



GENTEX
CORPORATION

GENTEX SUSTAINABILITY REPORT

2021 REPORT

Covering fiscal year 2020

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INTRODUCTION

LETTER FROM SCOTT RYAN

Our Ongoing Commitment to Progress

Gentex is committed to making intentional decisions that reflect our desire to be responsible with our resources. Each year, we update and publish our sustainability report to give a deeper look at the policies and practices we use to guide our environmental, social, and corporate governance requirements. We are working to improve the statistics, data sets and goals in this report to ensure we are doing our part. We encourage our shareholders to reach out if they have specific measures that they would like to see included. Our most recent sustainability report can be found at <https://www.gentex.com/about/sustainability>



Within the investment community, sustainability has gained increasing recognition as an indicator that a company is focused on more than just short-term gains. At Gentex, continuous improvement is engrained in our teams' daily activities. We focus on repeatable practices that are screened to consider their impact on the environment and in our communities. We also continue to work towards long term goals in a meaningful and genuine manner, such as being carbon neutral by 2049.

We expect our suppliers to join us in striving to align with the United Nations' Global Compact Principles (www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html), including the defense of human rights, the implementation of protective labor policies, environmental responsibility, and anti-corruption practices. We also encourage our team

and our suppliers to use recycled and/or sustainable materials whenever possible. To read more about these supplier requirements, visit <https://www.gentex.com/supplier-information>

A handwritten signature in black ink that reads "Scott Ryan".

Scott Ryan

Vice President, General Counsel and Corporate Secretary
Sustainability Reporting Coordinator



CORPORATE PROFILE

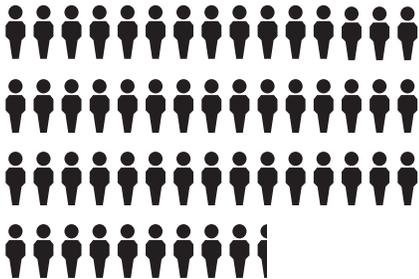
Gentex — Today's Features, Tomorrow's Technology

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, and dimmable glass systems. Since our inception, Gentex has managed the evolution of rear vision. We use the mirror (and surrounding windscreen) 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:

www.gentex.com or www.gentextech.com

+++ ESTABLISHED 1974

5,437 employees



**OPERATIONS/
HEADQUARTERS**
Zeeland, MI

SALES/LOGISTICS/ENGINEERING
United States, England, France, Sweden, Germany,
Japan, Korea, China, Belgium, Israel

**SUPPLY SMART-MIRRORS
AND RELATED CONTENT
AROUND THE WORLD:**

38M
mirrors shipped (2020)

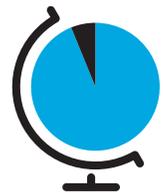


SALES (2020)

\$1.69B

Different OEMs shipped to: **30+**

93.8%
market share



Content on **570+** vehicles



+50%

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



2020 HIGHLIGHTS

2020 Environmental Performance

Electricity Use

156,438,564 KWH

Natural Gas Use

148,963,376 FT³

Process Water Use

171,686,710 GAL

Solid Waste Recycled

19,939,499 LBS

Regulated Waste

601,902 LBS



2020 Sustainability Initiatives

- + Eliminated 1,102 lbs of VOC emissions from chemical production
- + Gentex Electronic Recycling Event for employees and their families collected 14,261 lbs of electronics
- + Electric vehicle charging stations prevented 9,167 kg of greenhouse gases

2020 Diversity Awards

- + Honda Supplier Quality and Delivery
- + Toyota Supplier Diversity
- + Holland Social Justice Award



OUR APPROACH

Gentex is committed to protect the environment by meeting relevant environmental legal and other requirements, and to strive for continual improvement 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.

Protection of health and the environment is a company-wide responsibility. Management of each activity 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.

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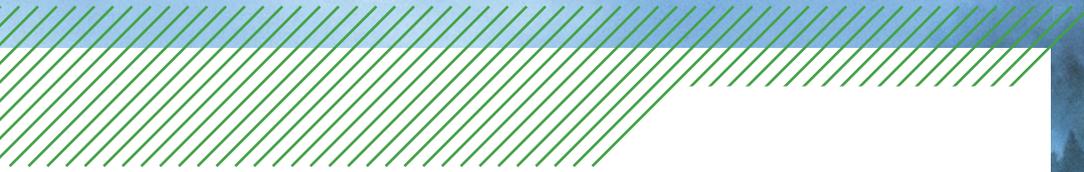
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3



CLIMATE CHANGE



ENERGY AND CLIMATE CHANGE

Energy sustainability and global climate change continue to be at the forefront of the challenges we face as a society today. Both energy use and production are the biggest contributors of greenhouse gas emissions, a statistic we have always taken seriously. In fact, Gentex is committed to achieving carbon neutrality by 2049.

Gentex remains committed to improving energy-efficiency where practicable. 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.

In 2021, Gentex will complete a global renewable energy feasibility study for all our facilities.

Carbon Reduction & Neutrality Goals

- + **5-Year (2026)**
15% below 2020 levels
- + **10-Year (2031)**
40% below 2020 levels
- + **20-Year (2041)**
70% below 2020 levels
- + **2049**
Carbon Neutral



Renewable Energy

Gentex also participates in the local Energy Smart Program (ESP), 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.

Additional information can be found at:
<https://www.zeelandbpw.com/>

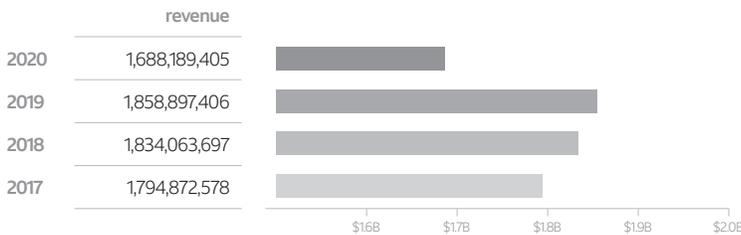


GENTEX ENVIRONMENTAL MANAGEMENT SYSTEM (GEMS)

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.



2020 GEMS Goals

1 Investigate change to green PTE banding for all incoming materials to facilitate recycling

REALIZATION: 2,791 lbs. of PET banding collected and recycled

2 Reduce VOC emissions from chemical production by 1,264 lbs.

REALIZATION: 1,102 lbs. of VOC emissions eliminated for CY2020

3 Implement recycling of Styrofoam cups — recycle 175,000 Styrofoam cups for CY2020

REALIZATION: Implementation postponed due to COVID-19 pandemic

2021 GEMS Goals

1 Reduce VOC emissions from chemical production

TARGET: Eliminate 340 lbs. of VOC emissions for CY2021

2 Reuse 5-gallon plastic buckets

TARGET: Save 500 buckets for CY2021

3 Reroute water to RO tanks instead of water going to the drain

TARGET: Save 1,108,490 gallons for CY2021

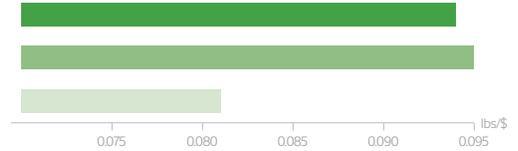
4 Install VOC mitigation system in glass cleaning area

TARGET: Reduction of 1,000 lbs.

ELECTRICITY USE

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

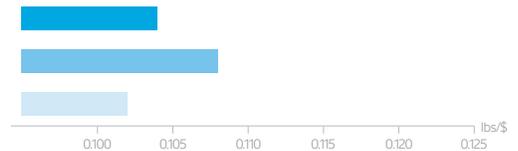
	annual total (kWh)	kWh/\$
2020	156,438,564	0.094
2019	171,491,513	0.095
2018	149,603,346	0.081



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.

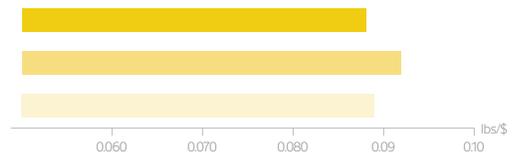
	annual total (gal)	gal/\$
2020	171,686,710	0.104
2019	200,223,104	0.108
2018	188,138,730	0.102



NATURAL GAS USE

Natural gas consumed primarily to heat facilities.

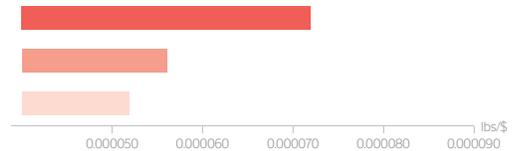
	annual total (ft³)	ft³/\$
2020	148,963,377	0.088
2019	177,042,407	0.092
2018	164,186,955	0.089



VOC AIR EMISSIONS

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

	annual total (lbs)	lbs/\$
2020	123,383	0.000073
2019	112,091	0.000056
2018	95,687	0.000052



The increase in 2020 VOC emissions per revenue dollar year over year was a result of several factors, including the decline in revenue due to the COVID-19 pandemic and related shutdowns, manufacturing hand sanitizer and cleaning solutions for enhanced COVID-19 cleaning protocols, manufacturing large area devices, and installing new automated glass lines that have increased VOC emissions when compared to manual glass lines (see 2021 GEMS VOC mitigation goal)

GREENHOUSE GAS EMISSIONS

Gentex reports on two types of greenhouse gas emissions:

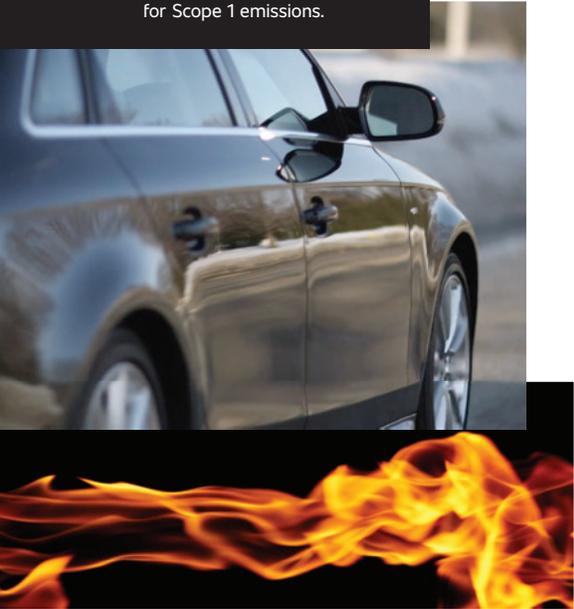
Scope 1 Emissions

- + Emissions 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

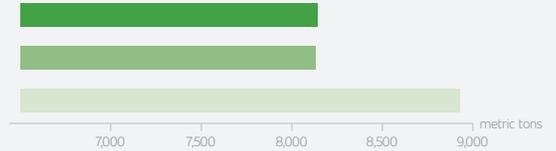
Gentex remains below federal reporting thresholds for Scope 1 emissions.



SCOPE 1

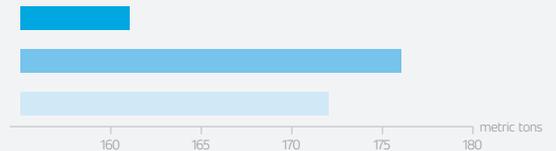
stationary combustion

2020	8,119
2019	8,123
2018	8,938



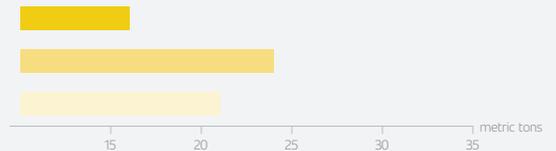
company vehicles

2020	161
2019	176
2018	172



refrigerants

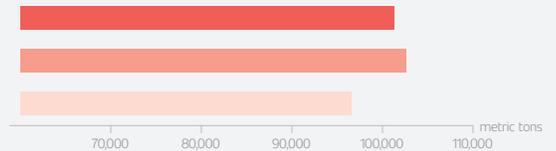
2020	16
2019	24
2018	21



SCOPE 2

purchased electricity

2020	100,527
2019	102,758
2018	96,480



WASTE AND RECYCLING

Gentex develops and manufactures high-quality products for the automotive, aerospace, and commercial fire protection industries. Over the years, Gentex has systematically transformed itself into a technology company, 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.

Gentex's commitment to quality not only results in world-class products in the field, but it also positively impacts our reduction in waste by minimizing scrap with early detection in the manufacturing process.

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 to 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.



Landfill Avoidance Goals

- + **5-Year (2026)**
20% below 2020 levels
- + **10-Year (2031)**
60% below 2020 levels
- + **20-Year (2041)**
90% below 2020 levels
- + **2045**
100% zero landfill waste

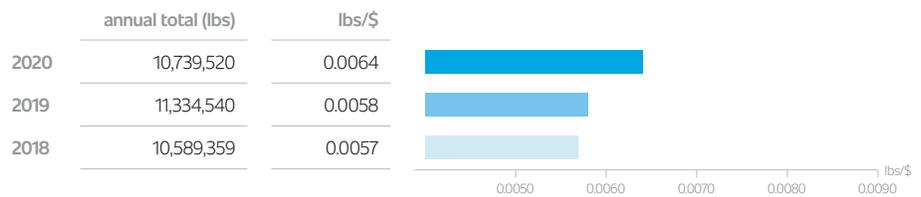




Gentex is currently recycling more solid waste than it sends to the landfill.

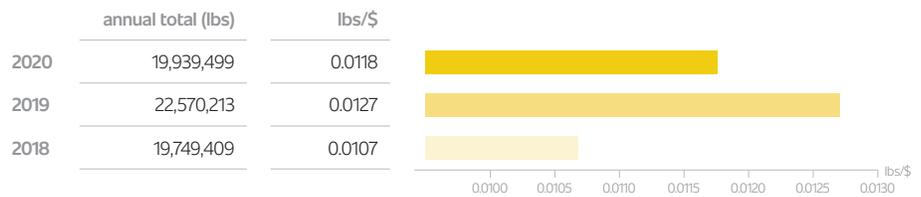
SOLID WASTE TO LANDFILL

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



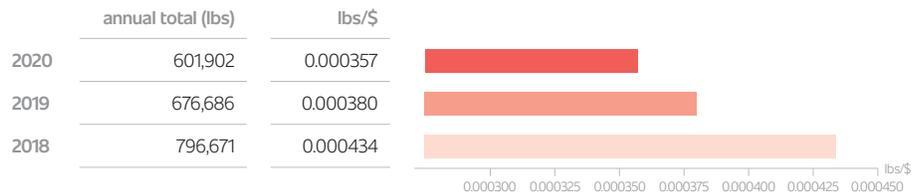
SOLID WASTE RECYCLED

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 U.S. office use.



REGULATED WASTE

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



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



SUSTAINABILITY INITIATIVES

SUSTAINABILITY INITIATIVES

ENERGY

- + Gentex utilizes software-managed and occupancy-sensor-controlled lighting throughout all our facilities.
- + 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.
- + Papercut Print Management reduced paper usage 14%, toner usage 45% and eliminated 215 printers.
- + Facility roofs utilize white materials to reflect sunlight and reduce air conditioning energy consumption by approximately 20%.
- + All 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.
- + A centralized water chiller plant allows us to decrease overall energy usage.



WASTE STEWARDSHIP

- + Gentex improved its cleaning method for frameless and lipped chrome ring elements. In a 4-month span, we have reduced wipe material usage by 35% preventing 2,547 lbs of waste material.
- + Facility carpets have 30 – 50% recycled content and are 100% recyclable.



ENVIRONMENTAL

- + Gentex integrated a “green roof” on 3 of its facilities.
- + 2020 marked the seventh 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.
- + As part of the construction of the company’s North Riley Campus, Gentex worked with the Michigan Department of Environmental Quality to construct 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, 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.

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.
- + Works to ensure all employees 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.

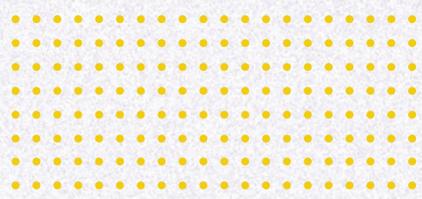




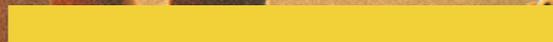
TRANSPORTATION

- + Gentex maintains 22 electric vehicle charging stations on its corporate campus which helped avoid 9,167 kg in greenhouse gas emissions for the 2020 calendar year.
- + 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.
- + 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.
- + Sweed banding choppers that are used at several of our facilities have reduced the frequency of trips to recycling. In 2020, Gentex has prevented .04 metric tons of CO₂ from transportation of banding materials to recycling.





SOCIAL RESPONSIBILITY



DIVERSITY

MESSAGE FROM JOE MATTHEWS



Joe Matthews

Vice President of Purchasing and Diversity Officer

"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."

As the company's Diversity Officer, Joe Matthews is responsible for the development and implementation of Gentex's diversity, equity, and inclusion (DE&I) initiatives. Matthews regularly engages with leadership and teams across the company with updates and information on DE&I initiatives. Matthews also provides leadership to Gentex's DE&I Council, a group that is comprised of members from various levels and corporate functions throughout the organization. Its primary role is to help implement diversity programs, training courses, and awareness initiatives throughout the organization while supporting the human resources department in recruiting and community engagement. It also guides additional internal affinity groups, such as Women at Gentex, which champions and supports women in the workplace.



SUPPLIER DIVERSITY

It is the policy of Gentex Corporation to increase business opportunities for certified minority, woman, and veteran-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 the commitment to these businesses not only benefits the supplier, but also benefits the greater business community.

2020 Minority Supplier Development Efforts

- + Michigan Minority Supplier Development Council (MMSDC)
- + Lakeshore Advantage - Supplier Diversity Program Planning
- + Michigan Diversity Council
- + The Employers Association (TEA) – HR Conference
- + Michigan Minority Procurement Conference
- + Great Lakes Women's Business Council (GLWBC)
- + Yanfeng DEI Leadership Panel

2020 Supplier Diversity Awards

- + Honda Supplier Quality and Delivery
- + Toyota Supplier Diversity

More information on supplier programs and supplier diversity policy can be found at:
www.gentex.com/files/supplier-information/Supplier-Manual-Master.pdf



SUPPORTING DIVERSITY

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. Over the years, Gentex has been recognized by multiple OEM customers for actively developing and using minority, woman, and veteran-owned Tier II suppliers. For the past 8 years, Gentex was recognized by Toyota Motor Engineering & Manufacturing North America, Inc. for our ongoing efforts to increase supplier relationships with local minority business enterprises.

Spanish-Speaking Manufacturing Lines

In an effort to widen our employment base while continually enhancing our DE&I initiatives, Gentex launched a program to add Spanish-speaking manufacturing lines.

To support the program, Gentex developed materials that helped with recruiting, orientation, onboarding, training, and ultimately producing all work instructions in Spanish. We also put together a bilingual supervisory team to provide support.

In December of 2020, Gentex successfully launched three Spanish-speaking final assembly lines.

This is a great step in further opening our doors to the diversity found in our local community. Our goal is to expand this concept to other areas and potentially other languages, helping grow our multilingual operations and capabilities to make Gentex and our community a better place.



Social Justice Award

The City of Holland's Human Relations Commission awarded Gentex with a 2020 Social Justice Award. The award recognizes our pilot program to add three Spanish-speaking manufacturing lines.



GENTEX DIVERSITY EQUITY AND INCLUSION

Community in Action

Under the leadership of Gentex's Diversity Officer, Joe Matthews, the DE&I Council has worked to focus our efforts around three core practices. These Values in Action, signed by our corporate leadership team, serve to guide our DE&I efforts across the company:

- + Cultivating a culture of inclusion where every team member belongs
- + Valuing differences and our team members' unique contributions
- + Creating a positive environment where all team members have the opportunity to thrive

In 2020, the DE&I Council partnered with Community Action House's food drive and helped manufacture and distribute over 15k masks to schools, staff and non-profits. In our offices, the council, our HR team, and management throughout different parts of company took part in the Franklin Covey Unconscious Bias Training. They found the training program to be incredibly valuable, and we will continue to roll it out across Gentex's management teams.

We were honored to add Birgit Klohs and Robert Wilson, two exceptional community leaders, to our external DEI Advisory Board this year. Birgit was the President and CEO of The Right Place Inc. where she led international business development strategy and economic development for the greater Grand Rapids area. Robert 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 our DE&I Values.



Birgit Klohs



Robert Wilson



Business Resource Groups

Business Resource Groups (BRGs) are an integral component of Gentex's commitment to diversity, equity and inclusion. Each group is designed to create a sense of belonging within and across work groups at Gentex and provide an open forum for the exchange of ideas. The groups also help identify gaps in Gentex's professional development processes and propose opportunities for improvement. Lastly, each group functions to create a liaison with a community organization which shares a similar focus or mission. Examples of Gentex BRGs include:



WOMEN@GENTEX
Business Resource Group

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



V.E.T.S.
Business Resource Group

Gentex V.E.T.S. stands for Veterans. Empowerment. Teamwork. Service. It exists to equip Veterans with skills for success through coaching, mentorship, and development, and partners with military organizations to be an employer of choice for Veterans. The Michigan Veteran Affairs Agency has Certified Gentex as a bronze-level veteran-friendly employer.



2020 Events

- + Women@Gentex
 - International Women's Day Sponsor
 - Inforum ManufacturingNEXT sponsor
 - Inforum TechnologyNEXT sponsor
 - Work-life integration panel discussion

- + Gentex V.E.T.S.
 - Veterans Day Ceremony at Gentex
 - Hiring West Michigan Recruiting Event
 - Received Bronze Level Status as Veteran friendly employer
 - Make a Veteran Smile Campaign
 - Vets & members of the BRG recorded messages to thank veterans for their service



HEALTH & WELLNESS

Gentex looks out for the health and well-being of its employees. The health programs, services and facilities we provide not only encourage employees to “own” their health, but also help remove some of the financial barriers to leading a healthier lifestyle.

Health and wellness activities were limited this year due to the COVID-19 pandemic. Despite the Wellness Center and on-site health clinic being closed for the majority of 2020, the Gentex Wellness Team created equipment free workouts and well-being challenges that encouraged team members to focus on their physical, mental, and emotional well-being from home.

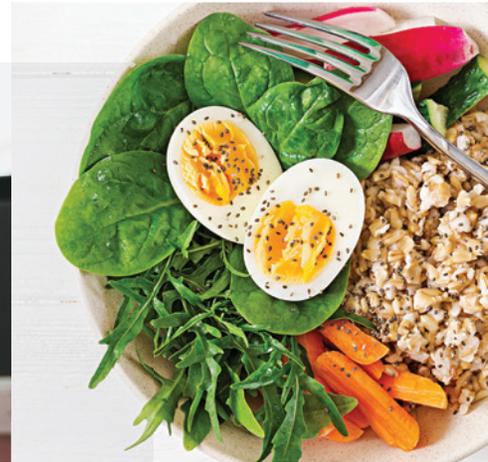
HEALTH PROGRAMS

Gentex administers a number of health-related programs, including but not limited to asthma/ COPD management services, diabetes management program, and “Smart Health,” a program that gives participating employees and spouses an easy way to earn wellness credits toward weekly medical premiums while improving their overall well-being at the same time. These efforts resulted in being awarded Gold Level by the American Heart Association for Workplace Health Achievements.

Gentex Cares+

Gentex Cares+ Employee Assistance Program (EAP) provides employees and their family members with resources to address common issues affecting mental and emotional wellbeing. 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.





*smart*HEALTH

Smart Health

Gentex partners with SimplyWell to offer a comprehensive well-being program. Smart Health operates on their platform which provides a personalized approach, tailored for each participant's wellness journey. In 2020, 65% of eligible employees and their spouses participated in this program.

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.

Diabetes Management Program

The Diabetes Management program is a partnership with Priority Health and Spartan-Nash Pharmacies to help individuals who have pre-diabetes or diabetes. The program offers confidential support from a Registered Nurse/ Certified Diabetes Educator and a Clinical Pharmacist who will collaborate with individuals and their health care provider.

Crop Share

To encourage healthy food choices and to support our local farms, Gentex partnered with Crisp Country Acres to offer employees fresh fruits and vegetables weekly. The program lets employees buy produce directly from the farm and exposes them to new fruits and vegetables and new ways of cooking. Community Supported Agriculture (CSA) pick up is conveniently located at the Gentex Wellness Center.





GENTEX WELLNESS CENTER

In addition to the running and biking trails around the campus, Gentex operates its own 10,000 square foot wellness center. Our team members have access to updated fitness equipment and group fitness classes that are scheduled throughout the day every week.

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

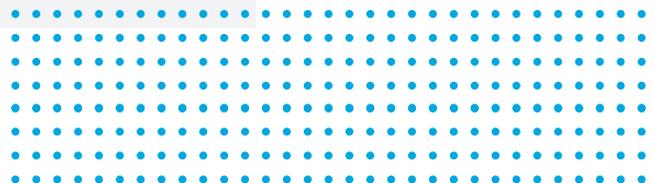


On-Site Health Clinic

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.





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, and we are working towards our ISO 45001 certification with a goal of being certified in 2022.

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.

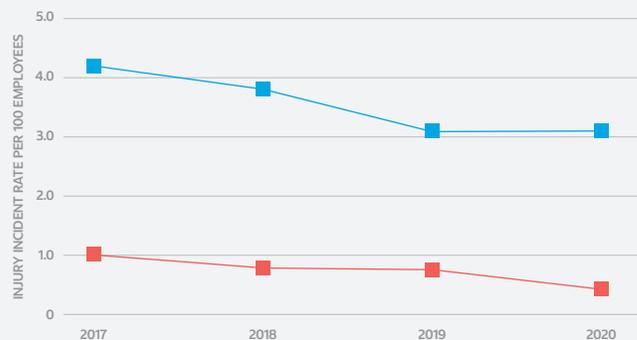
Security

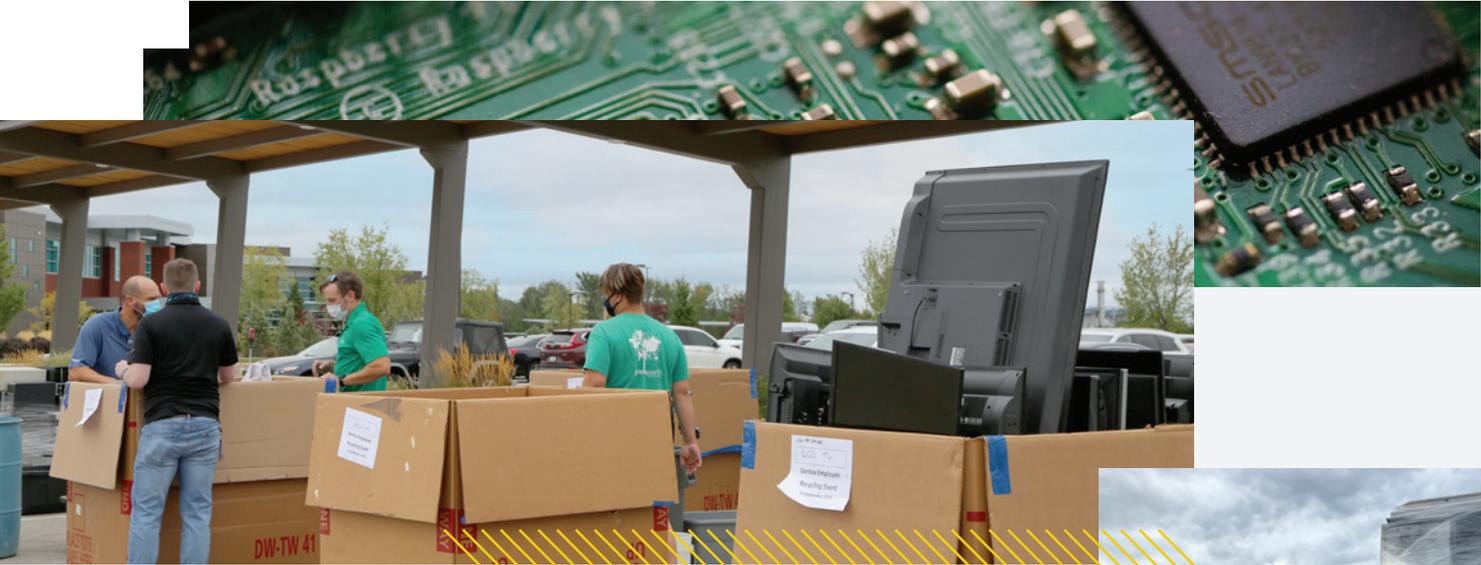
In a continuing effort to provide a safe and secure working environment, Gentex has invested in our security team, equipment and hardware. Gentex has a "zero tolerance" policy regarding workplace violence.

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 ELECTRONIC RECYCLING EVENT



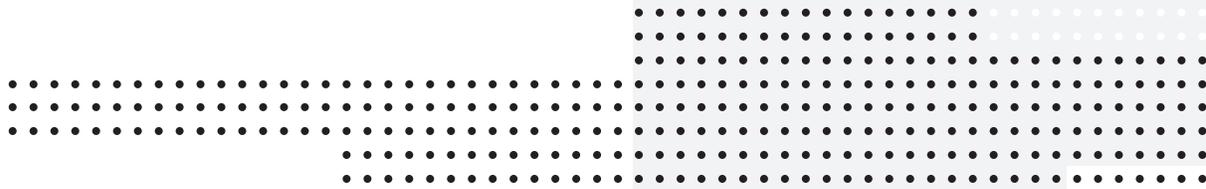
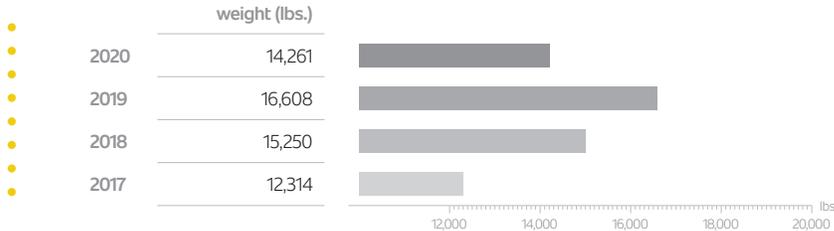
Each year, Gentex partners with Green Earth Electronics Recycling to hold a company-wide event allowing employees and their families an opportunity to responsibly dispose of personal electronic waste materials. To date, this recycling event has kept over 58,000 lbs of electronics from the landfill.

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. 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.



In 2020, over 160 vehicles dropped off electronics for recycling – totaling

14,261 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.

2020 Highlights

- + [Pledged \\$300,000 to Kids Food Basket](#)
- + [Pledged \\$210,000 to Zeeland Recreation — Gentex Little League Softball Fields](#)



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 financially contribute directly to Community Share through payroll deduction, and a generous corporate matching program boosts the overall yearly gifting amount. This past year, Gentex raised \$250,000 between employee and corporate donations!

2020 Community Share Partners

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



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

Obedying 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-and-charters>. 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.

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.

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.



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:

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

Certificate Number:

0011581

Initial Certification Date:

24 February 2014

Date of Certification Decision:

19 February 2020

Issuing Date:

19 February 2020

Valid Until:

23 February 2023



Intertek

Calin Moldovean

President, Business Assurance

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

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 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-12.dec.17

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

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 website 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", "goal", "hope", "may", "plan", "project", "will", 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; 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; loss of business from increased competition; changes in strategic relationships; customer bankruptcies or divestiture of customer brands; fluctuation in vehicle production schedules; changes in product mix; raw material shortages; 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 litigations including securities litigations relating to the conduct of our business.

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.