



Stock Ownership Guidelines

To more closely align the interests of Gentex Corporation (the "Company") non-employee directors and executive officers with those of the Company's shareholders, the Company's non-employee 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:

- Chief Executive Officer: 5x base salary ownership requirement
- Non-employee Directors: 5x annual retainer ownership requirement
- Non-CEO Named Executive Officers: 3x base salary ownership requirement

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 non-employee director or executive officer and his or her immediate family members who share the same household; (2) restricted stock; (3) performance shares; (4) shares held in benefit plans; and (5) shares held in trust, under appropriate circumstances.

There may be instances where these Guidelines would place a severe hardship on a non-employee 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.