953
Long-term debt, less current maturities		222,173		222,217
Non-current lease liabilities		23,126		16,175
Pension benefit obligation		2,768		3,209
Other non-current liabilities		24,489		23,095
Total liabilities	\$	605,651	\$	589,649
Shareholders' equity:				
Common Stock:				
No par value; 55,000,000 shares authorized 31,629,224 and				
31,542,001 issued and outstanding at March 31, 2024 and				
December 31, 2023, respectively		53,269		50,503
Paid-in capital		_		_
Accumulated other comprehensive loss		(45,195)		(30,160)
Accumulated earnings		638,985		624,379
Total shareholders' equity		647,059		644,722
Total liabilities and shareholders' equity	\$	1,252,710	\$	1,234,371

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# CONSOLIDATED CONDENSED STATEMENTS OF CASH FLOWS (Dollars in thousands) (Unaudited)

Stock based compensation         3,789         2,023           Loss on disposition of property and equipment         69         1,704           Other         (842)         (44)           Changes in assets and liabilities:         (842)         (44)           Changes in assets and liabilities:         (14,856)         (8,237)           Inventory         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         10,322         25,109           Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)           Borrowings on debt         10,000         —		Three Months Ended March 31,			l March 31,
Net income         \$ 14,785         \$ 7,963           Adjustments to reconcile net income to net cash (used in) provided by operating activities:         \$ 13,818         13,583           Depreciation and amortization         13,818         13,583           Deferred income taxes         (184)         (1,786)           Stock based compensation         3,789         2,023           Loss on disposition of property and equipment         69         16           Provisions for inventory         296         1,704           Other         (842)         (44)           Changes in assets and liabilities:         (842)         (44)           Changes in assets and liabilities:         (14,856)         (8,237)           Inventory         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         2         17           Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17 <t< th=""><th></th><th></th><th>2024</th><th></th><th>2023</th></t<>			2024		2023
Adjustments to reconcile net income to net cash (used in) provided by operating activities:  Depreciation and amortization  Deferred income taxes  (184)  (1,786) Stock based compensation  Stock based compensation  Loss on disposition of property and equipment  Provisions for inventory  Other  Changes in assets and liabilities:  Accounts receivable, net  Inventory  Other assets  Accounts payable  Other liabilities  Accounts payable  Other liabilities  Actounts payable  Other liabilities  Net cash (used in) provided by operating activities  Purchases of property and equipment  Proceeds from the sale of property and equipment  Proceeds from deferred purchase price of factored receivables  Cost of technology investments  Net cash used in investing activities  Borrowings on debt  Repayments of debt  Proceeds from the exercise of Common Stock options  Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Foreign currency effect  Cash paid for the repurchase cash and cash equivalents  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  Supplemental disclosure of cash flow information:  Cash paid for taxes  Supplemental disclosure of cash flow information:  Cash paid for taxes  Supplemental disclosure of cash flow information:  Cash paid for taxes  Supplemental disclosure of cash flow information:  Cash paid for taxes	Operating Activities:				
Depreciation and amortization   13,818   13,583     Deferred income taxes   (184)   (1,786)     Stock based compensation   69   16     Provisions for inventory   296   1,704     Other   (842)   (44)     Changes in assets and liabilities:   (823)     Inventory   (16,648)   (1,137)     Other assets   (19,226)   (6,417)     Accounts receivable, net   (14,856)   (8,237)     Inventory   (16,648)   (1,137)     Other assets   (29,226)   (6,417)     Accounts payable   12,337   24,289     Other liabilities   (3,340)   (6,848)     Net cash (used in) provided by operating activities   (10,322)   25,109     Investing Activities:     Purchases of property and equipment   (22   17     Proceeds from the sale of property and equipment   22   17     Proceeds from deferred purchase price of factored receivables   2,732   3,728     Cost of technology investments   (265)   —   Net cash used in investing activities   (8,831)   (2,549)     Financing Activities:     Borrowings on debt   (10,324)   (564)     Proceeds from the exercise of Common Stock options   812   263     Taxes withheld and paid on employees' share-based payment awards   (2,022)   (2,667)     Cash paid for the repurchase of Common Stock   —   (9,997)     Net cash used in financing activities   (1,534)   (12,965)     Foreign currency effect   (3,879)   3,144     Net (decrease) increase in cash and cash equivalents   (24,566)   12,739     Cash and cash equivalents at beginning of period   149,673   153,891     Cash paid for the repurchase of cash flow information:   (26,566)   12,739     Cash paid for the repurchase of cash flow information:   (24,566)   12,739     Cash paid for the repurchase of cash flow information:   (24,566)   12,739     Cash paid for the repurchase of cash flow information:   (24,566)   12,739     Cash paid for the repurchase of cash flow information:   (24,566)   12,739     Cash paid for the repurchase of cash flow information:   (24,566)   12,739     Cash paid for the repurchase of cash flow information:   (24,566)   12,739     Cash paid for		\$	14,785	\$	7,963
Depreciation and amortization					
Deferred income taxes					
Stock based compensation         3,789         2,023           Loss on disposition of property and equipment         69         16           Provisions for inventory         296         1,704           Other         (842)         (44)           Changes in assets and liabilities:         (842)         (44)           Changes in assets and liabilities:         (14,856)         (8,237)           Inventory         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         10,022         25,109           Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)					
Loss on disposition of property and equipment         69         1.6           Provisions for inventory         296         1,704           Other         (842)         (44)           Changes in assets and liabilities:         (14.856)         (8,237)           Accounts receivable, net         (16.648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         10,000         —           Borrowings on debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263					
Provisions for inventory         296         1,704           Other         (842)         (44)           Changes in assets and liabilities:         (14,856)         (8,237)           Accounts receivable, net         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         (11,320)         (6,294)           Purchases of property and equipment         22         17           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)           Foreign currency of bebt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263					
Other         (842)         (44)           Changes in assets and liabilities:         8237           Accounts receivable, net         (14,856)         (8,237)           Inventory         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         11,320         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)           Foreign of the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997) <td></td> <td></td> <td>69</td> <td></td> <td></td>			69		
Changes in assets and liabilities:           Accounts receivable, net         (14,856)         (8,237)           Inventory         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         2         17           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         8         10,000         —           Repayments of debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)<					
Accounts receivable, net         (14,856)         (8,237)           Inventory         (16,648)         (1,137)           Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         (8,831)         (2,549)           Borrowings on debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)           Net cash used in financing activities	Other		(842)		(44)
Inventory	Changes in assets and liabilities:				
Other assets         (29,226)         (6,417)           Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         2         17           Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         8831)         (2,549)           Financing Activities:         8831)         (2,549)           Foreign coveries of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)           Net cash used in financing activities         (1,534)         (12,965)           Foreign currency effect         (3,879)         3,144           Net (decrease) incre	Accounts receivable, net				
Accounts payable         12,337         24,289           Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         2         25,109           Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         88,831         (2,549)           Fornowings on debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)           Net cash used in financing activities         (1,534)         (12,965)           Foreign currency effect         (3,879)         3,144           Net (decr	Inventory		(16,648)		(1,137)
Other liabilities         6,340         (6,848)           Net cash (used in) provided by operating activities         (10,322)         25,109           Investing Activities:         ***           Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         ***         ***           Borrowings on debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)           Net cash used in financing activities         (1,534)         (12,965)           Foreign currency effect         (3,879)         3,144           Net (decrease) increase in cash and cash equivalents         (24,566)         12,739	Other assets				
Net cash (used in) provided by operating activities (10,322) 25,109  Investing Activities:  Purchases of property and equipment (11,320) (6,294)  Proceeds from the sale of property and equipment 22 17  Proceeds from deferred purchase price of factored receivables 2,732 3,728  Cost of technology investments (265) —  Net cash used in investing activities (8,831) (2,549)  Financing Activities:  Borrowings on debt 10,000 —  Repayments of debt (10,324) (564)  Proceeds from the exercise of Common Stock options 812 263  Taxes withheld and paid on employees' share-based payment awards (2,022) (2,667)  Cash paid for the repurchase of Common Stock (1,534) (12,965)  Foreign currency effect (3,879) 3,144  Net (decrease) increase in cash and cash equivalents (24,566) 12,739  Cash and cash equivalents at beginning of period 149,673 153,891  Cash and cash equivalents at end of period \$125,107\$ 166,630  Supplemental disclosure of cash flow information:  Cash paid for taxes \$4,900\$ \$5,536	Accounts payable		12,337		24,289
Investing Activities: Purchases of property and equipment (11,320) (6,294) Proceeds from the sale of property and equipment 22 17 Proceeds from deferred purchase price of factored receivables 2,732 3,728 Cost of technology investments (265) — Net cash used in investing activities  Financing Activities:  Borrowings on debt 10,000 — Repayments of debt (10,324) (564) Proceeds from the exercise of Common Stock options 812 263 Taxes withheld and paid on employees' share-based payment awards (2,022) (2,667) Cash paid for the repurchase of Common Stock Toreign currency effect (3,879) 3,144 Net (decrease) increase in cash and cash equivalents (24,566) 12,739 Cash and cash equivalents at beginning of period 149,673 153,891 Cash and cash equivalents at end of period \$125,107 \$166,630  Supplemental disclosure of cash flow information: Cash paid for taxes \$4,900 \$5,536	Other liabilities		6,340		(6,848)
Purchases of property and equipment         (11,320)         (6,294)           Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         Taxes with a cash debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)           Net cash used in financing activities         (1,534)         (12,965)           Foreign currency effect         (3,879)         3,144           Net (decrease) increase in cash and cash equivalents         (24,566)         12,739           Cash and cash equivalents at beginning of period         149,673         153,891           Cash and cash equivalents at end of period         \$125,107         \$166,630           Supplemental disclosure of cash flow information:         Cash paid for taxes         \$4,900	Net cash (used in) provided by operating activities		(10,322)		25,109
Proceeds from the sale of property and equipment         22         17           Proceeds from deferred purchase price of factored receivables         2,732         3,728           Cost of technology investments         (265)         —           Net cash used in investing activities         (8,831)         (2,549)           Financing Activities:         —         —           Borrowings on debt         10,000         —           Repayments of debt         (10,324)         (564)           Proceeds from the exercise of Common Stock options         812         263           Taxes withheld and paid on employees' share-based payment awards         (2,022)         (2,667)           Cash paid for the repurchase of Common Stock         —         (9,997)           Net cash used in financing activities         (1,534)         (12,965)           Foreign currency effect         (3,879)         3,144           Net (decrease) increase in cash and cash equivalents         (24,566)         12,739           Cash and cash equivalents at beginning of period         149,673         153,891           Cash and cash equivalents at end of period         \$ 125,107         166,630           Supplemental disclosure of cash flow information:         \$ 4,900         \$ 5,536					
Proceeds from deferred purchase price of factored receivables  Cost of technology investments  Net cash used in investing activities  Financing Activities:  Borrowings on debt  Repayments of debt  Proceeds from the exercise of Common Stock options  Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Net cash used in financing activities  Foreign currency effect  Net (decrease) increase in cash and cash equivalents  Cash and cash equivalents at beginning of period  Cash paid for taxes  Supplemental disclosure of cash flow information:  Cash paid for taxes  \$4,900\$  5,536	Purchases of property and equipment		(11,320)		(6,294)
Cost of technology investments  Net cash used in investing activities  Financing Activities:  Borrowings on debt  Repayments of debt  Proceeds from the exercise of Common Stock options  Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Net cash used in financing activities  Foreign currency effect  Net (decrease) increase in cash and cash equivalents  Cash and cash equivalents at beginning of period  Cash paid for taxes  Supplemental disclosure of cash flow information:  Cash paid for taxes  \$4,900\$  5,536	Proceeds from the sale of property and equipment		22		17
Net cash used in investing activities  Financing Activities:  Borrowings on debt Repayments of debt Proceeds from the exercise of Common Stock options Taxes withheld and paid on employees' share-based payment awards Cash paid for the repurchase of Common Stock Net cash used in financing activities Net (decrease) increase in cash and cash equivalents Cash and cash equivalents at beginning of period Cash paid for taxes  Supplemental disclosure of cash flow information: Cash paid for taxes  (8,831) (2,549) (10,000 — (9,907) — (10,324) (10,324) (2,667) (2,667) — (9,997) (1,534) (12,965) (1,534) (1,534) (12,965) (1,534)	Proceeds from deferred purchase price of factored receivables		2,732		3,728
Financing Activities:  Borrowings on debt  Repayments of debt  Proceeds from the exercise of Common Stock options  Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Net cash used in financing activities  Foreign currency effect  Net (decrease) increase in cash and cash equivalents  Cash and cash equivalents at beginning of period  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  10,000  (10,324)  (10,324)  (20,022)  (2,667)  (2,022)  (2,667)  (1,534)  (12,965)  (1,534)  (12,965)  (1,534)  (12,965)  (24,566)  12,739  Cash and cash equivalents at beginning of period  149,673  153,891  Cash and cash equivalents at end of period  \$ 125,107  \$ 166,630	Cost of technology investments		(265)		<u> </u>
Financing Activities:  Borrowings on debt  Repayments of debt  Proceeds from the exercise of Common Stock options  Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Net cash used in financing activities  Foreign currency effect  Net (decrease) increase in cash and cash equivalents  Cash and cash equivalents at beginning of period  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  10,000  (10,324)  (20,022)  (2,667)  (2,022)  (2,667)  (1,534)  (12,965)  (1,534)  (12,965)  (24,566)  12,739  153,891  Cash and cash equivalents at end of period  \$125,107\$  \$166,630	Net cash used in investing activities		(8,831)		(2,549)
Repayments of debt Proceeds from the exercise of Common Stock options Taxes withheld and paid on employees' share-based payment awards Cash paid for the repurchase of Common Stock Net cash used in financing activities Foreign currency effect Net (decrease) increase in cash and cash equivalents Cash and cash equivalents at beginning of period Cash and cash equivalents at end of period Supplemental disclosure of cash flow information: Cash paid for taxes  (10,324) (20,22) (2,667) (2,667) (1,534) (12,965) (3,879) (3,879) (3,144) (12,965) (24,566) (12,739) (24,566) (12,739) (149,673) (153,891) (156,630) (156,630) (156,630)	Financing Activities:				
Proceeds from the exercise of Common Stock options  Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Cash paid for the repurchase of Common Stock  Net cash used in financing activities  Foreign currency effect  Net (decrease) increase in cash and cash equivalents  Cash and cash equivalents at beginning of period  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  812  263  (2,022)  (2,667)  (1,534)  (12,965)  (3,879)  3,144  Net (decrease) increase in cash and cash equivalents  (24,566)  12,739  153,891  Cash and cash equivalents at end of period  \$ 125,107 \$ 166,630	Borrowings on debt		10,000		_
Taxes withheld and paid on employees' share-based payment awards  Cash paid for the repurchase of Common Stock  Net cash used in financing activities  Foreign currency effect  Net (decrease) increase in cash and cash equivalents  Cash and cash equivalents at beginning of period  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  (2,022)  (2,667)  (1,534)  (12,965)  (3,879)  3,144  (24,566)  12,739  153,891  Cash and cash equivalents at end of period  \$ 125,107 \$ 166,630  \$ 4,900 \$ 5,536	Repayments of debt		(10,324)		(564)
Cash paid for the repurchase of Common Stock  Net cash used in financing activities Foreign currency effect  Net (decrease) increase in cash and cash equivalents Cash and cash equivalents at beginning of period Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information: Cash paid for taxes  - (9,997) (1,534) (12,965) (3,879) 3,144 (24,566) 12,739 153,891 153,891 25,107 166,630	Proceeds from the exercise of Common Stock options		812		263
Net cash used in financing activities(1,534)(12,965)Foreign currency effect(3,879)3,144Net (decrease) increase in cash and cash equivalents(24,566)12,739Cash and cash equivalents at beginning of period149,673153,891Cash and cash equivalents at end of period\$ 125,107\$ 166,630Supplemental disclosure of cash flow information:Cash paid for taxes\$ 4,900\$ 5,536	Taxes withheld and paid on employees' share-based payment awards		(2,022)		(2,667)
Foreign currency effect (3,879) 3,144  Net (decrease) increase in cash and cash equivalents (24,566) 12,739  Cash and cash equivalents at beginning of period 149,673 153,891  Cash and cash equivalents at end of period \$ 125,107 \$ 166,630  Supplemental disclosure of cash flow information:  Cash paid for taxes \$ 4,900 \$ 5,536	Cash paid for the repurchase of Common Stock		_		
Foreign currency effect (3,879) 3,144  Net (decrease) increase in cash and cash equivalents (24,566) 12,739  Cash and cash equivalents at beginning of period 149,673 153,891  Cash and cash equivalents at end of period \$ 125,107 \$ 166,630  Supplemental disclosure of cash flow information:  Cash paid for taxes \$ 4,900 \$ 5,536	Net cash used in financing activities		(1,534)		(12,965)
Cash and cash equivalents at beginning of period  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  149,673  153,891  166,630  4,900  5,536	Foreign currency effect		(3,879)		
Cash and cash equivalents at beginning of period  Cash and cash equivalents at end of period  Supplemental disclosure of cash flow information:  Cash paid for taxes  149,673  153,891  \$ 125,107  \$ 166,630  \$ 4,900  \$ 5,536	Net (decrease) increase in cash and cash equivalents		(24,566)		12,739
Supplemental disclosure of cash flow information:  Cash paid for taxes \$ 4,900 \$ 5,536					
Supplemental disclosure of cash flow information:  Cash paid for taxes \$ 4,900 \$ 5,536	Cash and cash equivalents at end of period	\$	125,107	\$	166,630
Cash paid for taxes \$ 4,900 \$ 5,536	·				
		\$	4.900	\$	5.536
Vasii valu ivi iiitelest 3.310 - 3.433	Cash paid for interest	₩	3,310	_	3,235

#### **GENTHERM INCORPORATED**

#### OTHER NON-GAAP RECONCILIATIONS

(Dollars in thousands) (Unaudited)

	Three Months Ended March 31,				
		2024	2023		
Automotive revenues	\$	344,638	\$	352,692	
Non-automotive electronics revenues		1,263		3,581	
One-time benefits from recoveries and retrofits		<del>-</del>		3,501	
Adjusted Automotive revenues		343,375		345,610	
Foreign currency translation impact		(2,647)		_	
Adjusted Automotive revenues, excluding foreign currency					
translation impact	\$	346,022	\$	345,610	
Year over Year % change		0.1 %	, <del></del>		

	Three Months Ended March 31,			
		2024		2023
Automotive revenues	\$	344,638	\$	352,692
Less: Valve Systems		26,625		26,994
Less: Automotive Cables		21,519		20,220
Less: Battery Performance Solutions		13,608		20,309
Less: Non-automotive electronics revenues		1,263		3,581
Automotive Climate and Comfort Solutions revenues	-	281,623		281,588
Less: One-time benefits from recoveries and retrofits		<u> </u>		3,501
Adjusted Automotive Climate and Comfort Solutions revenues		281,623		278,087
Foreign currency translation impact		(2,543)		_
Adjusted Automotive Climate and Comfort Solutions revenues,				
excluding foreign currency translation impact	\$	284,166	\$	278,087
Year over Year % change		2.2 %		