



Summertime at Gentex, 2017 — Zeeland, Michigan Corporate Headquarters



GENTEX
CORPORATION

A Smarter Vision®

Sustainability Report

June 2018 Update



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Gentex — Vision Matters

Gentex is a leading manufacturer of proprietary electro-optical products for the automotive, fire protection and aerospace industries.

Our goal is to provide a smarter vision. Our automotive products improve the driver's ability to see, be seen, recognize, monitor and react to their surroundings. Our rearview mirrors darken to protect the driver's eyes from blinding glare. Our automotive camera systems optimize forward and rearward visibility. Our signaling devices make sure drivers see and are seen by vehicles in their blind spots. Our fire protection products see smoke and activate related signals and alarms. Our aerospace products allow passengers to see as much or as little as they want through our controllable windows.

We make products designed to enhance your safety and well-being... because vision matters.

For more information on Gentex and its products visit: www.gentex.com





Message from Sustainability Coordinator

SCOTT RYAN

*General Counsel and
Corporate Secretary/
Sustainability Reporting
Coordinator*

“ Social responsibility has been the focus of our business from the start. From fire protection warning devices to automotive products and features that protect drivers and their passengers from road hazards, Gentex has always been in the business of safety. In alignment with our Board of Directors, the Company incorporates environmental, social, and corporate governance issues into our decision-making processes and our business policies, operating in accordance with all applicable laws and seeking adherence with international human rights conventions in defiance of child labor, forced labor, and human trafficking. The annual update to this report provides the results of our programs and information on the policies and practices that guide our environmental, social, and corporate governance, industry best practices, and our continuous improvement. ”

For the latest update of Gentex sustainability programs, visit:
www.gentex.com/corporate/sustainability



Gentex Environmental Management System (GEMS)

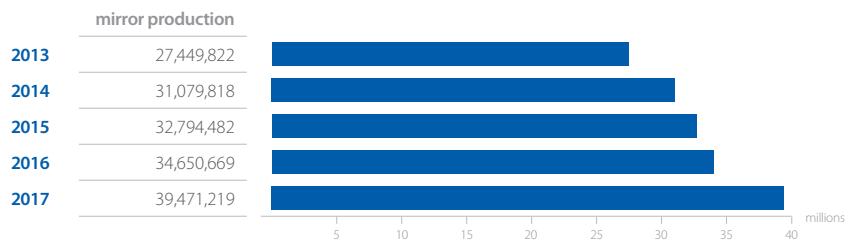
Gentex seeks to manage its environmental responsibilities in a systematic manner and provide assurance to company management and employees, as well as external stakeholders, that our environmental impact is being measured and improved. In 1999, Gentex established an environmental management system based on the ISO 14001 international environmental management standard.



ISO 14001 specifies the requirements for an environmental management system that we use to enhance and manage our environmental performance. The framework helps us minimize adverse environmental affects from our operations while ensuring compliance with applicable laws, regulations, and other environmentally oriented requirements.

Gentex gained ISO 14001 certification in 2002 and again in 2017. The ISO 14001 international environmental standard became the foundation for the Gentex Environmental Management System and continues to coordinate with our Environmental Policy, allowing us to integrate environmental efficiency into our processes. Gentex also considers other standards and accords, such as the Paris Accord, when modifying and implementing GEMS.

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 unit (per mirror) production.





Energy and Climate Change



Energy sustainability and global climate change are two of the most serious and difficult environmental challenges facing society today. Gentex is committed to improving energy-efficiency where practicable. As more energy-efficient alternatives for equipment are developed, we try to utilize those alternatives for equipment replacement and for new equipment installations. We are also 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.

Gentex also participates in the local Energy Smart Program, which promotes the implementation of progressive energy efficiency projects. Over the years, Gentex has achieved the maximum goal possible in the ESP for implementing lighting and HVAC improvements, conducting compressed air leak audits and installing new building control systems.





Renewable Energy

Gentex purchases its energy for its Zeeland and Holland facilities from the Zeeland Board of Public Works (ZBPW), which complies with Public Act 295 and requires the company's energy portfolio to include specified levels of renewable energy. PA295 requires alternative energy sources to comprise 10 percent of the ZBPW's energy portfolio. Currently, these forms of renewable energy include wind and landfill gas.

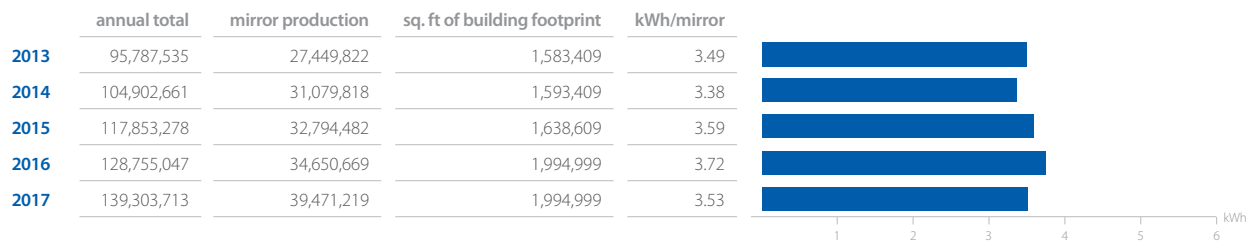
Additional information can be found at: <http://www.bpw.zeeland.mi.us>.





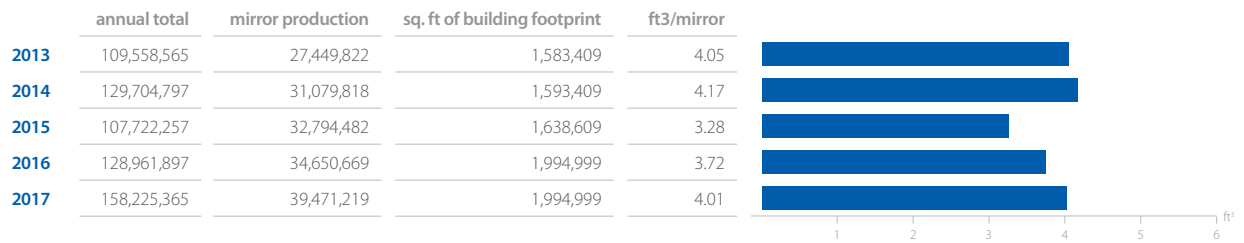
Electric Use

Electricity consumed to operate Gentex's manufacturing facilities, machinery and equipment.



Natural Gas Use

Natural gas consumed primarily to heat facilities.



Notes:

- ▶ Usage figures on this page are expressed as a measure of unit (per mirror) production.
- ▶ Electric use is directly related to facilities cooling, and fluctuates depending on seasonal cooling requirements. Facility expansions also increase usage.
- ▶ Natural gas usage is directly related to facilities heating, and fluctuates depending on seasonal heating requirements and the severity of winter. Facility expansions also increase usage.



Greenhouse Gas Emissions

There are two primary types of greenhouse gas emissions:

Scope 1 Emissions

These are emissions that 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.

2013 Greenhouse Gas (METRIC TONS)

SCOPE 1 EMISSIONS

Stationary Combustion – 6,070
Company Vehicles – 130
Refrigerant – 15

SCOPE 2 EMISSIONS

Purchased Electricity – 62,640

2014 Greenhouse Gas (METRIC TONS)

SCOPE 1 EMISSIONS

Stationary Combustion – 7,081
Company Vehicles – 109
Refrigerant – 4.8

SCOPE 2 EMISSIONS

Purchased Electricity – 67,844

2015 Greenhouse Gas (METRIC TONS)

SCOPE 1 EMISSIONS

Stationary Combustion – 5,877
Company Vehicles – 111
Refrigerant – 12.6

SCOPE 2 EMISSIONS

Purchased Electricity – 76,164

2016 Greenhouse Gas (METRIC TONS)

SCOPE 1 EMISSIONS

Stationary Combustion – 7,036
Company Vehicles – 168
Refrigerants – 19

SCOPE 2 EMISSIONS

Purchased Electricity – 83,848

2017 Greenhouse Gas (METRIC TONS)

SCOPE 1 EMISSIONS

Stationary Combustion – 8,633
Company Vehicles – 160
Refrigerants – 32

SCOPE 2 EMISSIONS

Purchased Electricity – 90,026

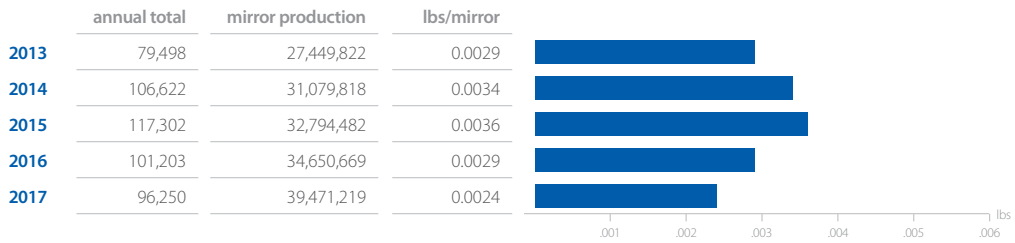
Note:

- ▶ Gentex remains below federal reporting thresholds for Scope 1 Emissions.



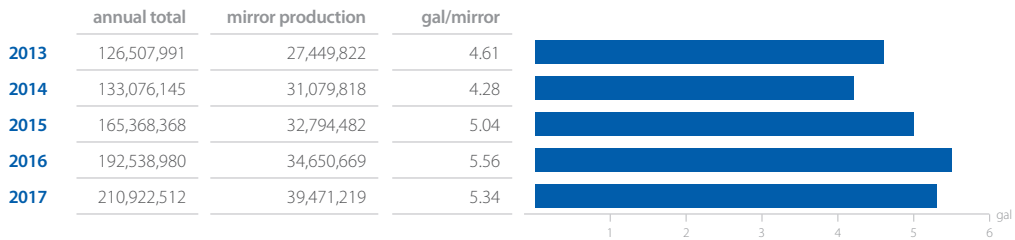
VOC Air Emissions

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



Process Water Use

Process water use consists of the water used during mirror production, primarily in glass washing operations.



Note:

- ▶ Emissions/usage figures on this page are expressed as a measure of unit (per mirror) production.



Waste and Recycling

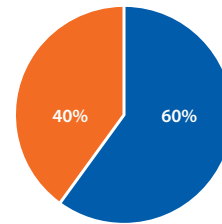
Gentex cultivates industry-defining capabilities to develop and manufacture high-quality products for the automotive, aerospace, and commercial fire protection industries. This includes advancing technologies to reduce waste while increasing recycling and reuse.

Recycling is a key component of sustainability and plays a major role in reducing waste in our manufacturing plants. Gentex has a robust recycling strategy in place to prevent scrap commodities from ending up in the landfill. We have invested substantial time and money into developing our manufacturing process to monitor and minimize waste while promoting recycling.

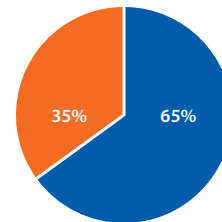
In an effort to uphold the values of sustainability, Gentex increased overall recycling by 14%, improving our recycle/waste ratio to 65% recycling and 35% landfill.

Landfill Recycling

2016 waste and recycling



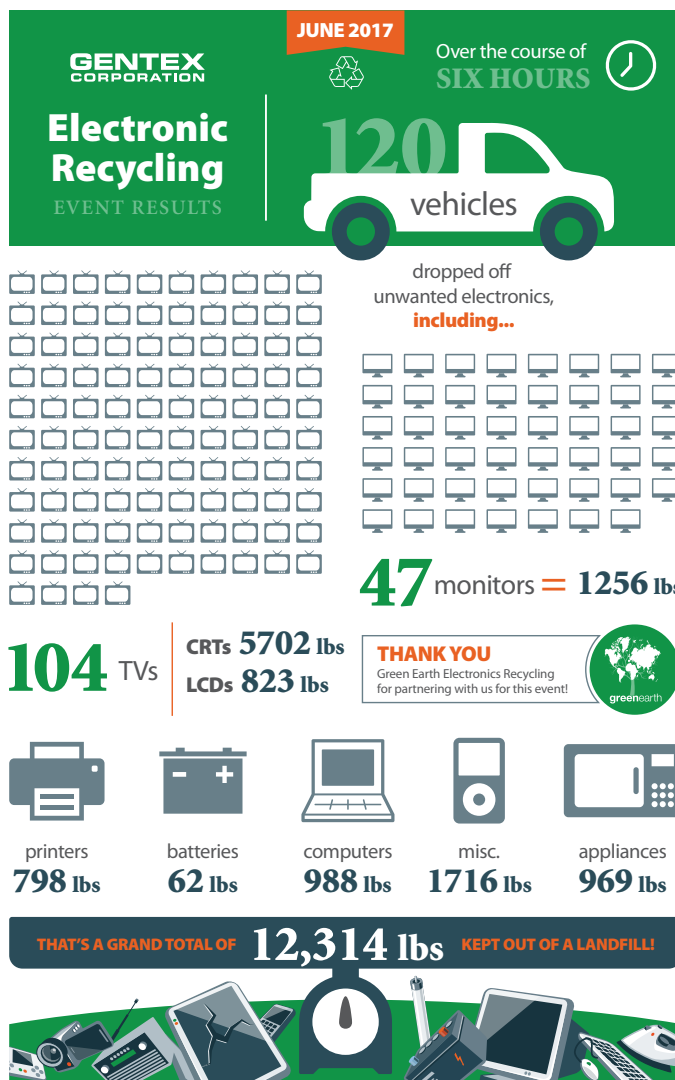
2017 waste and recycling





Gentex Electronic Recycling Event

In 2017, Gentex partnered with Green Earth Electronics Recycling to hold a company-wide event allowing employees an opportunity to responsibly dispose of non-production electronic waste materials. A grand total of 12,314 lbs of TVs, appliances, computers, and other electronics were repurposed/recycled and kept out of a landfill.

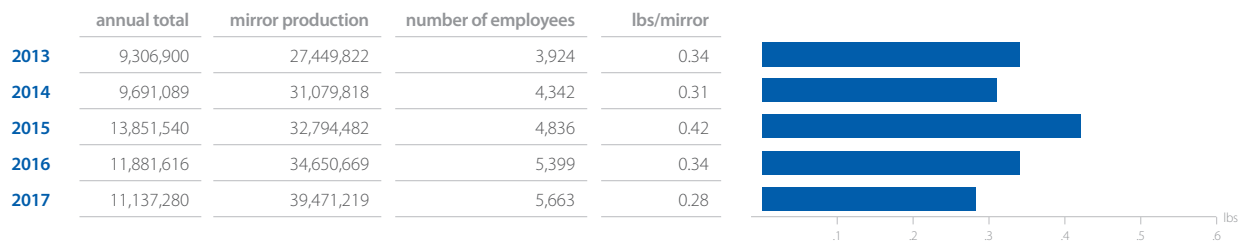


Green Earth is dedicated to the proper disposal of electronic equipment. We strive to keep all items entrusted to us out of the landfill and do this by finding avenues to re-use, refurbish or recycle these items. Green Earth is a registered recycler with the Michigan Department of Environmental Quality.



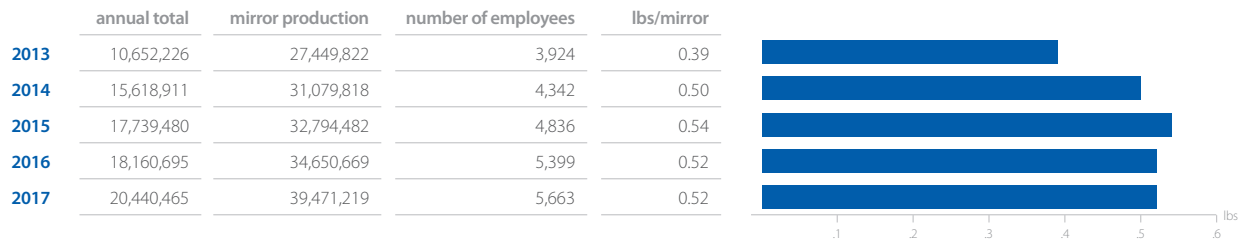
Solid Waste to Landfill

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 office use.



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

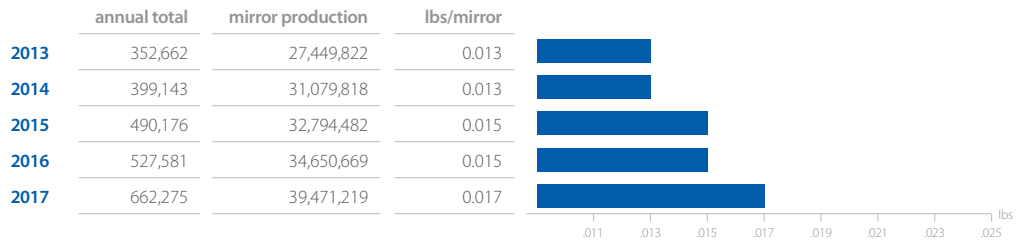
Note:

- ▶ Waste and recycling figures on this page are expressed as a measure of unit (per mirror) production.
- ▶ 2015 increase in solid waste to landfill is primarily the result of waste generated from the construction of the company's new North Riley facility.



Regulated Waste

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



Notes:

- ▶ All of these waste materials are handled and disposed of by the appropriate treatment storage and disposal facility.
- ▶ Waste figures on this page are expressed as a measure of unit (per mirror) production.



Gentex Sustainability Initiatives

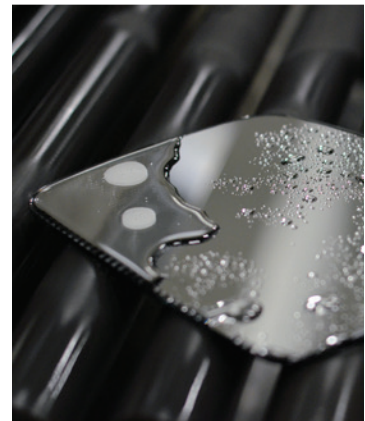
- ▶ A Gentex manufacturing facility expansion utilizes an underground storm water retention system to reduce storm water discharge into the county drain system.
- ▶ Our irrigation software control system monitors the weather and climate conditions to optimize watering schedules, reducing irrigation water consumption by approximately 25%.
- ▶ Gentex maintains electric-vehicle charging stations on its corporate campus, including its new North Riley facility, which helped avoid 15,102 kg in greenhouse gas emissions for the 2017 calendar year.
- ▶ Facility roofs utilize white materials to reflect sunlight and reduce the air conditioning energy consumption by approximately 20%.
- ▶ Gentex utilizes software-managed and occupancy-sensor-controlled lighting throughout all our facilities.
- ▶ Gentex participates in the EnergySmart Commercial and Industrial Incentive Programs offered by the ZBPW and SEMCO. These programs encourage participants to save energy, lower energy costs and earn incentives.
- ▶ 2017 marked the fifth consecutive year that Gentex has “adopted” a local stretch of road as part of Michigan’s “Adopt-A-Highway” program, which sees local organizations participate in highway cleaning and beautification efforts. Michigan’s program dates back to 1990 and currently removes more than 70,000 bags of trash annually.





Gentex Sustainability Initiatives *(continued)*

- ▶ A centralized water chiller plant provides chilled water to all of our facilities from one location, allowing us to decrease overall energy usage.
- ▶ Air economizers and energy recovery units are integrated on our HVAC systems.
- ▶ Energy-efficient fluorescent lights are utilized in all areas. New and renovated areas are moving to LED technology.
- ▶ All Gentex utility and HVAC systems are managed by computer-controlled software, allowing for improved performance and energy reduction.
- ▶ 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.
- ▶ 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.
- ▶ VFDs (variable frequency drives) are installed on all motors and pumps.





Gentex Sustainability Initiatives *(continued)*

- ▶ Low-flow faucets are used within the facilities.
- ▶ Facility carpets have 30-50% recycled content and are 100% recyclable.
- ▶ Gentex maintains a bicycle fleet, with individual bikes (called G-Cycles), positioned at strategic locations around its corporate campus. Employees can use these bikes instead of gas-powered vehicles when traveling to different Gentex facilities. This bicycle fleet will continue to expand as our campus grows.
- ▶ Gentex facilities utilize an insulated metal panel system for the exterior walls in order to improve energy efficiency.
- ▶ All concrete removed during remodeling/renovations is saved and crushed onsite, then reused as base material for new parking lots and driveways.
- ▶ 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. The shelter is located near our Riley Street Facility and serves multiple area businesses. The shelter, which the company also cleans and maintains, is designed to protect users during inclement weather.
- ▶ Gentex integrated a “green roof” into its North Riley Street facility (building 1).
- ▶ Drinking fountains with the water bottle refill feature avoided the disposal of 114,550 plastic water bottles for calendar year 2017.





GEMS Annual Goals

As an engineering company, continuous process improvement is something we've long been committed to practicing. We are constantly looking for new ways to increase the efficiency of our production and distribution process while also enhancing the effectiveness of our end products. Each year, as part of our GEMS, we develop new initiatives to reduce, reuse and recycle. These goals are set annually and are designed, in part, to engage team members in the effort to support continuous improvement in our environmental performance and to seek out smarter ways to minimize waste and prevent pollution.

2017 Goals

Reduce Electrical Consumption

Retrofit glass benders by replacing electric IR heaters with gas IR burners. Annual electrical savings goal of 15,000,000 kwh.

TARGET REALIZATION: Retrofitted a portion of the benders in 2017 resulting in immediate electrical savings. Retrofitting of glass benders is still an ongoing process.

Reduce Greenhouse Gas Emissions

Reduced scope 3 greenhouse emissions for calendar year 2017 when compared to calendar year 2015 through various means.

Reduced air freight transportation and increased ocean freight transportation of finished goods. The average CO2 emissions per metric ton of freight and per km of transportation was 500 grams for air cargo and 40 grams for sea freight.

Reduced truck freight transportation of manufacturing solvents. Annual fuel consumption reduction goal was 8000 gallons, miles driven reduction goal was 37,728, and greenhouse gas emissions reduction goal was 82 metric tons.

Reduced truck freight transportation of recyclable materials. Annual reduction goal of diesel fuel consumption was 520 gallons and annual greenhouse gas emissions reduction goal was 5 metric tons.

TARGET REALIZATION: Reduced scope 3 greenhouse gas emissions 10% for calendar year 2017 compared to calendar year 2015.



GEMS Annual Goals *(continued)*

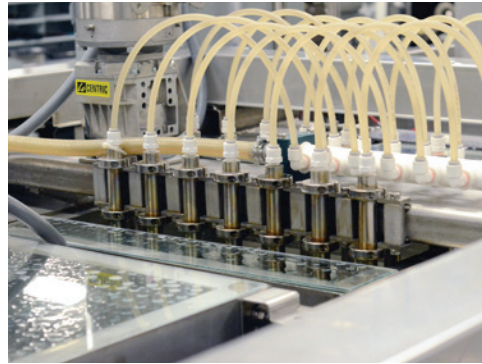
2018 Goals

Reduce Wastewater

Reduce wastewater from aerospace/ECW production. Annual water savings goal of 574,882 gallons.

Reduce Landfill Waste

Implement recycling program in electrical assembly for polyethylene bags to reduce landfill waste by roughly 7,860 lbs annually.





Corporate Wetlands Mitigation Program

As part of the construction of the company's North Riley Campus, Gentex worked with the Michigan Department of Environmental Quality on a wetlands mitigation project. We constructed three distinct wetlands and wildlife habitat areas totaling 3.25 acres, which we now monitor closely. Since their creation, these wetland areas have become home to a wide variety of wildlife species, including frogs, toads, butterflies, dragonflies, Goldfinches, songbirds, ducks, cranes, woodpeckers, herons and deer, among other animals. The wetlands are a beautiful addition to our campus and the local community. Gentex also financially supports other local wetlands.



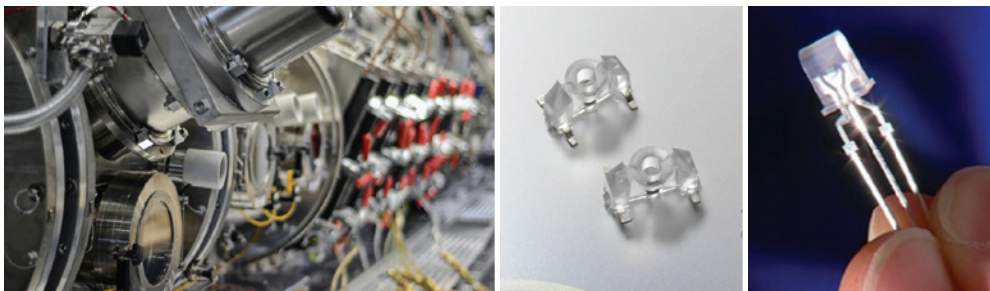


Substances of Concern (SoC) and End-of-Life Vehicles

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 committed to SoC compliance 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.

We strive for aggressive, proactive 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.





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 manages to this policy in compliance with the Dodd-Frank conflict minerals regulation and customer requirements while demonstrating socially responsible supply chain practices.

Gentex is a member of the Conflict Free Sourcing Initiative (CFSI).

For more information on Gentex's Conflict Minerals Policy, visit:
www.gentex.com/Conflict-Minerals-Policy.pdf





Human Rights

Social responsibility has been the focus of our business from the start. From fire protection warning and notification devices to automotive products and features that protect drivers and their passengers from road hazards, Gentex has always been in the business of safety. In alignment with our Board of Directors, operating in accordance with all applicable laws is expected, as is seeking adherence with international human rights conventions in defiance of child labor, forced labor and human trafficking, always in a sustainable manner.

Gentex is committed to conduct business in accordance with the letter and the spirit of all applicable laws, rules and regulations as set forth in our Code Of Business Conduct and Ethics. Gentex respects all applicable laws prohibiting the use of child labor, forced labor and human trafficking, and we manage our business in a manner consistent with fundamental human rights. We work to apply these principles in those with whom we do business.

Gentex's Code of Business Conduct and Ethics can be found at:
www.gentex.com/Code-of-Ethics.pdf





Diversity and Equality

Gentex is committed to supporting diversity in all facets of its business. We operate with formal Hiring and Supplier Diversity Policies. In addition, Gentex complies with the specific diversity programs developed and administered by all of our customers.

Gentex is a member of the Michigan Minority Supplier Development Council and the Women's Business Enterprise Council – Great Lakes Region.

Over the years, Gentex has been recognized by multiple OEM customers for actively developing and using minority- and woman-owned Tier II suppliers. In 2017, and for five years in a row, Gentex was recognized by Toyota Motor Engineering & Manufacturing North America, Inc. for our ongoing efforts to increase supplier relationships with local minority business enterprises.

Gentex is a member of the Michigan Minority Supplier Development Council and the Women's Business Enterprise Council – Great Lakes Region.



Gentex Hiring Diversity/EEO Policy

Gentex supports 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, age, sex, sexual orientation, handicap, marital status, military service, height or weight.

Gentex's EEO Policy and careers information can be found at:

www.gentex.com/careers

www.gentex.com/careers/working_with_us.html

2017 Recruiting Involvement

- ▶ Multiple Diversity Career Fairs
- ▶ HR/Hiring Managers – Diversity Training
- ▶ Diversity Advertisement Programs





Minority Support

In 2017, Gentex made charitable contributions to several minority organizations to support the community and uphold social responsibility. Minority organizations that were supported in 2017 are listed below:

- ▶ Lakeshore Ethnic Diversity Alliance
- ▶ Holland Young Professionals — LEDA workshop
- ▶ Latin Americans United for Progress
- ▶ STEM Camp for Girls
- ▶ Inforum — Women's leadership Conferences
- ▶ MSU Diversity Career Fair



Gentex Supplier Diversity



Joe Matthews, Gentex Vice President of Purchasing and Diversity Officer, accepted on the Company's behalf, an award recognizing Gentex's outstanding performance in sourcing to minority and woman-owned businesses.

It is the policy of Gentex Corporation to increase the business opportunities for certified minority and woman-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 minority and woman-owned business suppliers to help develop business systems and encourage them with new technologies and future growth. We understand that the commitment to these businesses not only benefits the supplier, but it also benefits the greater business community.

Minority supplier development efforts for 2017:

- ▶ Several Gentex executives participated in the West MI Mentor Me program with minority suppliers
- ▶ Co-Sponsor of Michigan Minority Supplier Development Council Event at Grand Valley State University entitled "One MMSDC: Tapping into Minority Supplier Development"
- ▶ Exhibitor at National Minority Supplier Development Conference
- ▶ Exhibitor at Toyota Opportunity Exchange

More information on Gentex's supplier programs and supplier diversity policy can be found at: <http://www.gentex.com/Supplier-Section/20170323-Supplier-Manual-Master.pdf>



Minority Sourcing Awards

During the North American Annual Business Meeting in March of 2017, Gentex once again received a Supplier Diversity Special Recognition Award for supplier diversity performance from Toyota Motor Engineering & Manufacturing North America, Inc. The award recognizes our commitment to developing mutually beneficial Tier II supplier relationships with local MBEs.

ROBERT YOUNG

*Group VP TMNA R&D
Purchasing and Supplier
Engineering Development
and Cost Planning*

“ We are pleased to recognize those in our supply base who exceed our high performance targets and allow us to build ever better vehicles. ”





Suppliers

JOE MATTHEWS

*Vice President
of Purchasing*

“ 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. ”

<http://www.gentex.com/Supplier-Section/20170323-Supplier-Manual-Master.pdf>





Quality

At Gentex, quality is our highest priority. In fact, our policy is to be our customers' reference point for quality and service. We're committed to maintaining leadership roles in the automotive, fire protection and aerospace industries through innovative technology and superior products and services. Our framework to meet this commitment includes providing a safe and professional work environment, fostering a culture of continuous improvement and proactive problem solving, offering vigorous training programs, empowering employees, and developing partnerships with our customers and suppliers. As in all areas of the business, we believe quality is enhanced through the strict adherence to our larger sustainability initiatives, and as a global supplier, we strive to protect the environment through our ISO 14001 programs and certification.



In 2017, some quality highlights included:

- ▶ GM Supplier of The Year (19-time winner)
- ▶ SMR Global Supplier of The Year (2-time winner)
- ▶ Ford World Excellence Award
- ▶ General Motors Supplier Quality Excellence Award
- ▶ Subaru of America 2016 Silver Achievement Award
- ▶ 2017 FCA Body Supplier of the Year



Health and Well-Being

Sponsored Racing Events

As part of our commitment to sustainability and corporate responsibility, Gentex strives to look out for the health and well-being of its employees. The benefits, services and facilities we provide not only encourage employees to “own” their health, but also remove any potential financial barriers to leading a healthier lifestyle.

Gentex sponsors a number of racing events to support the community and the health of its employees. In 2017, Gentex offered discounts for seven races including the Grand Rapids Color Run, Fifth Third Riverbank Run, and the Zeeland Turkey Trot. Heading into 2018, the number of sponsored races continues to grow.

In 2018, discounts will be offered to employees for the following race events:

- ▶ **MAY** Tulip Time Run and Fifth Third Riverbank Run
- ▶ **JUNE** Zeeland Zoom 5K
- ▶ **JULY** Holland 100
- ▶ **SEPTEMBER** Pedal The Provinces and Park 2 Park
- ▶ **NOVEMBER** Zeeland Turkey Trot 8k
- ▶ **TBD** Grand Rapids Color Run



Team Sponsorship Program

In 2017, Gentex sponsored 70 different employee recreation teams through the Team Sponsorship Program. The program financially supports the team to encourage employees to participate in enjoyable, healthy recreation activities and sports.



Health Services

Health Programs

Gentex administers a number of health-related programs, including but not limited to maternity management services, a diabetes management program, and “Smart Health,” a new program introduced in 2018 that gives participating employees an easy way to earn wellness credits toward weekly medical premiums while improving their overall wellness at the same time.

Gentex partnered with Viverae® to bring Smart Health to our employees. Smart Health provides the tools, resources, and educational materials needed to build healthier habits over time. Employees and their spouses enrolled in the Gentex Health plan will receive credits toward a lower weekly medical premium based on the number of points they earn.

Gentex also supports 100% preventative care, physicals, and health assessments while maintaining on-site health care facilities for team members.

Nutritional Seminars

Gentex recruits registered dietitians to educate employees on the importance of nutrition and eating healthy. Employees are able to gain knowledge on food prep, foods to avoid, and even goal setting.

Crop Share

To support our local farms, Gentex partnered with Crisp Country Acres to offer employees fresh fruits and vegetables weekly. Community Supported Agriculture (CSA) pick up is conveniently located at:

- ▶ Gentex Wellness Center
- ▶ North Riley Campus
- ▶ James Street Campus

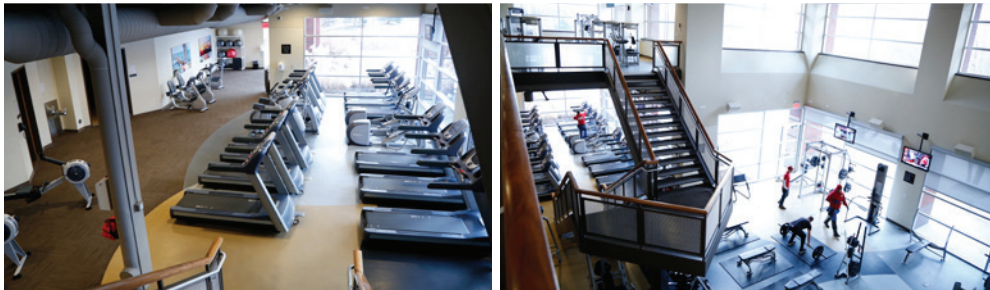


Gentex Facilities

To promote physical health, Gentex operates its own wellness center outfitted with aerobic exercise machines and weight equipment. We also provide company-subsidized fitness classes. Gentex employees have access to 30 different group fitness classes per week, accompanied with access to local walking, running and biking paths adjacent to our corporate campus.

The Gentex Wellness Center continues to optimize space and equipment as an increasing number of employees strive to own their health.

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.

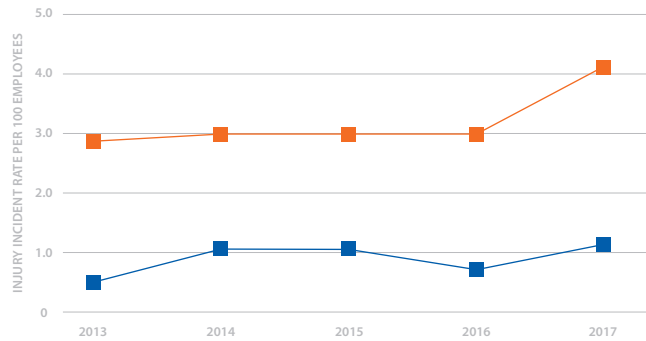




Injury Prevention

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



Gentex Safety

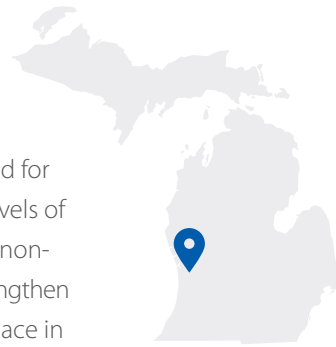
Safety is an integral part of each employee's job and plays a vital role in preserving the resources our employees provide. For all Gentex team members, safe work practices are essential to ensure the well being of all employees, visitors and customers, in addition to the operation of a profitable and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

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 as Gentex.



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 unprecedented levels of public and private sector collaboration. Together, businesses, non-profits, government entities and the like work to continually strengthen the West Michigan economy while making the area a great place in which to live, work and raise a family.



In 2017, Gentex Corporation donated 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





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 contribute financially directly to Community Share through payroll deduction, and a generous corporate matching program boosts the overall yearly gifting amount. This year, Gentex raised \$170,000 between employee and corporate donations!

In 2017, Community Share financially supported over 20 different community organizations, including children's camps, recovery services, homeless initiatives and hospice care, among others.





2017 Community Share Partners

Gentex raised \$170,000 between employee and corporate donations!

- | | |
|-------------------------------------|--------------------------------|
| Arbor Circle | Holland Rescue Mission |
| Boys and Girls Club of Grand Rapids | Hope Network |
| Boys and Girls Club of Holland | Hospice of Holland |
| Camp Sunshine | Kids Food Basket |
| Center for Women in Transition | Ladder Homes |
| Children's Advocacy Center | Lakeshore Habitat for Humanity |
| City on a Hill Ministries | Lakeshore Toys for Tots |
| Community Action House | Midtown Counseling Services |
| Compassionate Heart Ministries | Ottagon Addiction Recovery |
| Evergreen Commons | Ready for School |
| Good Samaritan Ministries | The Bridge Youth Center |





A Great Place to Work

Our ongoing efforts to “look out” for others and create an innovative, healthy, productive work culture have been recognized, most notably, by our own employees. For seven years running, Gentex has received a regional “Top Workplaces Award,” which is administered and sponsored by Workplace Dynamics in conjunction with the Detroit Free Press. The award is based on the results of employee surveys conducted anonymously that evaluate critical workplace measures such as organizational health, corporate direction, values and ethics, employee job satisfaction and engagement.



In 2017, Gentex was ranked 18th among large companies and 2nd in the manufacturing category. Gentex was inducted into the Detroit Free Press Circle of Excellence in 2015 as one of the best places to work in Michigan, now for the 7th consecutive year.

A complete list of top workplaces for 2017 can be found here:
<https://www.freep.com/pages/interactives/freep/top-workplaces-2017/>





Legal Compliance and Code of Business Conduct and Ethics

In compliance with local, state and federal laws and regulations, Gentex takes part in ongoing and thorough audits of our facilities and manufacturing process to ensure continued excellence.

Gentex is committed to conduct business in accordance with the letter and the spirit of all applicable laws, rules and regulations as set forth in our Code Of Business Conduct and Ethics.

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