



Stock Ownership Guidelines

To more closely align the interests of Gentex Corporation (the "Company") nonemployee directors and executive officers with those of the Company's shareholders, the Company's nonemployee directors and executive officers are expected to own equity interests in the Company in the form of common stock.

As such, within a reasonable amount of time after initial election or appointment to office, the following common stock holding guidelines (the "Guidelines") shall generally apply:

Nonemployee Directors: 2x total annual directors' fees

Executive Officers: 3x annual salary rate

Ordinarily, five years will be deemed a reasonable time to meet these Guidelines. Common stock that counts toward satisfaction of these Guidelines includes: (1) shares owned outright by a nonemployee director or executive officer and his or her immediate family members who share the same household; (2) restricted stock; (3) shares held in benefit plans; and (4) shares held in trust, under appropriate circumstances.

There may be instances where these Guidelines would place a severe hardship on a nonemployee director or executive officer and the Board of Directors may develop alternative stock ownership guidelines in such circumstances. The Board of Directors will review the Guidelines periodically.

Effective February 22, 2007