

GENTHERM INCORPORATED TECHNOLOGY COMMITTEE CHARTER

[As adopted August 2013]

1. Purpose of the Committee:

The Board of Directors has established a Technology Committee (the “Committee”) whose purpose is to (1) review and oversee the Company’s overall strategic direction and investment in research and development and other technological and scientific goals and initiatives and (2) provide advice and expertise to Company personnel in identifying and analyzing new technologies, technical personnel, third party partners and possible acquisitions consistent with the Company’s overall strategic technology goals.

The Committee shall have direct access to, and complete and open communication with, all Company employees and members of management, including, but not limited to, those working with, or responsible for, technology. The Committee may retain independent technology and other advisors to assist it in the performance of its duties and responsibilities.

The Company’s Chief Technology Officer (CTO) shall report out the overall technology goals and achievements of the Company to the Committee on a regular quarterly basis in advance of, or during, regularly scheduled Committee meetings.

2. Membership and Chairperson:

The Committee shall consist of a minimum of two members, but may consist of as many members as the Board of Directors deems appropriate. The Board shall select for membership those directors possessing technical backgrounds and/or expertise necessary to carry out the purpose of the Committee. A majority of the members of the Committee shall select one of the Committee members to act as the Chairperson of the Committee.

3. Meetings and Reports:

While the Board expects the Committee to hold regular meetings at least four times each year, actual meeting times and locations will be determined by the Chairperson of the Committee; provided, however, that additional Committee meetings will be held at such times as are requested by two or more members of the Committee or at such times as are requested by the Company’s Chief Technology Officer, unless a majority of the Committee members object. The Committee shall invite such Company employees to join its meetings, including the Chief Technology Officer, as it deems appropriate. The Committee shall give the Board of Directors a report of the Committee’s activities and proceedings, as appropriate. At the discretion of its Chairperson, the Committee may maintain written minutes of its meetings and actions taken therein to be filed with the minutes of the meetings of the Board of Directors.