

GENTEX
CORPORATION

GENTEX SUSTAINABILITY REPORT

2022 REPORT

Covering fiscal year 2021





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INTRODUCTION

CORPORATE PROFILE

Gentex — Today's Features, Tomorrow's Technology

We supply nearly every major automaker with advanced electronic features that optimize driver vision and enhance driving safety. We also manufacture alarms and signaling devices for the commercial fire protection industry and electrochemically dimmable windows for the aerospace industry. We have focused competency in digital vision, automotive connectivity, and dimmable glass systems. Since our inception, Gentex has managed the evolution of rear vision. We use the mirror (and surrounding windshield) as a strategic electronic module — a delivery mechanism for advanced vision-related features, including cameras, displays, alerts, transaction modules, car-to-home automation systems, and security components. Products for today based on tomorrow's emerging technology. For more information on Gentex and its products visit: gentex.com or gentextech.com

Our Ongoing Commitment to Progress

At Gentex, we are constantly working to find ways to improve efficiency, performance, and the reliability of our products. This drive to keep improving extends into our resource management, and drives the long-term thinking behind our environmental, social, sustainability, and governance goals. Throughout the Covid-19 pandemic, we have focused on keeping our employees and their families safe, which required the increased utilization of single-use items within our manufacturing environments and processes.



Despite these short term adjustments and inefficiencies, Gentex is committed to the long-term improvement of our environmental practices and disclosures. Use this QR code to see our latest targets and progress in our sustainability reports, which are produced annually ir.gentex.com/financials-and-filings/annual-reports-and-proxy-statements.

It was exciting last year to publish our long term carbon neutrality and waste goals. We continue to partner and collaborate with customers and investors in pursuing our common goals, including moving towards carbon neutrality. We are committed to being carbon neutral for Scope 1, 2 and 3 emissions by 2049.

We expect our suppliers to join us in striving to align with the United Nations' Global Compact Principles, including the defense of human rights, the implementation of protective labor policies, environmental responsibility, and anti-corruption practices. To find out more, visit the UN Global Compact site, which can be found by using the QR code on the right.



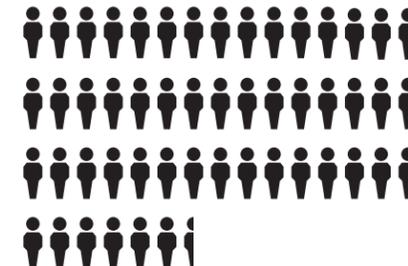
We also encourage our team and our suppliers to use recycled and/or sustainable materials whenever possible. These guidelines and other details on our supplier and employee guidelines can be found on the sustainability section of our corporate website, which can be found by scanning the QR code to the left.

Our approach to sustainability is to make decisions that result in meaningful change to positively support all stakeholders. The Company works collaboratively with all stakeholders so that we can achieve these goals of operating in a more sustainable way, and I am proud of every Gentex team member that includes sustainability into their work so that we can all achieve these goals together.

Scott Ryan
Vice President, General Counsel and Corporate Secretary Sustainability Reporting Coordinator

+++ ESTABLISHED 1974

5,154 employees



OPERATIONS/
HEADQUARTERS
Zeeland, MI

SALES/LOGISTICS/ENGINEERING
United States, China, France, Germany, Israel, Japan,
South Korea, Sweden, United Kingdom

SUPPLY SMART-MIRRORS
AND RELATED CONTENT
AROUND THE WORLD:

42M
mirrors shipped (2020)



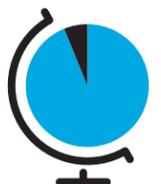
SALES (2021)

Different OEMs
shipped to: 35+



\$1.73B

91.4%
market share



Content on 650+
vehicles



+50%

of mirrors shipped contain advanced electronic features
(displays, cameras, transceivers, interfaces, etc.)

2021 HIGHLIGHTS

Environmental Efforts

- + Reduction in Scope 2 emissions
- + Reduction of natural gas usage from pre-pandemic levels
- + Installed 5 new e-charging stations at the Gentex GmbH office and 2 new e-charging stations at our James Street facility in Zeeland
- + Launched new invoice automation software, reducing paper invoices by over 150,000 paper invoices annually
- + Converted all compression air systems at our Zeeland campus to oil-free compression air systems
- + Adopt-A-Highway Program – The Gentex team collected over 54 bags of trash plus other large items
- + Gentex electronic recycling event kept 14,471 lbs of electronics from the landfill
- + Eliminated 340 lbs. of VOC emissions from chemical production
- + Rerouted water from drains to RO tanks, saving 1,108,490 gallons of water
- + VOC mitigation system in glass cleaning area prevented 724.28lbs of VOCs
- + Gentex charging stations on its corporate campus helped avoid 37,953 kg in greenhouse gas emissions

Community Service

- + Holland Kids' Food Basket (5-year donation) \$300,000
- + Zeeland Softball Field Donation \$207,000
- + GRCC Lakeshore Skilled Trades Manufacturing Lab Donation
- + Community Share Donation of \$250,000 to Local Nonprofits

Diverse Supplier Development Efforts

- + Michigan Minority Supplier Development Council (MMSDC)
- + Original Equipment Supplier's Association (OESA) – Diversity & Inclusion, Board of Governors
- + Consumer Technology Association (CTA) – Working D&I Group Member
- + Michigan Diversity Connection (MiDiCo) Corporate Member
- + West Michigan Hispanic Chamber of Commerce (WHMCC) Corporate Member
- + Great Lakes Women Business Enterprise Council (GL-WBEC) Corporate Member

Diversity, Equity & Inclusion Efforts

- + Limited English Proficiency (LEP) Program expanded to second facility
- + New Tier II Supplier Reporting Initiative
- + Added bilingual team members to support new Spanish speaking lines
- + Jefferson Elementary School's first annual STEM Night event
- + Support for Holland Middle School's community greenhouse

Awards

- + Toyota Supplier Diversity Award
- + Nissan Supplier Diversity Award

OUR APPROACH

Gentex is committed to protect all stakeholders by achieving environmental, social and corporate governance goals. We continue to strive for improvements in our environmental performance by seeking out smarter ways to minimize waste and prevent pollution.

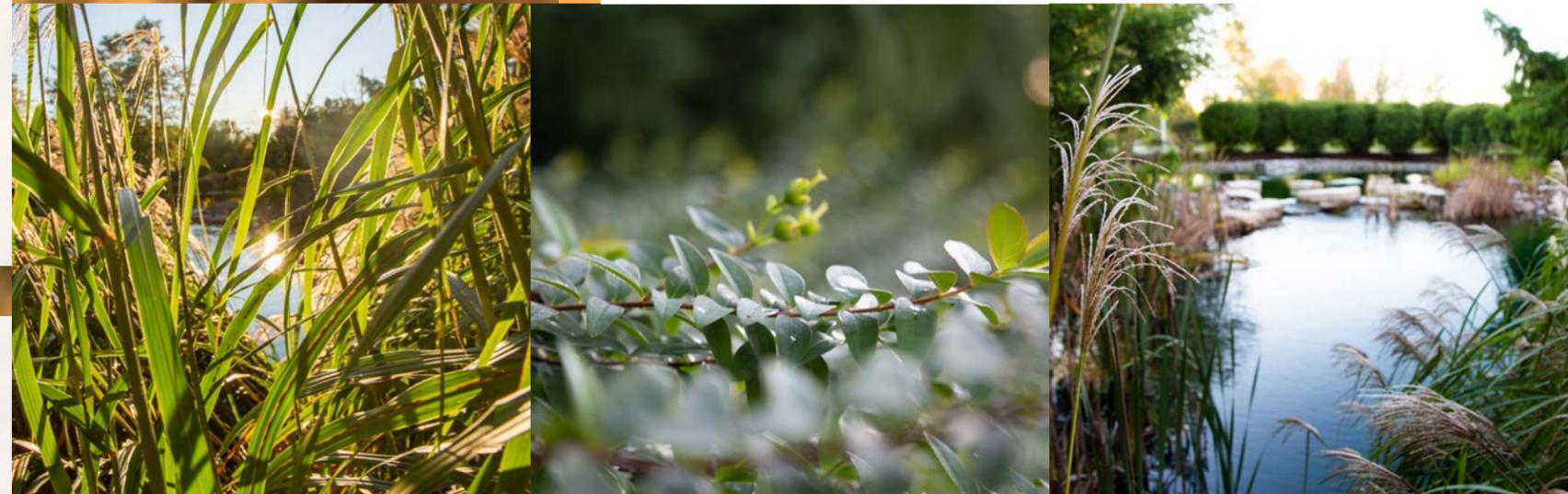
With respect to minimizing waste and preventing pollution, priority is given to those opportunities that offer the greatest anticipated practical benefit while striving for continual improvement. Accordingly, objectives and targets are established and periodically reviewed so as to minimize, to the extent practical, the creation of waste, pollution and adverse impacts on the environment associated with company activities, products or services.

Protection of health and the environment is a company-wide responsibility. Management of each business area is expected to support our environmental management system and commit the necessary resources. Team members at all levels are expected to carry out their responsibilities as established by our environmental management system and to cooperate in company efforts.

CLIMATE CHANGE

SUSTAINABILITY INITIATIVES

SOCIAL RESPONSIBILITY



CLIMATE CHANGE

ENERGY & CLIMATE CHANGE

Energy sustainability and global climate change continue to be at the forefront of the challenges we face as a society today. Both energy use and production are the biggest contributors of greenhouse gas emissions, a statistic we have always taken seriously.

Gentex is committed to achieving carbon neutrality by at least 2049.

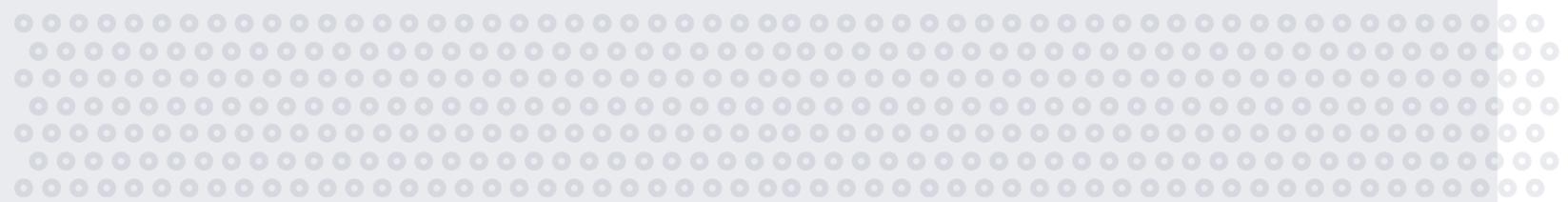
Gentex remains committed to improving energy-efficiency where practical. Our team stays current on efficient alternatives for equipment as they are developed and introduced to the industry. In the past, we have utilized such alternatives for equipment replacement and for new equipment installations. We are currently working to use less energy in the operation of our manufacturing plants through automated building management systems and by utilizing the most energy efficient lights and HVAC equipment.



Renewable Energy

Gentex participates in the local Energy Smart Program (ESP), which promotes the implementation of progressive energy efficiency projects. Continually optimizing energy use has allowed associated rebate earnings above and beyond the previously identified program cap. Projects implemented in support of this program include lighting and HVAC improvements, conducting compressed air leak audits, and installing new building control systems.

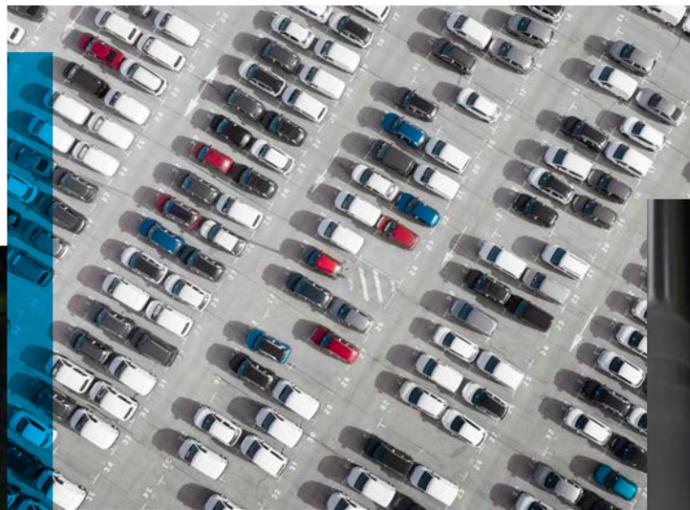
Additional information can be found at: zeelandbpw.com/resources/reports-news/energy-waste-reduction-and-renewable-energy-plan-summary-report/



GREENHOUSE GAS EMISSIONS

Gentex is always investigating ways to reduce its environmental impact. One of the most significant ways to do this is by monitoring carbon emissions. In 2022, Gentex's focus will be towards the collection of sustainability data through our supply chain, allowing our emissions goals to include indirect emissions (scope 3).

As reported last year, we conducted a Renewable Energy Feasibility Study. With the completion of this study, we are developing a renewable energy roadmap that includes RECs, onsite renewable infrastructure, and Power Purchase Agreements (PPA), among other things, to address the gap as our utility providers work toward increased renewable energy generation.



GREENHOUSE GAS EMISSIONS

Gentex reports on two types of greenhouse gas emissions:

Scope 1 Emissions

- + Emissions Gentex directly controls (combustion of natural gas for boilers/heating, gas consumed in company vehicles, and losses in cooling refrigerants)

Scope 2 Emissions

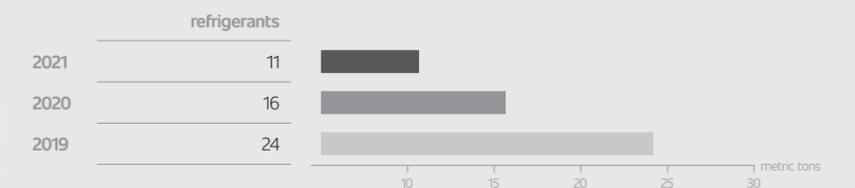
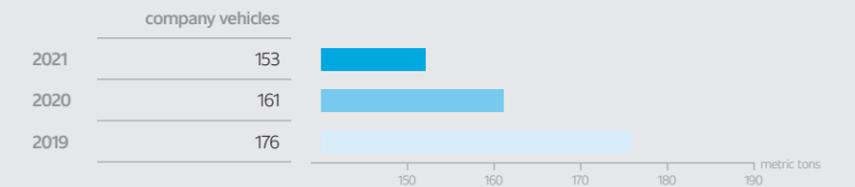
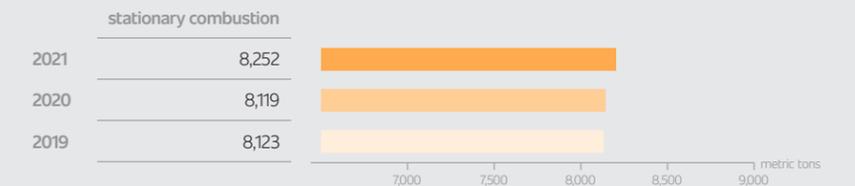
- + Emissions from electricity we purchase

Carbon Reduction & Neutrality Goals

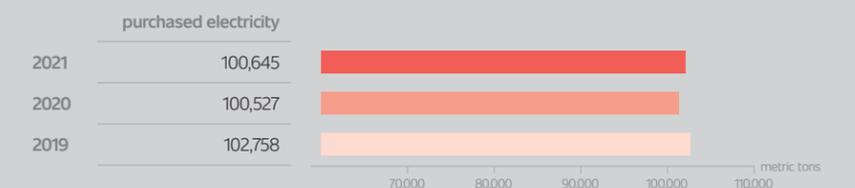
- 2026**
15% below 2020 levels
- 2031**
40% below 2020 levels
- 2041**
70% below 2020 levels
- 2049**
Carbon Neutral

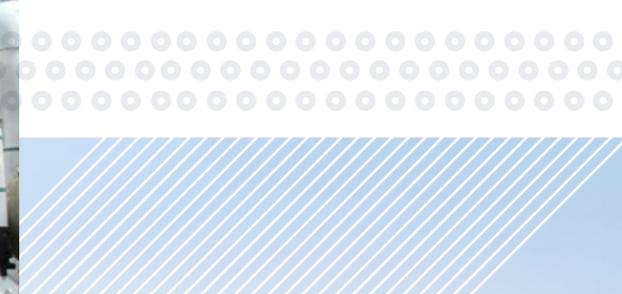
SCOPE 1

Gentex remains below federal reporting thresholds for Scope 1 emissions.



SCOPE 2

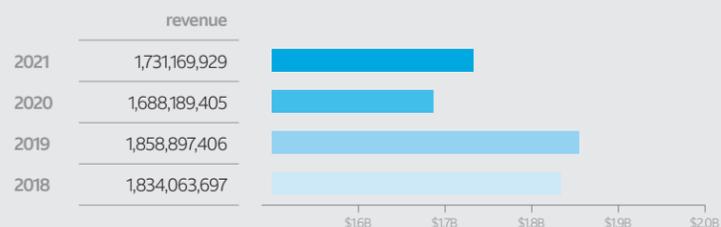




GENTEX ENVIRONMENTAL MANAGEMENT SYSTEM (GEMS)

To advance our environmental performance, Gentex established an environmental management system based on the ISO 14001 international environmental management standard. Gentex has maintained ISO 14001 certification since 2002 and continues to renew that certification. The ISO 14001 international environmental standard became the foundation for the Gentex Environmental Management System and interconnects with our Environmental Policy, allowing us to integrate environmental efficiency into our processes.

At all facilities, environmental impact is being measured and improved annually by eliminating waste and emissions, maximizing the efficiency of our processes and resources, and increasing recycling and reuse. By ensuring environmental management and conservation, we have been able to establish long-term measures for minimizing negative effects on the environment while maximizing positive outputs for our surrounding communities.



On the pages that follow, we provide an overview of the various metrics we track to gauge the environmental performance of our manufacturing facilities.

To help qualify these figures and provide a frame of reference, most of the metrics are expressed as a measure of revenue.

2021 GEMS Goals

Reduce VOC emissions from chemical production

TARGET: Eliminate 340 lbs of VOC emissions for CY2021

REALIZATION: Total VOC reduction of 445.30 lbs

Reroute water to RO tanks instead of water going to the drain

TARGET: Save 1,108,490 gallons for CY2021

REALIZATION: Saved 1,108,490 gallons of water

Install VOC mitigation system in glass cleaning area

TARGET: Reduction of 1,000 lbs

REALIZATION: 724.28 lb reduction

Reuse 5-gallon plastic buckets

TARGET: Save 500 buckets for CY2021

REALIZATION: Reused 352 buckets

2022 GEMS Goals

Reduce VOC emissions from chemical production

TARGET: Reduce VOC emissions by 1,970 lbs

Reuse FA IEC inspection gloves

TARGET: Reuse 45,000 inspection gloves

Reduce water usage in Centennial West MEA

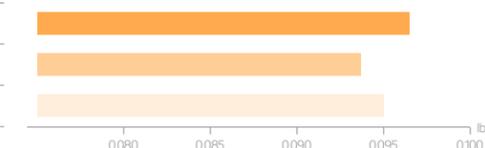
TARGET: Reduce water use by 18,385 gallons



ELECTRICITY USE

Electricity consumed to support office areas as well as operate Gentex's manufacturing, machinery and equipment.

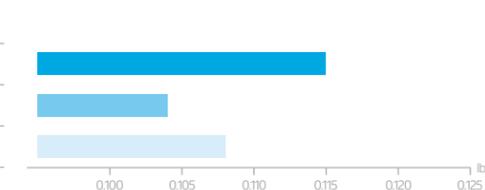
	annual total (kWh)	kWh/\$
2021	168,499,058	0.097
2020	156,438,564	0.094
2019	171,491,513	0.095



PROCESS WATER USE

Process water use consists of the water used during production, primarily in glass washing operations. It also includes water for sanitary use.

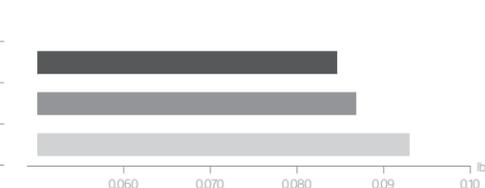
	annual total (gal)	gal/\$
2021	199,624,915	0.115
2020	171,686,710	0.104
2019	200,223,104	0.108



NATURAL GAS USE

Natural gas consumed primarily to heat facilities.

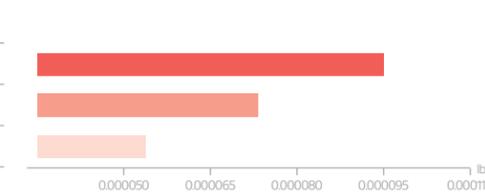
	annual total (ft ³)	ft ³ /\$
2021	151,392,934	0.087
2020	148,963,377	0.088
2019	177,042,407	0.092



VOC AIR EMISSIONS

Volatile organic compounds used in Gentex operations include solvents, adhesives and chemical compounds used in the formulation of chemical subassemblies.

	annual total (lbs)	lbs/\$
2021	164,563	0.000095
2020	123,383	0.000073
2019	112,091	0.000056





WASTE AND RECYCLING

Gentex is a leading supplier of digital vision, connected car, dimmable glass, and fire protection technologies. Over the years, Gentex has systematically transformed itself into a technology company that is vertically integrated and proficient in a wide range of unique core competencies. This requires sophisticated manufacturing processes that promote efficiency and minimize waste to leverage quality and drive innovation.

Gentex's commitment to quality not only results in world-class products in the field, but it also positively impacts our reduction in waste by minimizing scrap with early detection in the manufacturing process.

Waste Stewardship

Minimizing waste and increasing recycling and reuse is fundamental to the way we operate. From general office materials to manufacturing materials on the production floor, our team stays diligent on minimizing waste wherever practical. This company-wide initiative allows us to gather unique insight to our processes at every level from the very people who are a part of it every single day.

Landfill Avoidance Goals



Recycling

Gentex has a robust recycling strategy in place to prevent scrap commodities from ending up in the landfill and we continue to explore new strategies to increase our recycling and reuse. We have invested substantial time and money into developing our manufacturing process to monitor and minimize waste while promoting recycling.

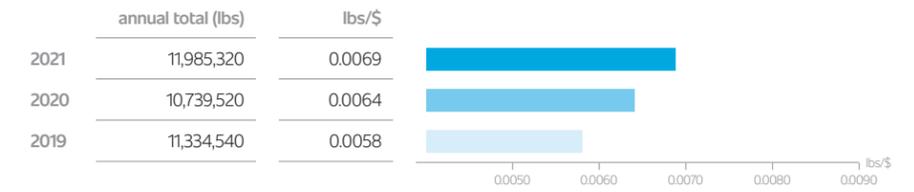
Gentex is currently recycling more solid waste than it sends to the landfill.

2021 Solid Waste Recycled

Recycled: **66.25%** Disposed of: **33.75%**

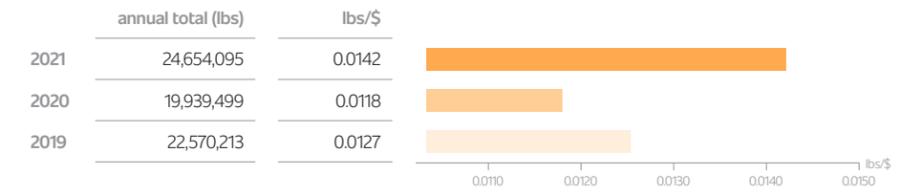
SOLID WASTE TO LANDFILL

Solid waste sent to the landfill comes primarily from general manufacturing and office trash.



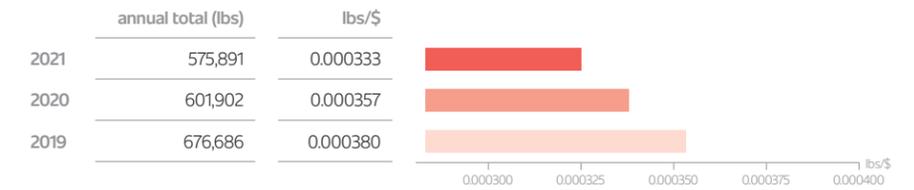
SOLID WASTE RECYCLED

Gentex attempts to recycle as much solid waste as possible, which consists primarily of glass, plastic, cardboard and paper scraps from manufacturing operations and general U.S. office use.



REGULATED WASTE

Regulated waste consists primarily of hazardous materials, including liquid industrial waste, used oil and universal waste.



All of these waste materials are handled and disposed of by the appropriate treatment storage and disposal facility.

SUSTAINABILITY INITIATIVES

Gentex understands the importance of meeting the needs of the present without compromising the needs of the future. We are committed to protecting the environment, continuously adapting and improving our sustainability initiatives to minimize waste and prevent pollution.

Our sustainability initiatives not only help facilitate innovation and serve as tools to measure our environmental performance, but also serve as our guide as we transition toward carbon neutrality, helping us focus on energy efficiency, waste stewardship, water management, company transportation, environmental efforts and more.

Additionally, our sustainability initiatives play a crucial role in new constructions. As the company continues to grow, environmental impact and efficiency are thoroughly considered before breaking ground on any new construction on our campuses. And as our product portfolio grows and diversifies, our team is committed to developing new and unique sustainability solutions.



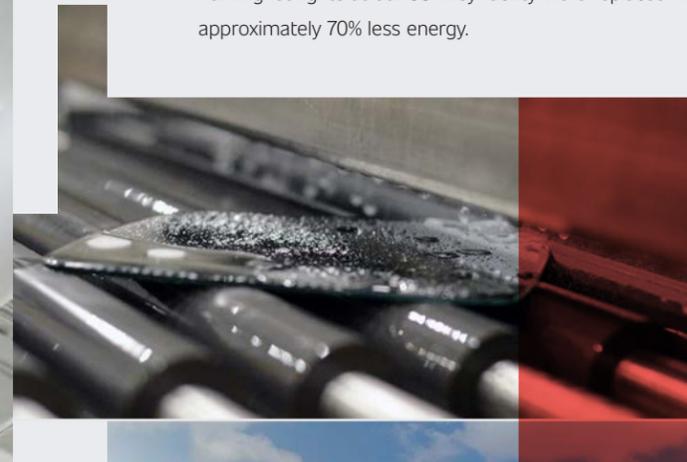
ENERGY

- + Gentex utilizes software-managed and occupancy-sensor-controlled lighting throughout all our facilities.
- + Air economizers and energy recovery units are integrated into our HVAC systems.
- + Energy-efficient fluorescent lights are utilized in all areas. New and renovated areas are moving to LED technology.
- + Facility roofs utilize white materials to reflect sunlight and reduce air conditioning energy consumption by approximately 20%.
- + All Gentex utility and HVAC systems are managed by computer-controlled software, allowing for improved performance and energy reduction.
- + Gentex facilities utilize an insulated metal panel system for the exterior walls in order to improve energy efficiency.
- + Gentex captures the excess heat from the compressed air system and uses it to pre-heat/temper the water used in the production process, thus eliminating the need for auxiliary heaters in the water basins.
- + Excess warm water from the production process is used to temper the boiler/snowmelt water, reducing boiler energy consumption.
- + VFDs (variable frequency drives) are installed on all motors and pumps.
- + A centralized water chiller plant allows us to decrease overall energy usage.
- + Parking lot lights at our 58 Riley facility were replaced with LED fixture heads that will use approximately 70% less energy.



WASTE STEWARDSHIP

- + 931 pounds of plastic was saved by reusing plastic buckets in the manufacturing process.
- + Facility carpets have 30 – 50% recycled content and are 100% recyclable.
- + Gentex installed drinking fountains at multiple facilities that have a water bottle refill feature that helps avoid the disposal of hundreds of thousands of plastic one-time use water bottles each year.
- + Clean scrap glass from coating, bending and final assembly mirror lines are processed for recycling into insulation.



WATER MANAGEMENT

- + Gentex's water recovery system collects water used in the production lines, sanitizes it, and sends it back for use in a secondary manufacturing process, which helps reduce overall water usage.
- + A Gentex manufacturing facility expansion utilizes an underground storm water retention system to reduce storm water discharge into the county drain system. All new buildings are constructed with water usage mitigation practices employed.
- + Our irrigation software control system monitors the weather and climate conditions to optimize watering schedules, reducing irrigation water consumption by approximately 25%.
- + Low-flow faucets are used within the facilities.
- + Gentex works to ensure all employees have consistent and reliable access to clean drinking water.
- + Gentex works diligently to ensure that any potential pollutants that could negatively impact the safety of the drinking water in our manufacturing locations are properly disposed of in accordance with all laws and regulations.



TRANSPORTATION

- + Gentex maintains 26 electric vehicle charging stations on its corporate campus which helped avoid 37,953 kg in greenhouse gas emissions for the 2021 calendar year.
- + Gentex maintains a bicycle fleet, with individual bikes, positioned at strategic locations around its corporate campus. Employees can use these bikes instead of gas-powered vehicles when traveling to different Gentex facilities.
- + Gentex maintains a bus shelter for the Macatawa Area Express (MAX) Transportation Authority, in order to promote bus ridership among employees and the community in general.



ENVIRONMENTAL

- + Gentex integrated a "green roof" on 3 of its facilities.
- + Gentex participates in Michigan's "Adopt-A-Highway" program, which helps local organizations participate in highway cleaning and beautification efforts.
- + As part of the construction of the company's North Riley Campus, Gentex worked with the Michigan Department of Environment, Great Lakes, and Energy to construct three distinct wetlands and wildlife habitat areas totaling 3.61 acres, which we now monitor closely. Since their creation, these wetland areas have become home to a wide variety of wildlife species, becoming a beautiful addition to our campus and the local community. Gentex also financially supports other local wetlands.
- + Gentex acquired new property which also includes about 10 acres of natural wetlands.
- + All new employees receive training on environmental issues.



SOCIAL RESPONSIBILITY



SUPPLIER DIVERSITY

It is the policy of Gentex Corporation to increase business opportunities for certified minority, woman, veteran, and LGBTQ-owned businesses. Our commitment is to maximize their participation through the development of mutually beneficial business relationships, which will ensure that quality materials and services are provided to the corporation in a timely and cost-effective manner. Gentex, at its discretion, will develop mentoring relationships with key diverse-owned suppliers to help develop business systems and encourage them with new technologies and future growth. We understand the commitment to these businesses not only benefits the supplier, but also benefits the greater business community.

DIVERSITY

MESSAGE FROM JOE MATTHEWS

As a global company, Gentex is keenly aware of its roles and responsibilities as it relates to sustainability and business ethics. We're continuously seeking ways to improve our proficiency in meeting and exceeding our long-established standards for environmental stewardship and social responsibility. It has always been our priority to operate sustainably, and, consequently, we're committed to environmental, social and regulatory best practices. This commitment extends to our supply base. We expect our suppliers to work with us to support the Gentex sustainability initiatives defined throughout this report in their own operations. By working in concert with our business partners we're better able to implement holistic supply chain standards.

Joe Matthews
Vice President of Diversity, Equity and Inclusion

As the company's first diversity officer, Joe Matthews created a diversity, equity, and inclusion (DE&I) strategy to establish Gentex as a world-class employer that makes a difference where its employees work, live, and serve so they can feel empowered, valued, and supported. When creating the company's DE&I programming, Matthews developed five sectors to identify new initiatives each year: workplace, workforce, community, marketplace, and supplier. Together with an executive-level advisory board and a cross-departmental employee council, Matthews implements diversity programs, training courses, and social awareness throughout the organization. He also partners closely with the human resources department to enhance recruitment, hiring practices, retention, and community engagement. In 2021, the new employee on-boarding orientation was updated so that every new employee received training and information on the company's DEI activities and programs. Matthews believes diversity, equity, and inclusion at Gentex is a movement, not just a moment in time and the company will always work to continuously improve in this area.

New Tier II Supplier Reporting Initiative

Gentex is dedicated to building and maintaining a strong, diverse supply chain network. Part of this effort includes tracking and reporting spend the company has with diverse businesses. In the second quarter of 2021, Gentex started a new Tier II Supplier Reporting Initiative. The program was piloted by 35 North American-based suppliers reporting how much they spent on other businesses with supplier diversity certifications.

Customer Diversity Awards

Gentex complies with the specific diversity programs developed and administered by all of our customers. Over the years, Gentex has been recognized by multiple OEM customers for actively developing and using minority, woman, and veteran-owned Tier II suppliers. For the past several years, Gentex was recognized by Toyota Motor Engineering & Manufacturing North America, Inc. for our ongoing efforts to increase supplier relationships with local minority business enterprises. Additionally, Gentex was awarded the 98Ki Honda Quality and Delivery Award. The award is based on performance metrics in multiple disciplines such as quality and delivery along with overall business performance, sustainability participation and development performance.

2021 Minority Supplier Development Efforts

- + Michigan Minority Supplier Development Council (MMSDC)
- + Original Equipment Supplier's Association (OESA) – Diversity & Inclusion, Board of Governors
- + Consumer Technology Association (CTA) – Working D&I Group Member
- + Michigan Diversity Connection (MiDiCo) Corporate Member
- + West Michigan Hispanic Chamber of Commerce (WHMCC) Corporate Member
- + Great Lakes Women Business Enterprise Council (GL-WBEC) Corporate Member

More information on supplier programs and supplier diversity policy can be found at: gentex.com/files/supplier-information/Supplier-Manual-Master.pdf

2021 Supplier Diversity Awards

- + Honda Supplier Quality and Delivery
- + Nissan Supplier Diversity





SUPPORTING DIVERSITY

Spanish-Speaking Manufacturing Lines

In 2020, Gentex embarked on an exciting inclusion initiative to support a second language in our workforce. In the West Michigan area, Spanish is the second most popular language spoken, so Gentex piloted a Limited English Proficiency Program for Spanish-speaking individuals. A project team went to work on this idea, and it soon became a reality. Human resources set up a coalition of bilingual team members to support new Spanish speaking lines including managers, trainers, and technical support. A new translation process was established for work instructions, safety procedures, onboarding, and company communications. The program started in onefacility on one shift, on one line, now, it operates on all three shifts in two facilities and on many lines. Gentex partners with the West Michigan Literacy Center to offer English lessons on-site for free if team members want to expand their English skills. Gentex also offers resources to team members that would like to learn Spanish. Our goal is to expand this concept to other areas to grow our multilingual operations and capabilities to make Gentex and our community a better place.



Brigit Klohs



Robert Wilson

GENTEX DIVERSITY, EQUITY, AND INCLUSION

Community in Action

Gentex's Diversity, Equity, and Inclusion Council is comprised of 15 employees from different departments within the company who work together to obliterate barriers, whether they are real or perceived. The council members share their own experiences to positively influence others and create inclusive spaces for discussions on diversity topics.

The DE&I Council created 3 Values in Action to serve as its mission:

- + Cultivating a culture of inclusion where every team member belongs
- + Valuing differences and our team members' unique contributions
- + Creating a positive environment where all team members have the opportunity to thrive

The DE&I Council continues to work closely with Gentex's external advisory board members, Brigit Klohs and Robert Wilson. Brigit Klohs is the co-founder of the New Community Transformation Fund and the former president and CEO of the The Right Place Inc. Robert Wilson has worked in several leadership roles at Nissan North America and co-founded Culture Shift Team, where he is a senior partner. Both serve on a variety of boards and in non-profit organizations, and provide outside experience implementing strategies to support our DE&I Values.

Gentex Invests in New Community Transformation Fund

In 2021, Gentex invested in the New Community Transformation Fund (NCTF) to support companies owned or operated by business leaders of color in West Michigan to create a more diverse economy. The New Community Transformation Fund was co-founded by Brigit Klohs, who currently serves as an external diversity, equity, and inclusion advisor to Gentex.

The goal of NCTF is to support businesses that create generational wealth and jobs in the West Michigan community through a venture capital fund, instead of a grant or loan. Gentex joined an initial group of national businesses supporting the effort.

Social Justice Award

Gentex received the 2020 Social Justice Award from the City of Holland for creating and sustaining a diverse and inclusive workforce with the Limited English Proficiency Program.



Business Resource Groups

Business Resource Groups (BRGs) are an integral component of Gentex's commitment to diversity, equity and inclusion. Each group is designed to create a sense of belonging within and across work groups at Gentex and provide an open forum for the exchange of ideas. The groups also help identify gaps in Gentex's professional development processes and propose opportunities for improvement. Lastly, each group functions to create a liaison with a community organization which shares a similar focus or mission. Examples of Gentex BRGs include Women@Gentex and Gentex V.E.T.S.

2021 Events

- + Joint BRG Community Event
 - Habitat for Humanity International Women's Build
- + Women@Gentex
 - International Women's Day Sponsor
 - Inforum ManufacturingNEXT Sponsor
 - Mentorship Program
 - Personal Branding Workshop
- + Gentex V.E.T.S.
 - Veterans Day Ceremony at Gentex
 - West Michigan Veteran's Coalition Sponsor
 - Grand Valley State University Veteran's Group Sponsor
 - Golf Fundraiser for Grand Rapids Home for Vets



Women@Gentex is a catalyst for women to achieve their personal and professional purpose in career, community and marketplace.



Gentex V.E.T.S. stands for Veterans. Empowerment. Teamwork. Service. It exists to equip Veterans with skills for success through coaching, mentorship, and development, and partners with military organizations to be an employer of choice for Veterans. The Michigan Veteran Affairs Agency has certified Gentex as a bronze-level veteran-friendly employer.



SCAN THIS QR CODE TO FOR AN UPDATED LIST OF OUR ONGOING INITIATIVES



HEALTH & WELLNESS



GENTEX WELLNESS CENTER

Gentex is pleased to offer a world-class wellness facility onsite for its employees. This 10,000 square foot facility houses a wide variety of strength and cardio machines to support an all-encompassing work out. There are multiple walking and running trails around the Gentex campus as well for those who want to enjoy fresh air. When employees are done working out, they are welcome to refresh in locker rooms with individual showers available.

The Gentex Wellness Center includes:

- + Cardio equipment (ellipticals, recumbent bikes, upright bikes, stepmill, rowers, etc.)
- + Full circuit of weightlifting equipment
- + Multiple cable machines, dumbbells, kettlebells, squat racks, etc.
- + Two group fitness rooms
- + Spin room
- + Locker rooms



On-Site Health Clinic

An on-site health clinic affords employees the opportunity to receive high-quality healthcare right at the workplace with no out-of-pocket co-pay for preventative treatment.



Zeeland Recreation

Gentex is also partnered with Zeeland Recreation. Gentex team members can present their employee badge for a free membership that provides unlimited usage of the cardio and fitness room and pools.



HEALTH PROGRAMS

Gentex administers a number of health-related programs for employees, including but not limited to, a dedicated case management program for assistance in complex medical situations, an on-site health clinic, and a Diabetes Management program. The company also runs a “Smart Health” program, which rewards team members, and covered spouses, for taking ownership of their health by offering wellness credits toward their weekly medical premium. Gentex is proud to have received gold level recognition by the America Heart Association Workplace Health Achievement index for taking significant steps to build a culture of health in the workplace.

Gentex looks out for the health and well-being of its employees. The health programs, services and facilities we provide not only encourage employees to “own” their health, but also help remove some of the financial barriers to leading a healthier lifestyle.



Gentex Cares+

Gentex Cares+ Employee Assistance Program (EAP) provides employees and their family members with resources to address common issues affecting mental and emotional well-being. We have partnered with behavioral health provider Pine Rest for free, confidential counseling services. Plus, employees can also receive legal, financial, and elder consultation, along with access to a free online library with thousands of articles and assessments related to health and well-being.



Smart Health

Gentex partners with Virgin Pulse to offer a comprehensive well-being program. Smart Health operates on their platform which provides a personalized approach, tailored for each participant’s wellness journey. In 2021, 66% of eligible employees and their spouses participated in this program.



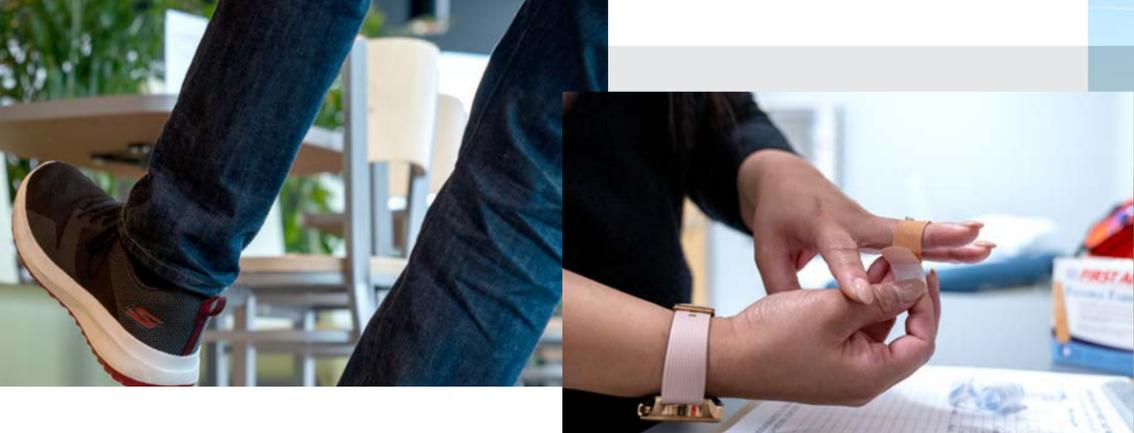
Case Management Program

Case Management is a voluntary program available to employees/spouses/dependents who are enrolled in the Gentex Health Plan. Case Management includes, but is not limited to, assistance in finding the right doctor, managing treatment plans and evaluating available options for our team members and/or their Gentex medical plan covered family members who are experiencing complex medical situations. Pregnancy, chronic conditions, specialty medications or prior authorization requirement, are just a few examples in which a case manager can assist individuals.



Diabetes Management Program

The Diabetes Management program is a partnership with Priority Health and SpartanNash Pharmacies to help individuals who have pre-diabetes or diabetes. The program offers confidential support from a Registered Nurse or Certified Diabetes Educator and a Clinical Pharmacist who will collaborate with individuals and their health care provider.



Safety

Safety is an integral part of each employee's job and plays a vital role in preserving the resources our employees provide. For all Gentex team members, safe work practices are essential to ensure the well-being of all employees, visitors and customers, in addition to the operation of a profitable and quality-oriented organization.

Our goal is to provide a work environment where all activities are conducted in a safe and effective manner. To achieve this, we have developed and implemented a safety management system, and we are working towards our ISO 45001 certification with a goal of being certified in 2022.

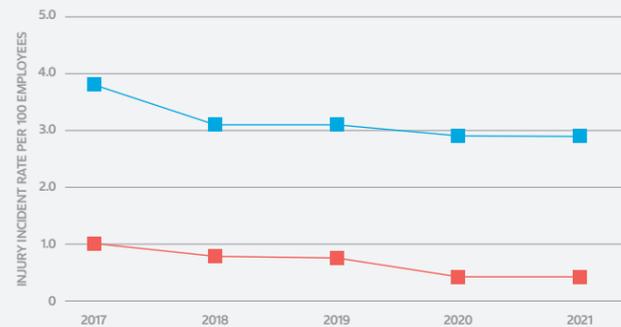
Gentex enjoys an outstanding reputation as a leader in the automotive, fire protection and aerospace industries created by our commitment to safety, quality, and overall product excellence. Through firm adherence to established safety policies and procedures together we can continue the tradition of excellence known at Gentex.

SAFETY AND INJURY PREVENTION

Injury Prevention

Gentex is extremely proud of its workplace injury prevention programs, which have achieved workplace injury rates well below the industry average.

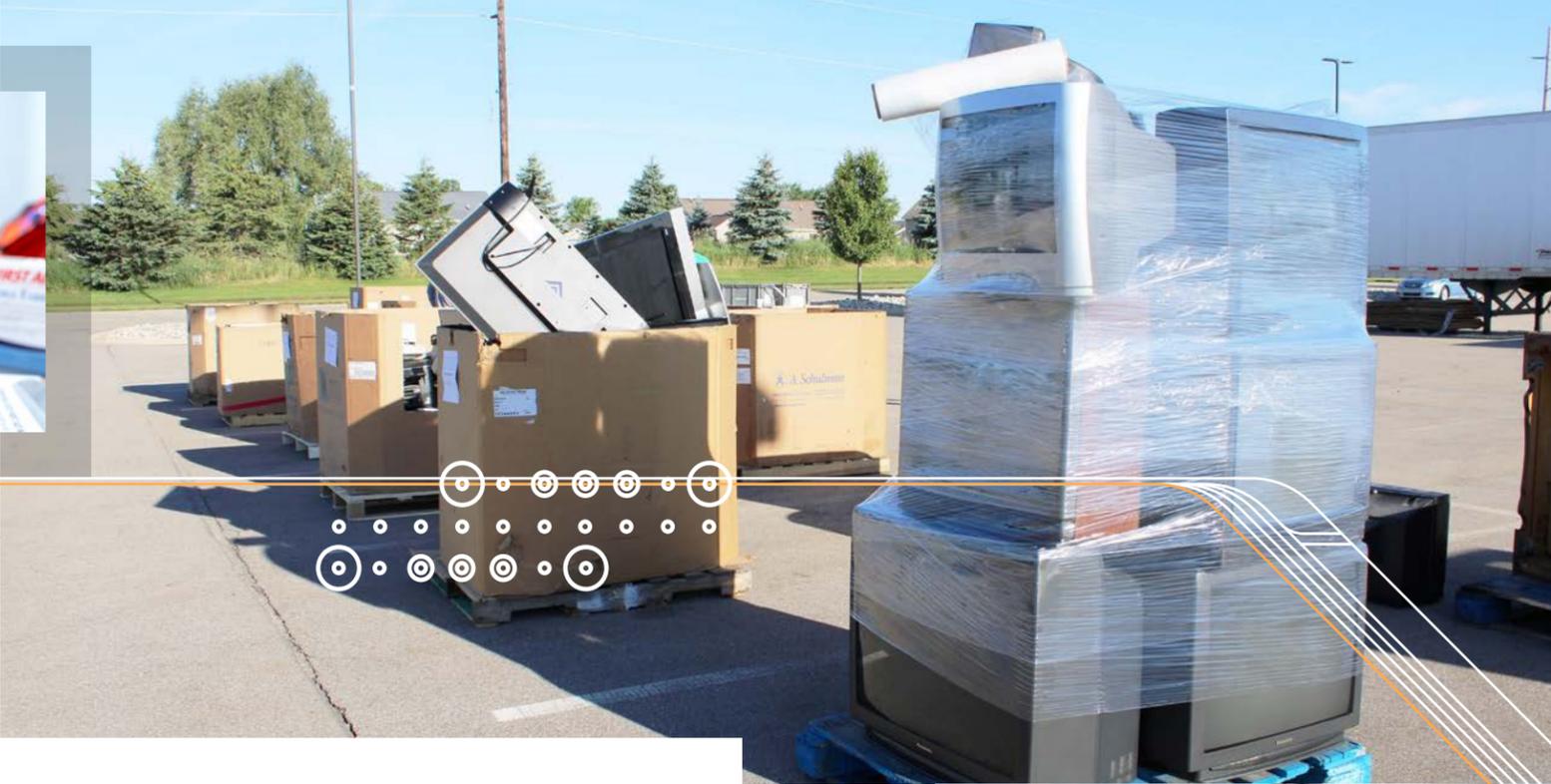
Industry Average Gentex's Rate



Most recent Industry Average metric is not published at the time of this report. 2021 data point reflects 2020 value.

Security

In a continuing effort to provide a safe and secure working environment, Gentex has invested in our security team, equipment and hardware. Gentex has a "zero tolerance" policy regarding workplace violence.

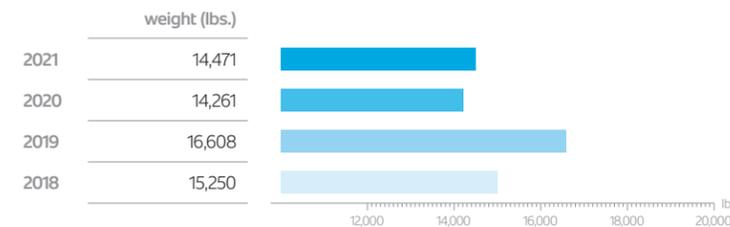


GENTEX ELECTRONIC RECYCLING EVENT



Each year, Gentex partners with Green Earth Electronics Recycling to hold a company-wide event allowing employees and their families and friends an opportunity to responsibly dispose of personal electronic waste materials. To date, this recycling event has kept over 72,000 lbs of electronics from the landfill.

Green Earth is dedicated to the proper disposal of electronic equipment and is a registered recycler with the Michigan Department of Environment, Great Lakes, and Energy. We strive to keep all items entrusted to us out of the landfill and do this by finding avenues to re-use, refurbish or recycle these items.



In 2021, 184 employees, family members and friends dropped off electronics for recycling – totaling

**14,471
LBS**



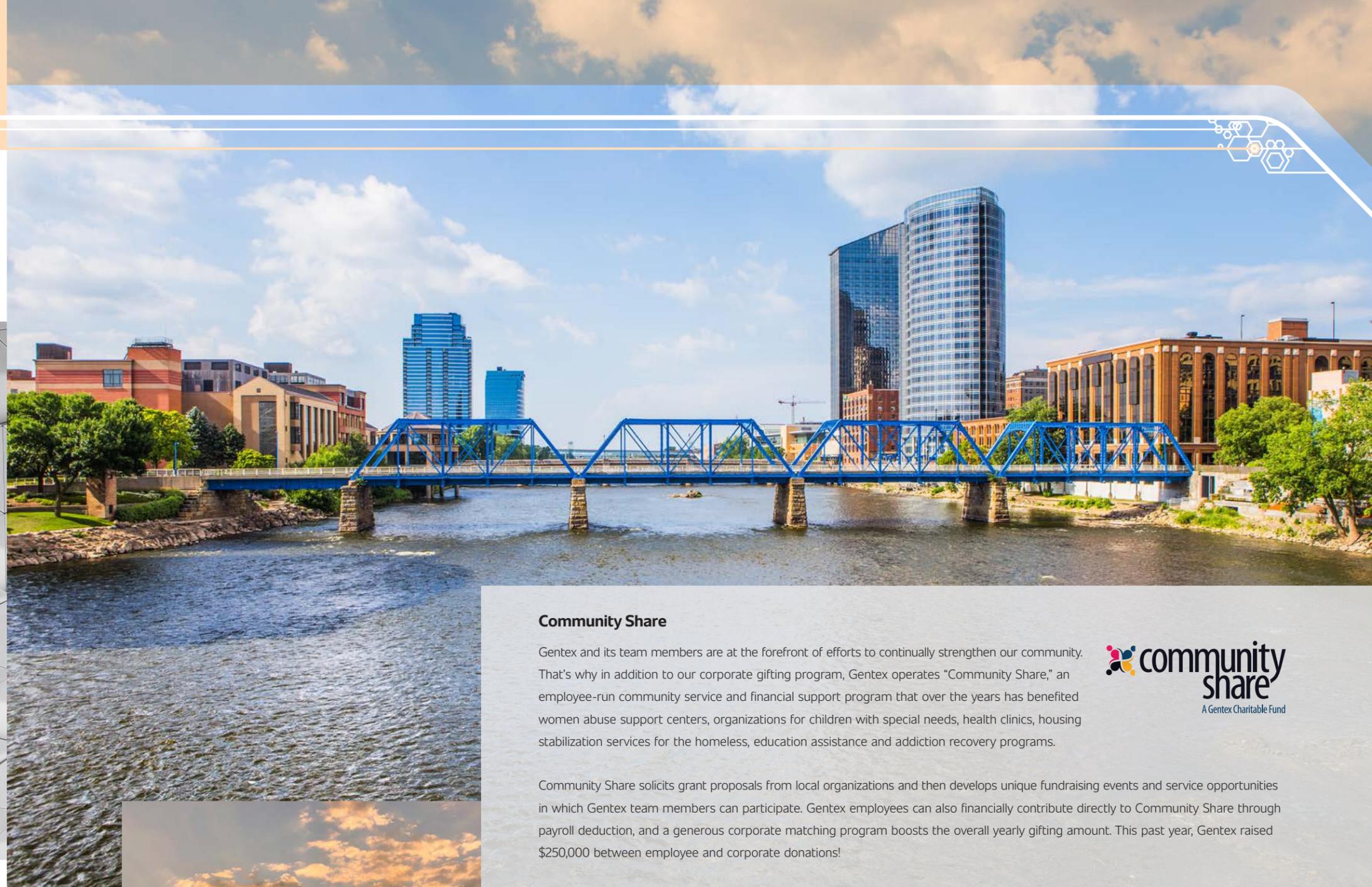
COMMUNITY SERVICE

Gentex's headquarters is located in Zeeland, Michigan, just minutes from the beautiful shores of Lake Michigan and the exciting metropolitan city of Grand Rapids. The West Michigan community is known for its philanthropic nature and for a unique culture of cooperation that yields exceptional levels of public and private sector collaboration. Together, businesses, nonprofits, and government entities work to continually strengthen the West Michigan economy while making the area a great place in which to live, work and raise a family.

Gentex Corporation donates to hundreds of individual local charities and events in the following major categories:

- + K-12 education
- + Pre-kindergarten programs
- + College and Universities
- + Diversity programs
- + Local community health care programs
- + Housing assistance programs
- + Mental health programs
- + Eldercare
- + Jobs training programs
- + Programs for the disabled
- + Family assistance
- + Homeless
- + Physical and substance abuse programs

Gentex also donates in other communities where we operate.



Community Share

Gentex and its team members are at the forefront of efforts to continually strengthen our community. That's why in addition to our corporate gifting program, Gentex operates "Community Share," an employee-run community service and financial support program that over the years has benefited women abuse support centers, organizations for children with special needs, health clinics, housing stabilization services for the homeless, education assistance and addiction recovery programs.



Community Share solicits grant proposals from local organizations and then develops unique fundraising events and service opportunities in which Gentex team members can participate. Gentex employees can also financially contribute directly to Community Share through payroll deduction, and a generous corporate matching program boosts the overall yearly gifting amount. This past year, Gentex raised \$250,000 between employee and corporate donations!

2021 Community Share Partners

- | | | |
|----------------------------------|------------------------------------|---------------------------------------|
| + Resilience | + Good Samaritan Ministries | + Hospice of Holland |
| + Children's Advocacy Center | + Boys and Girls Club of Holland | + Escape Ministries |
| + Ready for School | + Kids' Food Basket - Grand Rapids | + OAR (Reach for Recovery) |
| + Holland Rescue Mission | + City On a Hill (Clinic) | + Boys and Girls Club of Grand Rapids |
| + Lakeshore Habitat for Humanity | + Compassionate Heart Ministries | + Camp Sunshine |
| + Bridge Youth Center | + Midtown Counseling | + Evergreen Commons |
| + Community Action House | + Grand Rapids Home for Vets | + Zeeland Neighborhood Connection |
| + Hand2Hand | + Out on the Lakeshore | |



APPENDIX

CORPORATE GOVERNANCE GUIDELINES

General

Gentex Corporation (the "Company") has adopted a comprehensive plan of corporate governance for the purpose of defining responsibilities, setting high standards of professionalism and personal conduct, and assuring compliance with such responsibilities and standards. The business and affairs of the Company are managed by the Board of Directors (the "Board") which exercises power and authority of the Company (subject to delegation to the committees of the Board).

Committees of the Board

The Board has an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee, and, in accordance with the Company's Bylaws, may appoint other committees from time to time. Each committee shall have a written charter.

Attendance/Board Service

Each member of the Board and each member of the committees of the Board is expected to abide by the Gentex Corporation Attendance and Overboarding Policy.

Board of Directors Leadership Structure

- + The Company acknowledges that independent board leadership is important, but believes such leadership can be provided by independent directors whether led by a Lead Independent Director or by having an independent Chair of the Board. As such, there is no necessity to separate the Chair and CEO roles as a matter of policy, although it could be appropriate to do so.
- + The Board believes in having flexibility to determine the most qualified person to serve as Board Chair rather than unduly impairing such flexibility with a policy requiring an independent Board Chair.

Lead Independent Director/Independent Directors

- + At any time when the Board does not have an independent Board Chair, the Company shall abide by the Gentex Corporation Lead Independent Director Policy and appoint an independent director to serve as Lead Independent Director.
- + In addition to acting as a liaison between the independent directors and the Chair, the Lead Independent Director shall have such duties and responsibilities as set forth in the Lead Independent Director Policy and as the Board may assign.
- + In accordance with the NASDAQ Stock Market Rules, in order for a director to qualify as "independent," the Board must affirmatively determine that the director has no material relationship with the Company that would impair the director's independence. A majority of the Board shall be comprised of independent directors as defined in the NASDAQ Stock Market Rules.
- + A meeting of the independent directors, separate from management, shall be an agenda item at each Board meeting.

Audit Committee

- + The members of the Audit Committee shall all meet the appropriate tests for independence, including those set forth in the NASDAQ Stock Market Rules.
- + All Audit Committee members shall possess the required level of financial literacy and at least one member of the Audit Committee shall meet the standard of audit committee financial expert as required by the Sarbanes-Oxley Act.
- + The Audit Committee shall operate pursuant to the Gentex Corporation Audit Committee Charter.
- + The Company's independent auditors shall report directly to the Audit Committee.
- + The Audit Committee shall adopt and follow the "Revised Audit Committee Procedures for Approval of Audit and Non-Audit Services by Independent Auditors."

- + The Audit Committee shall adopt and follow the "Complaint Submission and Handling Policy," which covers accounting and auditing matters and other matters.
- + The Audit Committee shall review and approve all related-party transactions in accordance with the Gentex Corporation Audit Committee Charter.

Compensation Committee

- + The members of the Compensation Committee shall all meet the appropriate tests for independence, including those set forth in the NASDAQ Stock Market Rules.
- + The Compensation Committee is responsible for administering the Company's stock-based incentive plans and supervising other compensation arrangements for executive officers of the Company.
- + The Compensation Committee shall operate pursuant to the Gentex Corporation Compensation Committee Charter.

Nominating and Corporate Governance Committee

- + The members of the Nominating and Corporate Governance Committee shall all meet the appropriate tests for independence, including those set forth in the NASDAQ Stock Market Rules.
- + The Nominating and Corporate Governance Committee shall operate pursuant to the Gentex Corporation Nominating and Corporate Governance Committee Charter.
- + The Nominating and Corporate Governance Committee shall adopt and follow certain procedures contained in a document called "Selection Process for Board Candidates" to consider candidates for director nominations.
- + The Nominating and Corporate Governance Committee shall establish minimum qualifications for director candidates, which are contained in a document called "Position Profile: Member of the Board of Directors."
- + The Nominating and Corporate Governance Committee shall consider any potential director candidates for nomination from any shareholder that beneficially owns more than five percent of the Company's common stock.
- + The Nominating and Corporate Governance Committee will consider nominees for the Board from a variety of sources, including current directors, management, retained third-party search firms, and shareholders, and will consider candidates from non-corporate environments.
- + The Nominating and Corporate Governance Committee, in accordance with the Gentex Corporation Nominating and Corporate Governance Committee Charter, shall as appropriate develop, recommend to the Board, and assess corporate governance policies and practices for the Company.
- + The Nominating and Corporate Governance Committee operates pursuant to the Gentex Corporation Nominating and Corporate Governance Committee Charter (*), which has been recently updated to include oversight of the Company's environmental, social and corporate governance (ESG) and sustainability efforts. The Board has always had oversight and remains engaged with the Company's ESG and sustainability efforts, but will now receive additional support from the Nominating and Corporate Governance Committee in ESG and sustainability.

Codes

- + The Board has adopted a "Code of Ethics for Certain Senior Officers" that applies to the Company's chief executive officer, principal financial officer, and principal accounting officer. Information concerning any alleged violations is to be reported to the Audit Committee.
- + The Company has also adopted a "Code of Business Conduct and Ethics." This Code applies to all directors, officers and employees of the Company.

Shareholder Communication with Members of the Board of Directors

The Company's directors can be contacted as follows: Board of Directors, c/o Corporate Secretary's Office, Gentex Corporation, 600 North Centennial, Zeeland, Michigan 49464.

Personal Loans to Executive Officers and Directors

The Company shall comply with, and will operate in a manner consistent with, an act of legislation outlawing extensions of credit in the form of personal loans to or for its directors and executive officers.

Director and Executive Officer Stock Transactions

Directors and executive officers shall comply with the regulations of the Securities and Exchange Commission (SEC) with respect to filing notice with the SEC within two (2) business days of any purchase or sale of the Company's stock.

GENTEX CORPORATION CODE OF BUSINESS CONDUCT AND ETHICS

This Code of Business Conduct and Ethics (the "Code") covers a wide range of business practices and procedures, and is intended to apply in conjunction with the Team Member Handbooks of Gentex Corporation (the "Company"). It does not cover every issue that may arise, but it sets out basic principles to guide all directors, officers, and employees of the Company. All of our directors, officers, and employees must conduct themselves accordingly and seek to avoid even the appearance of improper behavior. The Code may also be provided to and followed by the Company's other agents and representatives, including consultants.

If this Code conflicts with applicable laws, rules, or regulations, you must comply with such laws, rules, or regulations. If you have any questions about such conflicts, you should ask your supervisor how to handle the situation.

Those who violate the standards in this Code will be subject to disciplinary action, up to and including termination of your relationship with the Company. If you are in a situation which you believe may violate or lead to a violation of this Code, follow the guidelines described in Section 13.

1. Compliance with Laws, Rules, and Regulations and Company Policies

Obeying the law, both in letter and in spirit, is the foundation on which this Company's ethical standards are built. All directors, officers, and employees must respect and obey the laws of the cities, states, and countries in which we operate. Although not all directors, officers, and employees are expected to know the details of these laws, it is important to know enough to determine when to seek advice from supervisors, managers, or other appropriate management personnel. Similarly, all directors, officers, and employees must respect and abide by all Company policies.

2. Conflicts of Interest

A conflict of interest exists when a person's private interest interferes or potentially interferes in any way with the interests of the Company. A conflict situation can arise when a director, officer, or employee takes actions or has interests that may make it difficult to perform his or her Company work objectively and effectively. Conflicts of interest may also arise when a director, officer, or employee, or members of his or her family, receives improper personal benefits as a result of his or her position in the Company. Transactions between the Company and entities in which directors, officers, or employees or their relatives have an interest, loans to or guarantees of obligations of directors, officers, and employees or their relatives, employment of relatives, and similar situations may give rise to conflicts of interest.

It may be a conflict of interest for a director, officer, or employee or their relatives to work simultaneously for a competitor, customer, or supplier. No director, officer, or employee is allowed to work for a competitor, customer, or supplier in any capacity unless specifically authorized by the Board of Directors. The best policy is to avoid any direct or indirect business connection with the Company's customers, suppliers, or competitors, except on the Company's behalf.

Conflicts of interest are prohibited as a matter of Company policy, except when specifically reviewed and approved by the Audit Committee. Directors, officers, and employees are expected to avoid activities, financial interests, and relationships that may present possible conflicts of interest or the appearance of a conflict. Conflicts of interest may not always be clear-cut, so if you have a question, you should consult with senior management. Any officer, director, or employee who becomes aware of a conflict or potential conflict should promptly bring it to the attention of a supervisor, manager or other appropriate personnel or consult the procedures described in Section 13 of this Code.

3. Insider Trading

Director, officers, and employees who have access to confidential information are not permitted to use or share that information for stock trading purposes or for any other purpose except the conduct of our business. All nonpublic information about the Company should be considered confidential information. To use nonpublic information for personal financial benefit or to "tip" others who might make an investment decision on the basis of this information is not only unethical but also illegal. In order to assist with compliance with laws against insider trading, the Company has adopted a specific policy governing directors, officers, and employees trading in securities of the Company. This policy is periodically distributed Company wide and is contained in the Company's Team Member Handbooks.

4. Corporate Opportunities

Directors, officers, and employees are prohibited from taking for themselves personally opportunities that are discovered through the use of corporate property, information or position without the consent of the Board of Directors. No director, officer, or employee may use corporate property, information, or position for improper personal gain, and no director, officers, or employee may compete with the Company directly or indirectly. Directors, officers, and employees owe a duty to the Company to advance its legitimate interests when the opportunity to do so arises.

5. Competition and Fair Dealing

We seek to outperform our competition fairly and honestly. Misappropriating proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present representatives or employees of other companies is prohibited. Each director, officer, and employee should endeavor to respect the rights of and deal fairly with the Company's customers, suppliers, competitors, and employees. No director, officer, or employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other intentional unfair-dealing practice.

The purpose of business entertainment and gifts in a commercial setting is to create goodwill and sound working relationships, not to gain unfair advantage or affect business decisions. No gift or entertainment should ever be offered, given, provided or accepted by any Company director, officer, or employee, or relative of a director, officer, or employee unless it: (1) is not a cash gift, (2) is consistent with customary business practices, (3) is not excessive in value, (4) cannot be construed as a bribe or payoff, and (5) does not violate any laws, rules, or regulations. Please discuss with your supervisor any gifts or proposed gifts which you are not certain are appropriate or in accordance with Company policy or practice.

6. Discrimination and Harassment

The diversity of the Company is a tremendous asset. The Company is firmly committed to providing equal opportunity in all respects and will not tolerate any illegal discrimination or harassment of any kind, as set forth in the Company's Team Member Handbooks.

7. Record-Keeping

The Company requires honest and accurate recording and reporting of information. For example, only the true and actual number of hours worked should be reported. Also, many employees regularly use business expense accounts, which must be documented and recorded accurately. If you are not sure whether a certain expense is legitimate, ask your supervisor.

All of the Company's books, records, accounts, and financial statements must be maintained in reasonable detail, must appropriately reflect the Company's transactions and must conform to applicable legal requirements, to the Company's system of internal controls, and to the Company's applicable policies and practices.

Business records and communications often become public, and we should avoid exaggeration, derogatory remarks, guesswork, or inappropriate characterizations of people and companies that can be misunderstood. This applies equally to e-mail, internal memos, and formal reports. In the event of litigation or governmental investigation please consult the Company's corporate counsel.

8. Confidentiality

Directors, officers, and employees must maintain the confidentiality of confidential information entrusted to them by the Company or its customers, except when disclosure is authorized by senior management or required by applicable laws, rules, or regulations. Confidential information includes all nonpublic information that might be of use to competitors, or harmful to the Company or its customers, if disclosed. It also includes information that suppliers and customers have entrusted to us. The obligation to preserve confidential information in accordance with Company policy and practice continues even after employment ends.

9. Protection and Proper Use of Company Assets

All directors, officers, and employees should endeavor to protect the Company's assets and ensure their efficient use consistent with Company policy and practice. Theft, carelessness, and waste have a direct impact on the Company's profitability. Any suspected incident of fraud or theft should be immediately reported for investigation. Company equipment should not be used for non-Company business, though incidental personal use may be permitted.

The obligation of employees to protect the Company's assets includes its proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, engineering and manufacturing

ideas, designs, databases, records, salary information, and any unpublished financial data and reports. Unauthorized use or distribution of this information would violate Company policy and practice. It could also be illegal and result in civil or even criminal penalties.

10. Payments to Government Personnel

The U.S. Foreign Corrupt Practices Act prohibits giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain business. It is strictly prohibited to make illegal payments to government officials of any country. In addition, the U.S. government has a number of laws, rules, and regulations regarding business gratuities which may be accepted by U.S. government personnel. The promise, offer, or delivery to an official or employee of the U.S. government of a gift, favor, or other gratuity in violation of these rules would not only violate Company policy but could also be a criminal offense. State and local governments, as well as foreign governments, may have similar rules.

11. Sustainability

Sustainability and social responsibility have been a focus of the Company's business from its beginning. All directors, officers, and employees are expected to support the Company's sustainability programs, policies, and practices that guide the Company's compliance with environmental, social, and governmental/legal requirements and industry best practices. Such practices include seeking adherence with international human rights conventions in defiance of child labor, forced labor, and human trafficking, as well as conflict minerals management.

12. Waivers of the Code of Business Conduct and Ethics

Any waiver of this Code for executive officers or directors may be made only by the entire Board or the independent directors and will be promptly disclosed as required by law, rule, or regulation.

13. Reporting any Illegal or Unethical Behavior

The Company supports an "Open-Door Policy" for all team members to encourage effective communication, facilitate working as a team, and to discover observed illegal or unethical behavior, especially when in doubt about the best course of action in a particular situation. The Company's Open-Door Policy is set forth in the Company's Team Member Handbooks. It is the policy and practice of the Company not to allow retaliation for reports of misconduct by others made in good faith by employees. Employees are expected to cooperate in internal investigations of misconduct. Employees should follow the process for reporting any illegal or unethical behavior as outlined in the Team Member Handbook under "Open-Door Policy" section for all matters other than those related to accounting or auditing matters described below.

If a complaint involves allegations related to accounting and auditing matters, employees should refer to the Company's "Complaint Procedures for Accounting and Auditing Matters," to allow confidential, anonymous reporting to the Audit Committee of the Company's Board of Directors. This document describes the Company's procedures for the receipt, retention, and treatment of complaints received by the Company regarding accounting and auditing matters, internal controls, or fraud or unethical business practices. Any employee may submit a good faith concern regarding such questionable matters without fear of dismissal or retaliation of any kind. This document is available on the Company's IR section of the web site under "Corporate Governance," and can be found at ir.gentex.com/corporate-governance/documents-and-charters. A hard copy also is available without charge under written request to Varnum, Riddering, Schmidt & Howlett LLP, the Company's outside legal counsel, 333 Bridge Street, N.W., Suite 1700, Grand Rapids, MI 49504 (Attn: Gentex Corporation Accounting/Auditing Matters).

14. Company Policies and Agreements

The Company has in place various policies which are set forth in handbooks and other Company literature. The Company also requires certain personnel to execute employment understandings and agreements. It is incumbent upon those to whom such policies, understandings, and agreements apply to comply with them.

15. Compliance Procedures

Working together to ensure prompt and consistent action against violations of this Code is important. In some situations, however, it is difficult to know if a violation has occurred. Since this Code cannot anticipate every situation that will arise, it is important that the Company, its directors, officers, and employees have a way to approach a new question or problem. Employees should follow the process for reporting illegal or unethical behavior as outlined in the Team Member Handbook under the "Open-Door Policy" section for all matters other than those related to accounting or auditing matters described above.

Please refer to the Company's relevant Team Member Handbook which provides an appropriate approach to questions or problems.

GENTEX IS AN EQUAL OPPORTUNITY EMPLOYER

We support an environment of equal employment opportunities and will maintain and conduct all practices relating to recruitment, hiring, promotion, discipline, and other terms and conditions of employment in a manner which does not discriminate on the basis of race, color, religion, national origin, ethnicity, age, sex (including pregnancy, gender identity, gender expression, and sexual orientation), disability, marital status, military service, height, weight, or genetic information. Please contact Human Resources if you have any concerns regarding equal employment opportunity.

ANTI-RETALIATION

Gentex strongly prohibits any retaliation against any Team Member who, in good faith, has registered a complaint or who cooperates with an investigation under our non-discrimination policies.

ANTI-HARASSMENT AND DISCRIMINATION

All of our team members have a right to work in an environment that is free of inappropriate discrimination and harassment. This right is supported by the commitment and pledge made by our management team. Gentex takes complaints of harassment and discrimination very seriously.

GRIEVANCE REPORTING AND ANONYMOUS REPORTING

Gentex is an organization with strong values of responsibility and integrity, which is included in our Code of Conduct. We also have multiple channels for reporting, including filing an anonymous report regarding human rights, business ethics violations, or other concerns using the Ethics Reporting Site — gentex.ethicspoint.com.

CONFLICT MINERALS

Gentex operates with a formal Conflict Minerals Policy. Conflict minerals are those mined, primarily in the Democratic Republic of the Congo, to finance armed conflict and human rights abuses. If the sources of these minerals are not traced and audited, they can find their way into the supply chain, as they are essential to the manufacture of automotive and consumer electronics. Gentex's Supply Chain Management team manages to this policy in compliance with the Dodd-Frank conflict minerals regulation and customer requirements while demonstrating socially responsible supply chain practices. For more information on Gentex's Conflict Minerals Policy, visit: gentex.com/Conflict-Minerals-Policy.pdf

SUBSTANCES OF CONCERN (SOC) AND END-OF-LIFE VEHICLES

Automobile manufacturers and government agencies have established standards that prohibit or limit the use of substances of concern (SoC) within vehicles. Tracking and verification of SoC content is done through the International Material Data System (IMDS), a web-based system that provides automotive suppliers a common format to report the percentage of SoC contained within manufactured parts. This provides automobile manufacturers with the necessary information to certify they are compliant with national and international standards, laws and regulations.

Gentex is SoC compliant both domestically and abroad. Our SoC strategy requires that we work across functions, customers and countries to ensure product adherence to customer specifications and government regulations such as the End-of-Life Vehicle (ELV) Directive; Registration, Evaluation, Authorization and Restriction of Chemicals (REACH); and other standards and laws that restrict or prohibit SoC.

Gentex is both diligent and proactive in compliance whenever possible. For instance, in the early 2000s, Gentex launched a “green mirror” initiative that coincided with the European Union’s introductory End-of-Life Vehicle (ELV) measures, and is designed to remove certain heavy metals from our mirrors and production methods. As a result, we developed all-new, cadmium-free digital light sensors, new lead-free reflective coatings, and lead-free wire harnesses and soldering methods.

SAFE HARBOR FOR FORWARD-LOOKING STATEMENTS

This document contains forward-looking statements within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. The statements contained in this communication that are not purely historical are forward-looking statements. Forward-looking statements give the Company’s current expectations or forecasts of future events. These forward-looking statements generally can be identified by the use of words such as “anticipate,” “believe,” “could,” “estimate,” “expect,” “forecast,” “future,” “goal,” “guidance,” “hope,” “intend,” “may,” “opinion,” “optimistic,” “plan,” “poised,” “predict,” “project,” “should,” “strategy,” “target,” “will,” and variations of such words and similar expressions. Such statements are subject to risks and uncertainties that are often difficult to predict and beyond the Company’s control, and could cause the Company’s results to differ materially from those described. These risks and uncertainties include, without limitation: changes in general industry or regional market conditions; changes in consumer and customer preferences for our products (such as cameras replacing mirrors and/or autonomous driving); our ability to be awarded new business; continued uncertainty in pricing negotiations with customers; loss of business from increased competition; changes in strategic relationships; customer bankruptcies or divestiture of customer brands; fluctuation in vehicle production schedules (including the impact of customer employee strikes); changes in product mix; raw material and other supply shortages; supply chain constraints and disruptions; our dependence on information systems; higher raw material, fuel, energy and other costs; unfavorable fluctuations in currencies or interest rates in the regions in which we operate; costs or difficulties related to the integration and/or ability to maximize the value of any new or acquired technologies and businesses; changes in regulatory conditions; warranty and recall claims and other litigation and customer reactions thereto; possible adverse results of pending or future litigation or infringement claims; changes in tax laws; import and export duty and tariff rates in or with the countries with which we conduct business; negative impact of any governmental investigations and associated litigation including securities litigation relating to the conduct of our business; the length and severity of the COVID-19 (coronavirus) pandemic, including its impact across our business on demand, operations, and the global supply chain, and the Occupational Safety and Health Administration’s (OSHA) Emergency Temporary Standard (ETS) (vaccine mandate) that would require employees to be either vaccinated or tested weekly if the employee is unvaccinated. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date they are made. The Company undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise, except as required by law or the rules of the NASDAQ Global Select Market. Accordingly, any forward-looking statement should be read in conjunction with the additional information about risks and uncertainties identified under the heading “Risk Factors” in the Company’s latest Form 10-K and Form 10-Q filed with the SEC, which risks and uncertainties now include the impacts of COVID-19 (coronavirus) pandemic and supply chain constraints that have affected, and will continue to affect, general economic and industry conditions, customers, suppliers, and the regulatory environment in which the Company operates. Includes content supplied by IHS Markit Light Vehicle Production Forecast of January 17, 2022 (<http://www.gentex.com/forecast-disclaimer>).



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Gentex Corporation

Main Site: Main Site: 600 N. Centennial, Zeeland, Michigan, 49464, USA

(see appendix for additional sites and additional site scopes)

has been registered by Intertek as conforming to the requirements of:

ISO 14001:2015

The management system is applicable to:

Main Site scope: Design and manufacture of inside and outside automatic-dimming automotive mirrors, dimmable aircraft windows, and HomeLink automation system.

Certificate Number:
0011581

Initial Certification Date:
24 February 2014

Date of Certification Decision:
19 February 2020

Issuing Date:
19 February 2020

Valid Until:
23 February 2023



Intertek

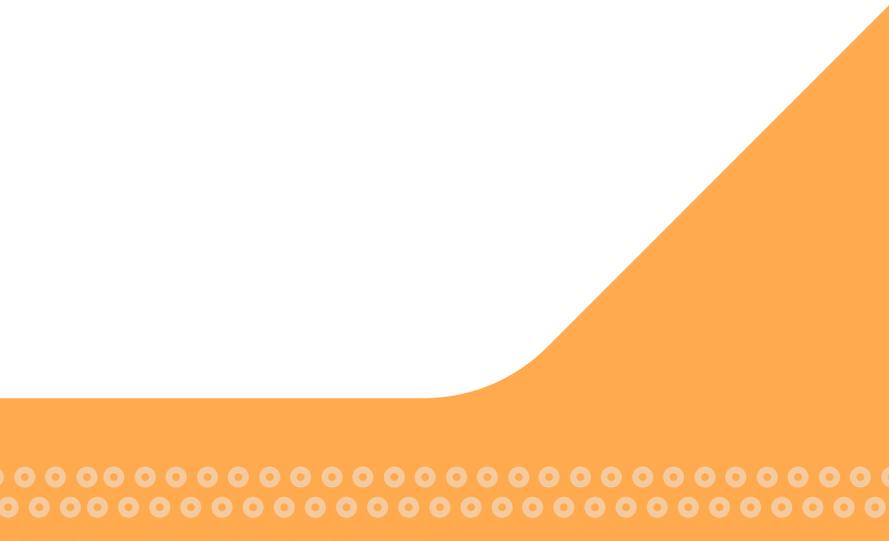
Calin Moldovean
President, Business Assurance

Intertek Testing Services NA, Inc. dba Intertek
900 Chelmsford Street,
Lowell, MA, USA

In the issuance of this certificate, Intertek assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate’s validity is subject to the organization maintaining their system in accordance with Intertek’s requirements for systems certification. Validity may be confirmed via email at certificate.validation@intertek.com or by scanning the code to the right with a smartphone.

The certificate remains the property of Intertek, to whom it must be returned upon request.

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