

**GENTEX**  
CORPORATION

# GENTEX SUSTAINABILITY REPORT

COVERING FISCAL  
**YEAR 2022**





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## LETTER FROM SCOTT RYAN



### Building Potential

Throughout 2022, Gentex continued to focus on improving our manufacturing efficiency, performance, and the reliability of our products.

To track our performance and give our investors consistent metrics, we update our sustainability report each year and publish it on our website at [gentex.com/about/sustainability/](https://www.gentex.com/about/sustainability/) and on our investor site at [ir.gentex.com/financials-and-filings/annual-reports-and-proxy-statements](https://ir.gentex.com/financials-and-filings/annual-reports-and-proxy-statements). As more investors focus on ESG performance, we have continued to add additional supplemental metrics, disclosures, and performance measures in our reporting and will incorporate these data sets into our future sustainability reports.



Our targets and performance include feedback from our employees, the communities we live and work in, and shareholder feedback. As there are multiple ESG measurement standards, we do not adhere to a single ESG disclosure platform, and instead welcome our investors' feedback on what metrics and goals they are focused on, and will work to align those goals where possible. Our commitment



to sustainable initiatives and standards extends to our supply base. In 2023, we are increasing our engagement with our supply chain so we can begin to report on additional metrics in an effort to have our environmental, social and governance standards make a greater impact.

As in prior years, our approach to sustainability continues to focus on making decisions that result in meaningful change that positively supports our stakeholders.

*Scott Ryan*

Scott Ryan  
Vice President, General Counsel, Corporate Secretary, and Sustainability Officer

# INTRODUCTION

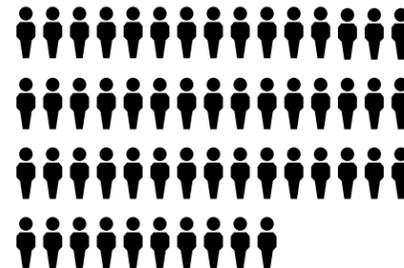
## CORPORATE PROFILE

### 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, dimmable glass systems, and sensing. 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](https://www.gentex.com) or [gentextech.com](https://www.gentex.com/gentextech.com)

+++ ESTABLISHED 1974

5,466 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:

35+ Different OEMs shipped to:

89% market share

44.2M mirrors shipped (2022)

SALES (2022) \$1.92B

Content on 660+ vehicles

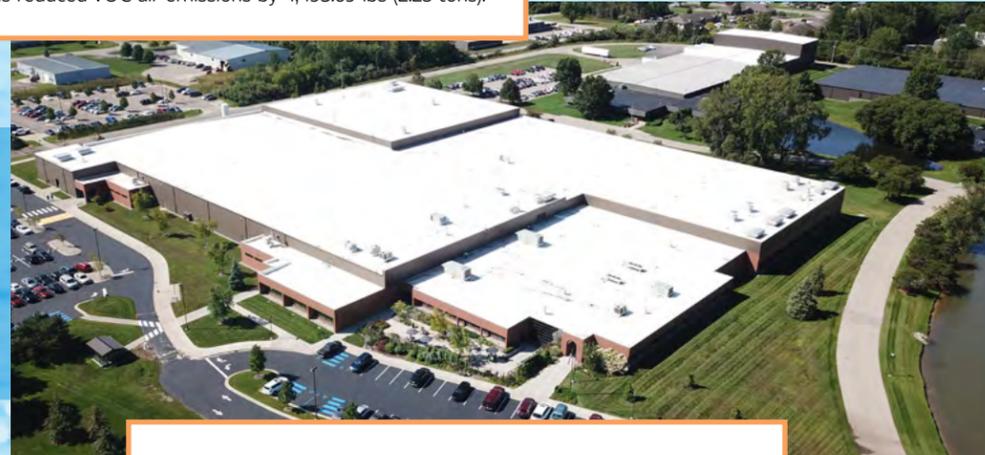
+50%

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



# 2022 HIGHLIGHTS

+ A scrubber unit was added to our manufacturing operations to clean air emitted by the G-solve cleaning process before being released directly to the environment. This reduced VOC air emissions by 4,493.69 lbs (2.25 tons).



+ In 2022, Gentex completed the transition to 100% renewable energy at our James St. manufacturing facility.

+ All exterior lighting on the Michigan campus is being replaced with LED fixture heads that will use less energy.

+ Gentex maintains 30 electric vehicle charging stations on its corporate campus which helped avoid 69,581 kg in greenhouse gas emissions for the 2022 calendar year.

+ To contribute to sustainability and environmental protection, the Gentex office in Erlenbach installed 5 new charging stations for electric vehicles at the parking lot. The overall objective is to make e-mobility more attractive for employees and to shift the company carpool toward electric vehicles.

## OUR APPROACH

Gentex is committed to reducing negative environmental impacts resulting from operations and protecting 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.



CLIMATE CHANGE



SUSTAINABILITY INITIATIVES



SOCIAL RESPONSIBILITY

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



## 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/](https://zeelandbpw.com/resources/reports-news/energy-waste-reduction-and-renewable-energy-plan-summary-report/)



## ENERGY & CLIMATE CHANGE

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.





# GREENHOUSE GAS EMISSIONS

Innovation is an embedded discipline at Gentex. We continually reinvent every aspect of the business – from products and processes to the technology we deploy. Sustainability plays a critical role in our development. Over the years, Gentex has meticulously infused sustainable practices into every aspect of our operations to help reduce our carbon footprint. Gentex monitors carbon emissions from our global operations, which helps us measure performance and locate inefficiencies.

The [Science Based Targets initiative](#) (SBTi) drives ambitious climate action in the private sector by enabling organizations to set science-based emissions reduction targets. Gentex is working on its SBTi submission, which includes the start of gathering emissions data from our supply base.



## Carbon Reduction & Neutrality Goals

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

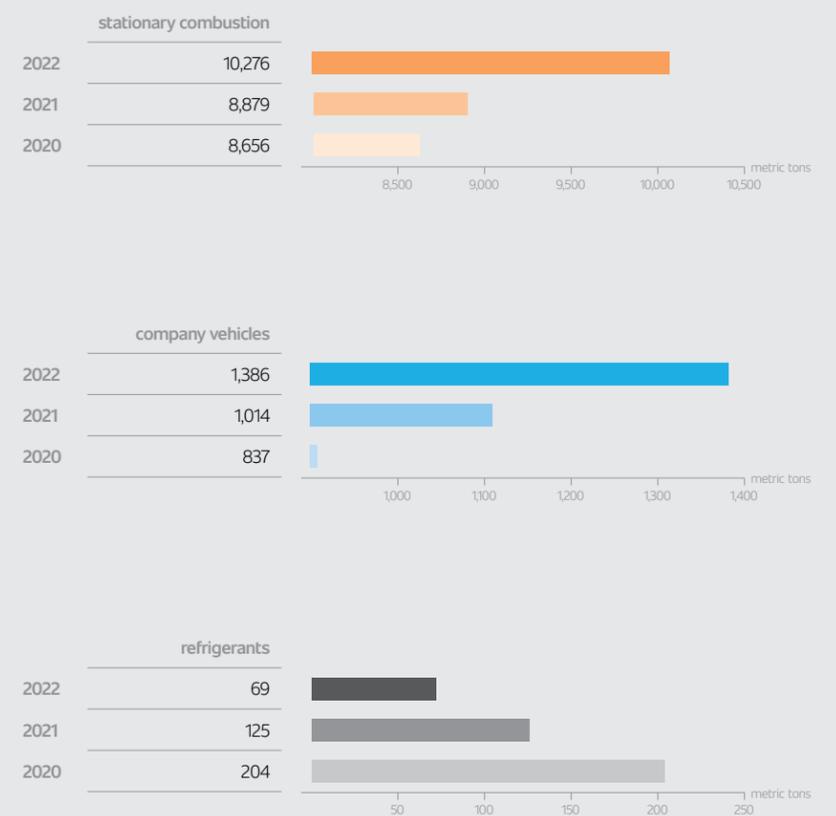
# GREENHOUSE GAS EMISSIONS

With continuous improvement and optimum accuracy in mind, we have progressed through a gap analysis since the 2021 Sustainability Report. The operational control approach was used for establishing the organizational boundary. For consistency, we'll begin tracking not only scope 1 and scope 2 metrics for these locations for our base year moving forward, but also the other tracked data (waste, water, etc.).

Gentex reports on two types of location-based greenhouse gas emissions:

## SCOPE 1

*Gentex remains below federal reporting thresholds for Scope 1 emissions.*



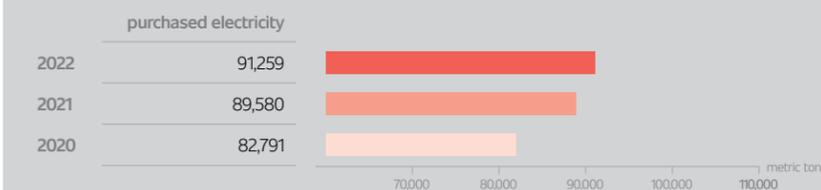
## Scope 1 Emissions

+ Emissions Gentex directly controls (combustion of natural gas for boilers/heating and manufacturing processes, fuel consumed for transportation, and refrigerant loss.)

## Scope 2 Emissions

+ Emissions from electricity we purchase

## SCOPE 2

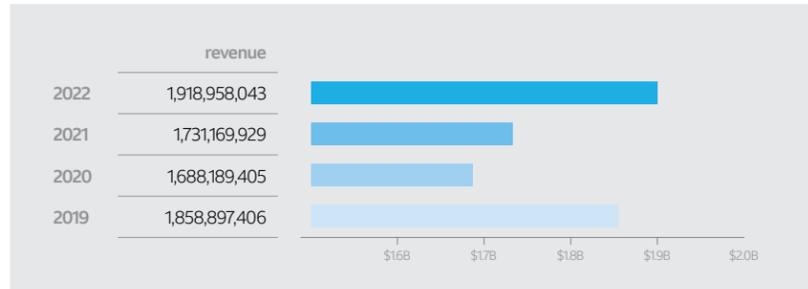


# GENTEX ENVIRONMENTAL MANAGEMENT SYSTEM (GEMS)



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.

## 2022 GEMS Goals

### Reduce VOC emissions from chemical production

**TARGET:** Reduce VOC emissions by 1,970 lbs  
**REALIZATION:** Eliminated 1,654.80 lbs

### Reuse FA IEC inspection gloves

**TARGET:** Reuse 45,000 inspection gloves  
**REALIZATION:** Reused 103,248 gloves

### Reduce water usage in Centennial West MEA

**TARGET:** Reduce water use by 18,385 gallons  
**REALIZATION:** Saved 18,385 gallons



## 2023 GEMS Goals



### Reduce Puck Trays

**GOAL:** Reduce the number of puck trays used in chemical production.  
**TARGET:** Use 10,000 fewer puck trays.

### Renewable Energy Use

**GOAL:** Work towards long-term sustainability goals by increasing renewable energy use.  
**TARGET:** Increase renewable energy use by 2% (3 million kWh).

### Recycle Safety Glasses

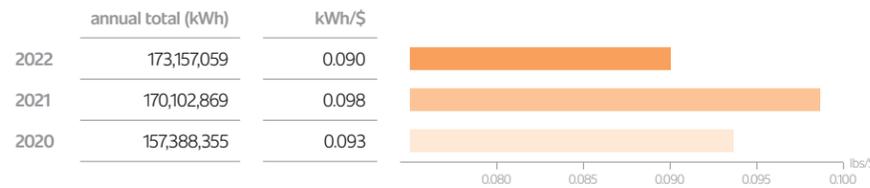
**GOAL:** Set up collection containers and recycle used safety glasses.  
**TARGET:** Recycle 500 lbs (approx. 13,525 pairs) of glasses.

### Precious Metals Recovery

**GOAL:** Recover ruthenium from sandblasting operations.  
**TARGET:** 700 troy ounces of ruthenium recovered.

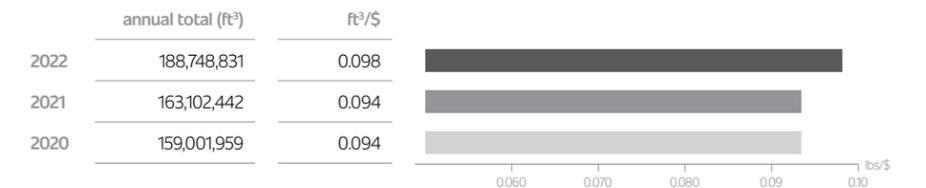
## ELECTRICITY USE

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



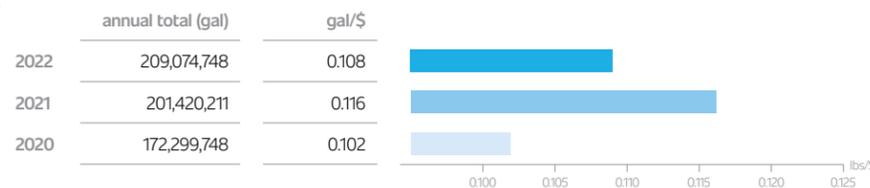
## NATURAL GAS USE

Natural gas consumed primarily to heat facilities.



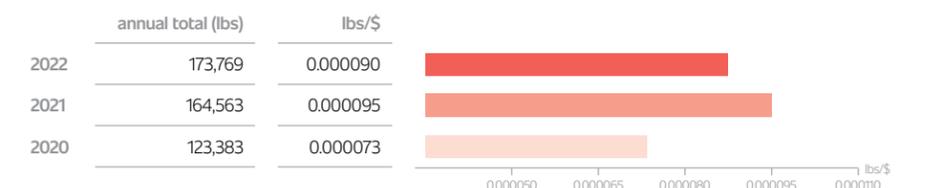
## PROCESS WATER USE

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



## VOC AIR EMISSIONS

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



# 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.

## 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 into our processes at every level from the very people who are a part of it every single day.

## 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.

Some examples of longstanding recycling collections include:

- + Pallet recycling
- + Battery recycling
- + Glass recycling
- + Crate recycling



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

## 2022 Solid Waste Recycled

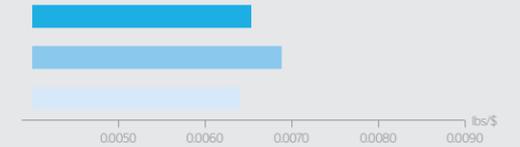
Recycled: **67.27%**      Disposed of: **32.73%**



## SOLID WASTE TO LANDFILL

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

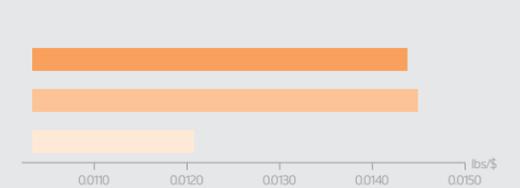
	annual total (lbs)	lbs/\$
2022	12,711,704	0.0066
2021	12,099,440	0.0069
2020	10,795,948	0.0064



## 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.

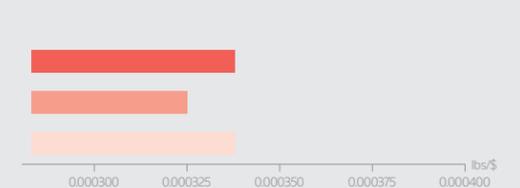
	annual total (lbs)	lbs/\$
2022	27,539,188	0.0144
2021	25,096,576	0.0145
2020	20,377,210	0.0121



## REGULATED WASTE

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

	annual total (lbs)	lbs/\$
2022	684,361	0.000357
2021	577,665	0.000334
2020	602,040	0.000357



## Landfill Avoidance Goals

-   
**2026**  
 20% below  
 2020 levels
-   
**2031**  
 60% below  
 2020 levels
-   
**2041**  
 90% below  
 2020 levels
-   
**2045**  
 100% recyclable  
 Zero landfill waste

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

# SUSTAINABILITY INITIATIVES

As Gentex progresses along the sustainability path, [United Nations Sustainable Development](#) goals are used as guidance.

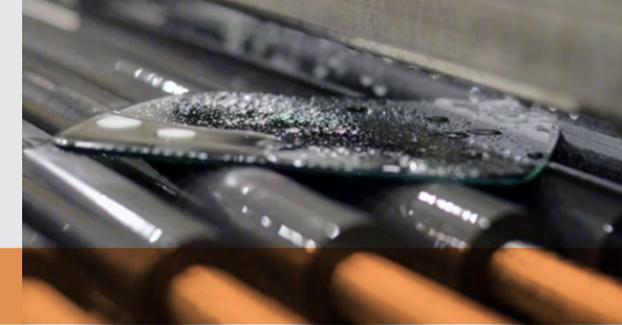
Our ongoing sustainability initiatives not only help facilitate innovation and serve as tools to measure our environmental performance, but also serve as our guide as we transition toward carbon neutrality, helping us focus on energy efficiency, waste stewardship, water management, company transportation,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



## WASTE STEWARDSHIP

- + 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 is processed for recycling into insulation.



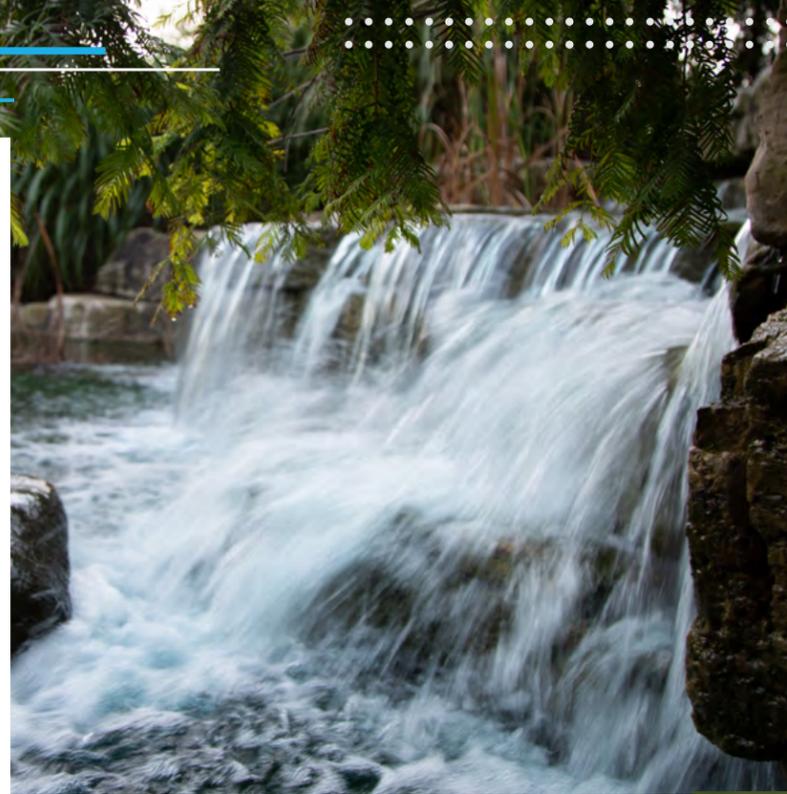
## ENERGY



- + Gentex completed the transition to 100% renewable energy at our James St. manufacturing facility.
- + Gentex utilizes software-managed and occupancy-sensor-controlled lighting throughout many of our facilities.
- + Air economizers and energy recovery units are integrated into our HVAC systems.
- + Energy-efficient fluorescent lights are utilized in most 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%.
- + Many 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 on the Michigan campus.
- + A centralized water chiller plant allows us to decrease overall energy usage.

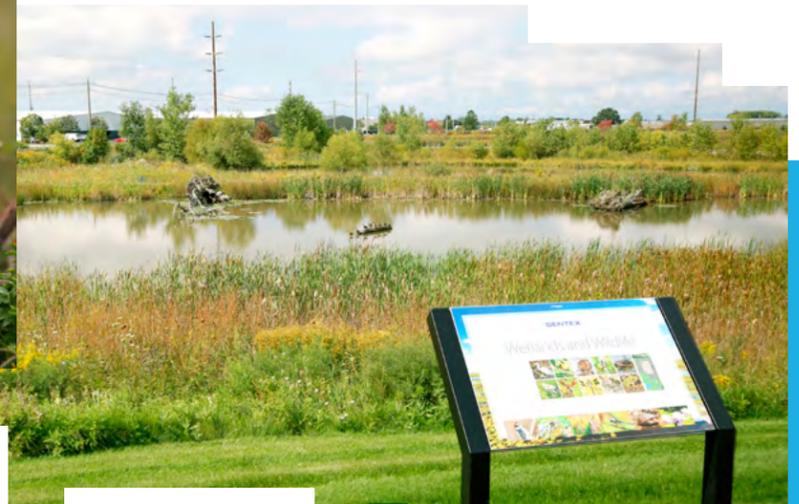
## WATER MANAGEMENT

- + 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 globally 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.



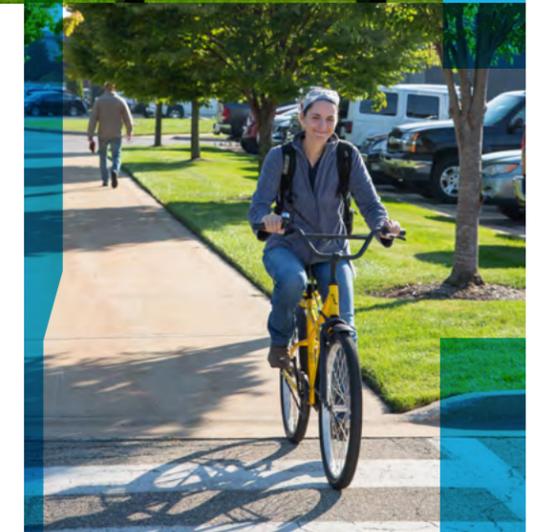
## ENVIRONMENTAL

- + 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.



## TRANSPORTATION

- + Gentex maintains electric vehicle charging stations on its various global campuses which helps avoid greenhouse gas emissions.
- + 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.
- + New scooter parking at the Gentex Shanghai Electronics Technology (GSET) campus for efficient transportation.



# SOCIAL RESPONSIBILITY

## DIVERSITY

### MESSAGE FROM JOE MATTHEWS

Gentex Corporation is committed to supporting diversity, equity, and inclusion (DEI) initiatives that drive innovation, foster creativity, support an equitable work environment, and create economic opportunities for underrepresented communities. The company focuses its efforts on five different sectors for DEI initiatives: workforce, workplace, marketplace, community, and suppliers. Gentex's commitment to supplier diversity ensures an inclusive approach to procurement allowing all business owners the opportunity to join our supply chain. We expect our suppliers to work with us to support the Gentex sustainability initiatives defined throughout this report in their own initiatives.

Joe Matthews  
Vice President of Diversity, Equity and Inclusion



## SUPPLIER DIVERSITY

As a Tier I supplier, Gentex works to actively increase business opportunities for certified minority, women, veteran, and LGBTQ-owned businesses. The company has been recognized by several of its OEM customers for achieving excellence in their unique supplier diversity programs. In 2022, Gentex earned a Toyota Excellent Supplier Diversity Award, a Nissan Supplier Diversity Certificate, and the 98Ki Honda Quality and Delivery Award from Honda North America Purchasing.

### Gentex Tier II Supplier Reporting Initiative

Gentex is dedicated to building and maintaining a strong, diverse supply chain network of its own. In 2021, the company started a Tier II Supplier Reporting Initiative to track spend its suppliers have with diverse businesses. The program was piloted with 35 North American-based suppliers reporting how much they spent on other businesses with supplier diversity certifications.



### Diverse Supplier Development Activities

- + 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

### 2022 Supplier Diversity Awards

- + Toyota Excellent Supplier Diversity Award
- + Honda Excellence in Delivery and Quality Award
- + Nissan Supplier Diversity Certificate





## GENTEX DIVERSITY, EQUITY, AND INCLUSION

### Breaking Down Barriers

Gentex strives to be a world-class organization that makes a difference in the lives of its employees and the community. In this tight labor market, the company is focused on breaking down barriers to employment to continue to increase its workforce.



### Language

The company first tackled a language barrier in 2020 by creating the Limited English Proficiency Program (LEP) for people who primarily speak Spanish, the second most popular language spoken in West Michigan. What started as one manufacturing line on one shift has grown to multiple manufacturing lines on all three shifts. In 2022, the program expanded to a third facility located at the North Riley campus. Gentex now employs over 200 people on its LEP lines. Gentex has created new partnerships with Hispanic business owners, advertisers and event managers through this journey and continues to seek out new ways to promote the LEP program to individuals in the greater West Michigan area.



### LEP Program Recognition

A cross-departmental executive steering team worked on the launch of the LEP program at Gentex and continues to work together as the program expands. Two of the members of that group received awards this year for their work to promote an inclusive culture at Gentex. Corporate Controller Rosa Estrada was recognized by Automotive News as a Notable Champion of Diversity and Director of Talent Acquisition Daniel Quintanilla was recognized as an Automotive News All Star for their work to support the LEP program at Gentex. In 2020, Gentex received a Social Justice award from the City of Holland for creating and sustaining a diverse and inclusive workforce.



Rosa Estrada



Dan Quintanilla



### Transportation

In an effort to reduce the transportation barrier to employment, the company leased a building in the Grand Rapids area to expand its manufacturing footprint. The new satellite location in the Madison Square area will provide greater access to well-paying jobs in the neighborhood.



### Daycare

In November, Gentex announced plans to open a first-of-its-kind childcare center designed to provide its employees with access to quality, affordable, on-site daycare. The low availability and high cost of daycare has long been a barrier to employment. Gentex is excited to remove this obstacle when the Gentex Discovery Preschool, managed by the ODC Network, opens in 2024.



**Business Resource Groups**

Business Resource Groups (BRGs) are an integral component of Gentex's commitment to diversity, equity, and inclusion in the workplace. The BRGs operate on the three pillars of inclusion, development, and community.



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



Equip Gentex Veterans with skills for success through coaching, mentorship, and development. Develop partnerships to identify Gentex as an employer of choice for veterans.



**DEI Corporate Council**

The Gentex Diversity, Equity, and Inclusion Corporate Council is comprised of 15 employees from different departments at the company headquarters in Zeeland who work together to support Gentex initiatives. The council also supports Gentex's many community initiatives with local schools including the Grand Rapids Gold Reading program with Zeeland and Holland Public Schools and the STEM night event at Jefferson Elementary in Holland.

**Community Partnerships**

- + Grand Rapids Gold Reading Program
- + Jefferson Elementary STEM Night
- + Holland Middle School Greenhouse



Corp! Magazine recognized Gentex as a 2022 Diversity Focused Company.



Brigit Klohs



Robert Wilson

**New Regional DEI Council in Salt Lake City**

In 2022, a new regional DEI council formed at the company's Salt Lake City location. The employees selected the University of Utah as their educational partner and continue to connect with local nonprofit organizations to volunteer their time.

**External Advisory Board Members**

The DEI 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 DEI initiatives at Gentex.

# HEALTH & WELLNESS

Gentex offers several programs to support the well-being of its employees. The company provides three health insurance options, a retirement program, and two stock plans—just to name a few! The company also has a Smart Health program to reward employees and their spouses, who are covered by Gentex insurance, for taking ownership of their health. Employees can earn wellness credits for reduced weekly medical premiums.

## BEST AND BRIGHTEST IN WELLNESS

In 2022, Gentex received the Michigan Best and Brightest in Wellness award from the National Association for Business Resources. The Best and Brightest in Wellness recognizes companies that implement and evaluate efforts in employee wellness to make their business and community a healthier place to live and work.



## GENTEX WELLNESS CENTER

Gentex offers a world-class, 10,000 square foot Wellness Center with state-of-the-art equipment to promote health and fitness. Employees can utilize cardio equipment, weightlifting machines, and a wide range of free weights. 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 Wellness Center operates seven days a week and is free of charge to employees.

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



### 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.



### 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.



### Smart Health

Gentex partners with Virgin Pulse to offer a comprehensive well-being program. Smart Health operates on the Virgin Pulse platform, which provides a personalized approach, tailored for each participant's wellness journey.



### 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.

### 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.





## GENTEX SAFETY AND INJURY PREVENTION

### 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.

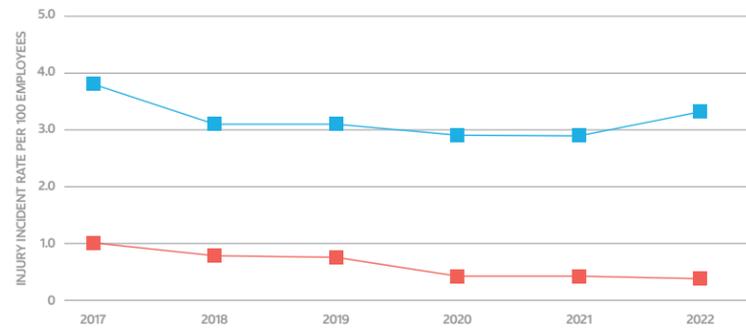
Our goal is to provide a work environment where all activities are conducted in a safe and effective manner. To achieve this, we have developed and implemented a safety management system.

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.

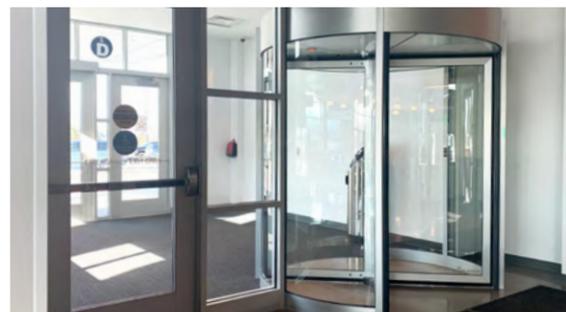


### Injury Prevention

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



Most recent Industry Average metric is not published at the time of this report. 2022 data point reflects 2021 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.

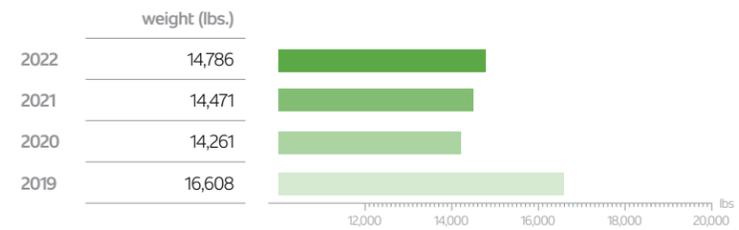


## GENTEX ELECTRONIC RECYCLING EVENT



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 86,000 lbs of electronics from the landfill.

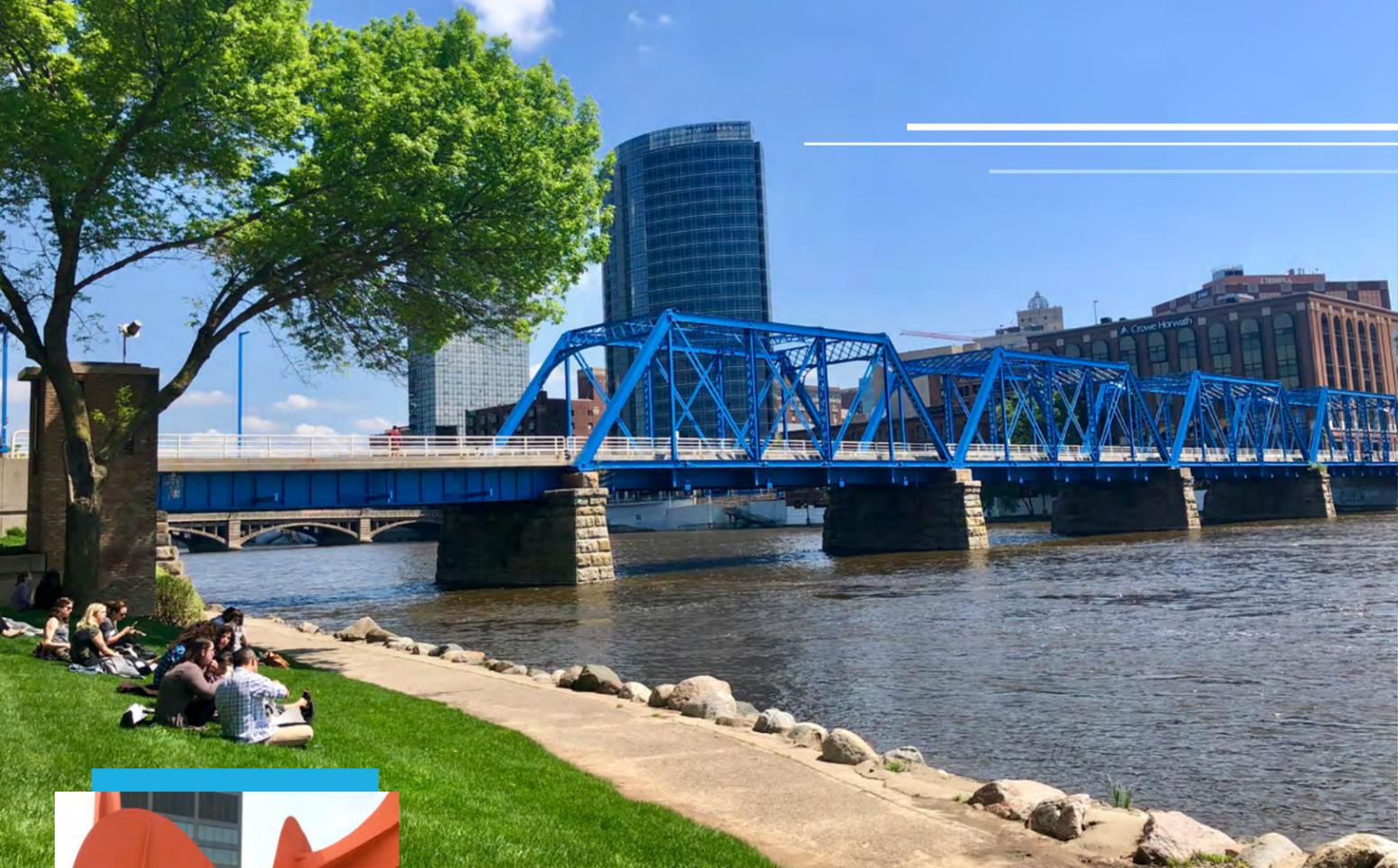
Green Earth is dedicated to the proper disposal of electronic equipment and is a registered recycler with the Michigan Department of Environment, Great Lakes, and Energy. They strive to keep all items entrusted to us out of the landfill and do this by finding avenues to re-use, refurbish or recycle these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



In 2022, 200 employees, family members and friends dropped off electronics for recycling – totaling

**14,786  
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.

Start ready. stay ready.®



**GENTEX CORPORATION**

— FOUNDATION —

### Gentex Foundation

In 2022, Gentex established a foundation for charitable giving in the areas of economic development, children's services, public health, housing assistance, and diversity programs. The Gentex Foundation is managed by a board of directors who review applications based on the values of integrity, compassion, innovation, and diversity.



SCAN FOR MORE INFO



### Amanda Clark Scholarship

In addition to the Foundation, Gentex has established the Amanda Clark Scholarship program to recognize female high school seniors in West Michigan who are pursuing a STEM degree at a four-year college or university. Recipients are eligible to receive a \$5,000 scholarship that can be renewed up to three years.

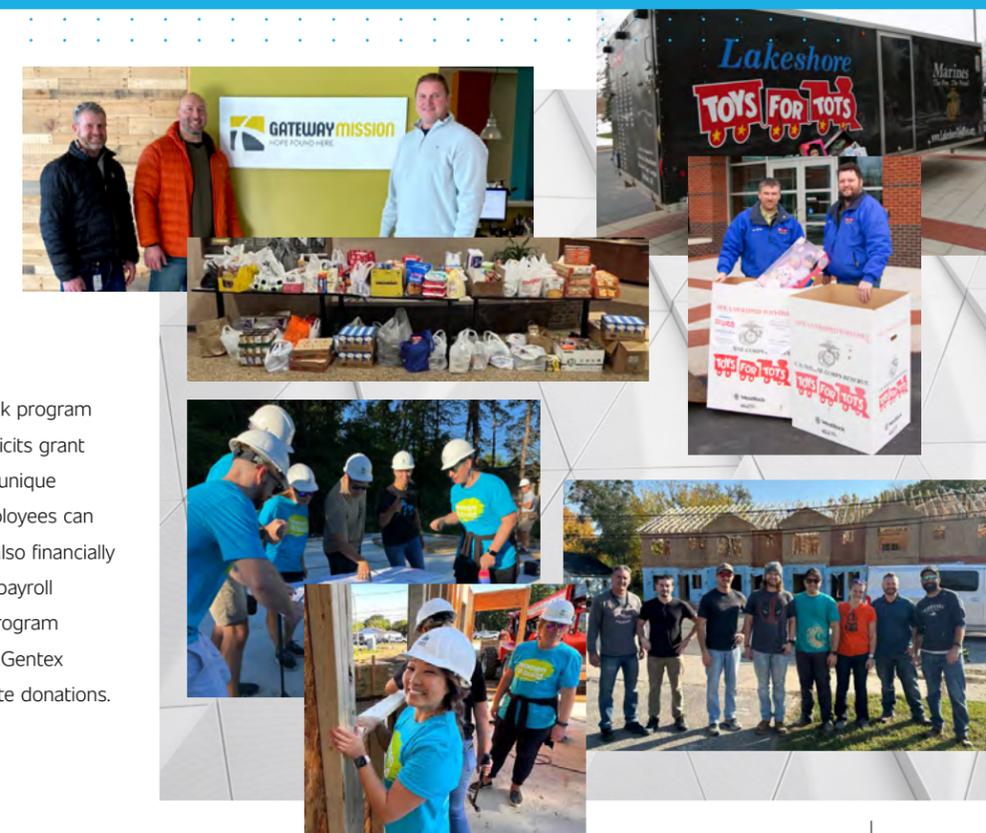


SCAN FOR MORE INFO



### Community Share

The company also has an employee-run give-back program to support local nonprofits. Community Share solicits grant proposals from local organizations and develops unique fundraising events and service opportunities employees can choose to participate in. 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. In 2022, Gentex raised \$200,000 between employee and corporate donations.



# 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 to him or her.
- + 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.

### 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 <https://ir.gentex.com/corporate-governance/documents-andcharters>. 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.

# EMPLOYEE SAFETY

At Gentex, employee safety is always top of mind. While we maintain a Total Recordable Incident Rate (TRIR) of 0.42 as of 10/20/22, which is well below the industry average, we remain diligent in finding ways to improve our safety protocols and practices. TRIR is reported annually in several places, including our Sustainability Report. Gentex is actively working to attain ISO 45001 Health and Safety Management certification, in addition to our standards already in place. We anticipate completion of this certification in 2023, with implementation of these standards applied to all our US manufacturing facilities.

# DATA SECURITY

Gentex is an industry leader in quality, and we believe a robust Information Security Management System (ISMS) plays a key part in continuing that leadership and our reputation in the industry. The ongoing mission of our ISMS is to ensure that appropriate levels of security are being applied to all assets, across domains; whether that involves data privacy requirements for our products, or securing physical assets provided by our customers.

In 2019, we partnered with an industry leading third-party organization, with expertise in cyber security, to align our policies and technology standards with the NIST Cybersecurity Framework, to better protect our operations.

In 2020, we expanded this framework to include innovative and effective platforms, along with a dedicated team of security analysts to maintain constant vigilance over our information.

In 2021, we evolved our Information Security Policy to formally identify the Information Security Committee charged with aligning our policies and procedures with both ISO 27001 and TISAX standards, which had been meeting and conducting this business for years prior.

Early in 2022, Gentex launched an Information Security Management System (ISMS) as a critical benchmark in the pursuit of certification in both standards. The Company has targeted 2023 for its ISO 27001 certification and 2025 for its TISAX certification

Our Vice President of Information Technology and Information Security Officer (ISO) oversees our Information Security Program and reports out to senior leadership on a quarterly basis, and our Vice President and General Counsel oversee the auditors for these certifications. The Board is routinely updated on the targets, progress, and updates our teams have made.

Our Cybersecurity Team is responsible for securing Gentex systems and information and coordinates with various groups to ensure they are following best practices. In order to help monitor and address potential cybersecurity threats, they have a number of procedures, programs and tools in place, including:

- + Information security training for all employees
- + Data leak prevention monitoring
- + Early detection and response antivirus tools
- + Managed security service that monitors security logs for indications of compromise
- + Routine vulnerability assessments
- + External and internal penetration testing
- + Distributed Denial of Service (DDOS) mitigation
- + Ransomware mitigation and recovery tools

The management and protection of individual user data of our employees, customers, and suppliers is incredibly important to Gentex. We remain committed to the security and protection of the data we hold, and to implementing the appropriate updates to our safeguards and security standards moving forward. Gentex works to ensure that the data we collect is obtained in alignment with local law, and that it is obtained using explicit consent if required. Third party vendors and contractors that work with Gentex are required to adhere to our standards of data protection and security, as well as their local legal requirements.

## BOARD OVERSIGHT OF ESG PERFORMANCE AND PRACTICES

Board members are kept up to speed with ongoing and new ESG initiatives and programs during quarterly meetings and on an as-needed basis depending on timing of targets. Our Vice President and Sustainability Officer leads these ESG initiatives, and provides the board with updates and progress and areas for improvement. Our Nominating and Corporate Governance Committee provides oversight for our environmental, sustainability, and governmental initiatives as needed. Our Compensation Committee provides oversight for our HR, diversity, equity and inclusion initiatives and practices. Our Audit Committee provides oversight for our financial endeavors and ensures that our reporting practices meet the required governmental standards. Our performance is then record and updated annually in our Sustainability reports, which can be found on the main [Gentex website](#) and our [Investor website](#).

## PRODUCT SAFETY AND REGULATORY COMPLIANCE

Gentex technologies have long been focused on convenience and safety. From our roots in fire protection to our glare eliminating technology in vehicles, Gentex has worked to make life safer for our customers. We work hard to ensure that our products themselves are also safe for our customers, and that they function per regulatory and customer requirements, holding ourselves to industry standards and best practices wherever possible. Gentex has a robust process to ensure regulatory compliance, which is a combination of Product Compliance team and our accredited Corporate Labs. In addition, Gentex maintains multiple certifications such as ISO 17025 and IATF:16949, which ensure that our manufacturing and product testing facilities are operating at the highest levels of quality and integrity.

Throughout our history, Gentex products have never been the source of a recall, voluntary or involuntary, and have outperformed the environments they function in. This, in part, is due to the rigorous standards we hold our products to in the design and testing phases. We incorporate substantial weather, stress, and durability testing on our products, using this to not only validate our products, but also to develop more robust designs and processes.

When non-conformances are found, our internal teams are quick to engage and work diligently through the problem-solving process to identify root cause as well as appropriate containment and corrective actions. Supported by world-class traceability throughout our manufacturing processes, our onsite subject matter experts from chemists to software engineers are able to quickly analyze failures and determine the point-of-cause. One of Gentex's greatest strengths when it comes to problem-solving is using the knowledge gained from solving a nonconformance to drive systemic design and process improvements, therefore, preventing failures from occurring in future products.

To ensure the success of our suppliers along with the safety and quality of goods purchased, Gentex requires that our suppliers develop, implement, and continually improve a quality management system. Gentex suppliers are thoroughly evaluated prior to being on-boarded, are measured on performance, and are subject to audits.

From the design phase all the way through process development and sourcing of materials, Gentex works to ensure that safety and the quality of our products are at the forefront in the decision-making process.

## PRODUCT QUALITY

At Gentex, we are continually working to improve the quality of our product and the manufacturing processes we utilize. Using performance metrics like product longevity, product fail rates, and individual customer product feedback, we are looking for ways to improve our end-user's experience and create a product that exceeds their expectations. While many automotive suppliers may come and go, our goal is to continually innovate so that we remain the advanced technology supplier of choice for customers around the world.

Because Gentex literally invented the electrochromic mirror industry, we also developed the supply base, manufacturing techniques, equipment, and testing methods. It was a long learning curve. But today our experience, proprietary manufacturing techniques, and hard work has paid off, because no other glare-reduction mirror provider in the world can match our manufacturing capabilities - not in yields, quality, or volume.

In pursuit of this ongoing commitment to quality and consistency, Gentex utilizes industry specific certifications for our quality standards. For our fire protection products, we are ISO 9001:2015 certified. Gentex's automotive business is certified to IATF 16949:2016. Our aerospace products utilize AS9100D which is a QMS specific to the Aerospace Industry.

Each of these standards are internationally recognized, and provide organizations with frameworks for managing quality management systems. The standards are based on key quality management principals and outline the requirements that organizations must maintain in a quality management system to enhance customer satisfaction and meet customer requirements. Gentex utilizes these standards in our continual process, efficiency, and performance improvement initiatives.

As evidence of our success in this area, between 2018 and 2022, Gentex was awarded 18 awards for supplier excellence, quality or performance from our customers in varying markets and regions.

Our quality expectations and standards extend to our suppliers as well. The full supplier manual can be found in the supplier section of our website (<https://www.gentex.com/supplierinformation>), and a few of our key requirements include:

- + Supplier will be third party registered to all necessary Quality System Specifications which may include, but not limited to:
  - ISO-9001:2015
  - IATF 16949:2016
  - VDA 6.1:2010
  - ISO-IEC 17025:2015
  - AS9100D
- + If supplier is not currently certified to IATF 16949:2016, then they are expected to show evidence of working toward certification per IATF 16949:2016 requirement 8.4.2.3 and must identify their current quality system state in the Gentex Supplier Assessment form as applicable.
- + Gentex reserves the right to audit supplier's quality system at any time on-site at supplier's manufacturing, sales, technical, or distribution location upon twenty-four (24) hour notice.

## RECENT SUPPLIER QUALITY AWARDS

Honda Excellence in Delivery and Quality (Award for Jan 2021 - Dec. 2021)	Honda	2022
GM 2021 Supplier of the Year	GM	2022
#5/500 America's Best Midsize Employers	Forbes	2021
Toyota Technology & Development Award	Toyota	2021
Honda Quality and Delivery Award	Honda	2021
Supplier Quality and Delivery	Honda	2020
Supplier of the Year	GM	2020
Supplier of the Year	GM	2019
PPM Quality Excellence Award	Subaru of America	2019
GM Supplier Excellence Quality Award Lodging	GM	2019
PPM Quality Excellence Award	Subaru	2019
Value Improvement Performance	Toyota	2019
Excellence in Delivery and Quality	Honda	2019
Supplier of the Year	Fiat Chrysler	2018
Supplier Excellence Award	Jaguar Land Rover	2018
Superior VA Achievement Award	Toyota	2018
Supplier of the Year	GM	2018
Top 100 (91) OEM parts suppliers	Automotive News	2018
Manufacturing Innovation Excellence Award	MMA	2018

## 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.

## 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](https://www.gentex.com/Conflict-Minerals-Policy.pdf)

## 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](https://www.gentex.ethicspoint.com).

## HUMAN RIGHTS POLICY AND GUIDELINES FOR BASIC WORKING CONDITIONS

Gentex remains committed to supporting our employees, and the communities we work and live in. We continue to make updates to our human rights and guidelines for basic working conditions that help to align and clarify our approach to these initiatives. Our latest updates to this policy and guidelines can be found here: <https://ir.gentex.com/corporate-governance/documents-and-charters>

## 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," "work to," 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, including the impact of inflation; 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 and suppliers; 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; labor 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; and the length and severity of the COVID-19 (coronavirus) pandemic, including its impact across our business on demand, operations, and the global supply chain. 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, are affecting, 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 S&P Global Mobility / IHS Markit Light Vehicle Production Forecast (<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:

Overall Scope: Design, manufacture and assembly of inside and outside automatic-dimming automotive mirrors, dimmable aircraft windows, and HomeLink automation system, along with support activities including distribution center, fleet garage and resource recovery center.

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

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](mailto: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.

CT-ISO14001:2015-ANAB-EN-LT-13.MAY.21

**Certificate Number:**

0011581

**Initial Certification Date:**

24 February 2014

**Date of Certification Decision:**

14 February 2023

**Issuing Date:**

14 February 2023

**Valid Until:**

23 February 2026



*Calin Moldovean*

**Calin Moldovean**  
President, Business Assurance

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



# 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 45001:2018

The management system is applicable to:

Overall Scope: Design, manufacture and assembly of inside and outside automatic-dimming automotive mirrors, dimmable aircraft windows, and HomeLink automation system, along with support activities including distribution center, fleet garage and resource recovery center.

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

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](mailto: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.

CT-ISO45001-ANAB-EN-LT-P-22.jul.21

**Certificate Number:**

0144221

**Initial Certification Date:**

7 March 2023

**Date of Certification Decision:**

7 March 2023

**Issuing Date:**

7 March 2023

**Valid Until:**

6 March 2026



*Calin Moldovean*

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President, Business Assurance

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Limited print run using recycled paper.



**GENTEX**  
CORPORATION

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