



Selection Process for Board Candidates

1. The Nominating and Corporate Governance Committee identifies director candidates based on the Position Profile: Member of the Board of Directors. (Per Restated Articles of Incorporation, the "Board of Directors shall consist of at least six (6), but not more than nine (9) members.")
2. The Chair of the Nominating and Corporate Governance Committee works with support from other members of the Nominating and Corporate Governance Committee, the Board, and senior management, and if appropriate, hiring a search firm, to identify director candidates. Shareholder recommendations will be considered if submitted in writing, together with appropriate biographical information to the Chairman of the Nominating and Corporate Governance Committee, c/o Corporate Secretary's Office, Gentex Corporation, 600 North Centennial Street, Zeeland, Michigan 49464. If a shareholder would like a nominee to be considered by the Nominating and Corporate Governance Committee for inclusion in the Company's proxy statement as a Board nominee, a written proposal should be submitted no later than December 31 with respect to the following year's Annual Meeting of Shareholders.
3. An initial slate of candidates that satisfy the specific criteria in the Position Profile (<https://ir.gentex.com/corporate-governance/documents-and-charters>) and otherwise qualify for membership on the Board, are identified and presented to the entire Nominating and Corporate Governance Committee. As set forth in the Position Profile, consideration will be given to gender, race, ethnicity, and country of origin of diversity. In order to ensure diverse candidates are considered and/or interviewed in each search, the Nominating and Corporate Governance Committee will avail itself of a variety of available resources to identify qualified candidates, including candidates from non-executive positions and non-traditional environments.
4. The Nominating and Corporate Governance Committee conducts appropriate interviews of the most qualified candidate(s) as appropriate.
5. The Nominating and Corporate Governance Committee meets to consider and approve the most qualified candidate(s).
6. The Nominating and Corporate Governance Committee selects and/or recommends the most qualified candidate(s) for full Board and/or independent director approval, as appropriate.