GRI Content Index - Gentex Corporation					
GRI Standard	**Disclosure**	**Disclosure title**	**Location (2025 Sustainability Report page)**	**Content reference**	**Other public source**
GRI 2: General Disclosures 2021					
	2-1	Organizational details	pp. 5; 56; 59	Gentex Corporation; headquarters Zeeland, Michigan; countries of operation (p. 5). Listed on NASDAQ Global Select Market (p. 56). Address p. 59 / back cover.	
	2-2	Entities included in the organization's sustainability reporting	pp. 4; 10	VOXX International and other 2025 acquisitions not yet included in reporting; to be included in next year's report (pp. 4, 10).	
	2-3	Reporting period, frequency and contact point	pp. 1; 29; back cover	Covers fiscal year 2025 (cover). Performance updated annually in Sustainability Reports (p. 29). Corporate address and phone on back cover.	
	2-4	Restatements of information	pp. 10–11	GHG methodology updates: refrigerants now use IPCC AR6 GWPs; offsets no longer netted in Scope 1 (reported gross). Planned re-baselining for acquisitions (pp. 10–11).	
	2-6	Activities, value chain and other business relationships	pp. 4–5; 26; 32–33	Products and markets, 36+ OEM customers, 44.8M auto-dimming mirror units shipped (p. 5); supply chain engagement via EcoVadis (p. 4); supplier quality requirements (p. 26); inclusive sourcing (pp. 32–33). Significant change: VOXX acquisition (pp. 4, 10).	Supplier Manual — gentex.com/supplier-information
	2-7	Employees	p. 5	6,398 full-time employees (p. 5).	
	2-9	Governance structure and composition	pp. 29; 48–49	Board committees (Audit, Compensation, Nominating & Corporate Governance), independence requirements, and ESG oversight responsibilities (pp. 29, 48–49).	Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-10	Nomination and selection of the highest governance body	pp. 48–49	Nominating & Corporate Governance Committee procedures, 'Selection Process for Board Candidates', minimum qualifications, shareholder nominations (pp. 48–49).	Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-11	Chair of the highest governance body	p. 48	Board leadership structure and Lead Independent Director Policy (p. 48).	
	2-12	Role of the highest governance body in overseeing the management of impacts	pp. 24–25; 29	Board receives quarterly/as-needed ESG updates; committee oversight split (p. 29). Board routinely updated on cybersecurity (p. 24).	Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-13	Delegation of responsibility for managing impacts	pp. 24; 29	VP and Sustainability Officer leads ESG initiatives and reports to the Board (p. 29); VP IT/Information Security Officer oversees Information Security Program (p. 24).	Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-15	Conflicts of interest	pp. 48; 50	Audit Committee reviews and approves related-party transactions (p. 48); Code of Business Conduct and Ethics §2 Conflicts of Interest (p. 50).	
	2-16	Communication of critical concerns	pp. 48; 52	Complaint Submission and Handling Policy and accounting/auditing complaints routed to Audit Committee (pp. 48, 52).	Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-19	Remuneration policies	pp. 29; 53–55	Discretionary bonus adjustments may consider sustainable impact; bonuses capped at 250% of base salary (p. 29). Incentive-Based Compensation Recoupment Policy (pp. 53–55).	
	2-20	Process to determine remuneration	pp. 48; 53	Compensation Committee administers stock-based incentive plans and executive compensation arrangements (p. 48) and the Recoupment Policy (p. 53).	
	2-22	Statement on sustainable development strategy	p. 4	Letter from Scott Ryan, VP, General Counsel, Corporate Secretary & Sustainability Officer (p. 4).	
	2-23	Policy commitments	pp. 7; 28–29; 31; 50–52; 59	Environmental approach (p. 7); EEO, anti-harassment, anti-retaliation (pp. 28–29); Human Rights Policy and Guidelines for Basic Working Conditions (p. 31); Code of Business Conduct and Ethics incl. §11 Sustainability (pp. 50–52); Conflict Minerals Policy (p. 29); Sustainability Statement (p. 59).	Conflict Minerals Policy — ir.gentex.com/Conflict-Minerals-Policy.pdf; Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-24	Embedding policy commitments	pp. 7; 19; 26; 31; 52	Management responsibility for EMS (p. 7); all new employees receive environmental training (p. 19); supplier QMS requirements (p. 26); basic working conditions training at hire and periodically (p. 31); Code §11 expectations (p. 52).	Supplier Manual — gentex.com/supplier-information
	2-25	Processes to remediate negative impacts	pp. 27–28; 30–31	Product non-conformance root cause and corrective action (p. 28); grievance and anonymous reporting (pp. 30–31).	
	2-26	Mechanisms for seeking advice and raising concerns	pp. 30–31; 52	Ethics Reporting Site (gentex.ethicspoint.com) incl. anonymous reporting (pp. 30–31); Open-Door Policy and Complaint Procedures for Accounting and Auditing Matters (p. 52).	Corporate governance documents & charters — ir.gentex.com (Corporate Governance)
	2-28	Membership associations	p. 33	MMSDC; MEMA Original Equipment Suppliers Association – DEI Council Board of Governors; West Michigan Hispanic Chamber of Commerce; Great Lakes WBEC (p. 33).	
	2-29	Approach to stakeholder engagement	pp. 4; 31; 38; 59	Quarterly supplier surveys via EcoVadis (p. 4); policy review with relevant stakeholders (p. 31); DEI External Advisory Board (p. 38); Sustainability Statement (p. 59).	
GRI 201: Economic Performance 2016					
	201-1	Direct economic value generated and distributed	pp. 5; 12; 46–47	Revenue trend (pp. 5, 12); community investment examples: $175,000 raised through Community Share, $54,822.34 Hardship Fund assistance (pp. 46–47).	

	201-2	Financial implications and other risks and opportunities due to climate change	p. 56 (link)	See TCFD-aligned submission referenced on p. 56.	TCFD-aligned submission (SB 261), Dec 2025 — gentex.com/files/GentexCorporation_TCFD_20251223.pdf
GRI 203: Indirect Economic Impacts 2016					
	203-1	Infrastructure investments and services supported	pp. 19; 34–35	Gentex Discovery Preschool (childcare), satellite facilities in Grand Rapids addressing transportation barriers (pp. 34–35); MAX bus shelter (p. 19).	
GRI 205: Anti-corruption 2016					
	3-3	Management of material topics — Anti-corruption	pp. 50–52	Code §5 gifts and entertainment; §10 Payments to Government Personnel / FCPA (pp. 50–52).	
	205-2	Communication and training about anti-corruption policies and procedures	p. 50	Code applies to all directors, officers and employees and may be provided to agents and consultants (p. 50).	
GRI 206: Anti-competitive Behavior 2016					
	3-3	Management of material topics — Anti-competitive behavior	p. 50	Code §5 Competition and Fair Dealing (p. 50).	
GRI 302: Energy 2016					
	3-3	Management of material topics — Energy	pp. 8; 12; 16–17; 20	Energy efficiency approach, EWR plan participation (p. 8); ISO 14001-based GEMS (p. 12); energy initiatives (pp. 16–17); Erlenbach solar (p. 20).	
	302-1	Energy consumption within the organization	pp. 13; 18; 20	Electricity: 189,762,275 kWh; natural gas: 217,052,606 ft³ (2025) (p. 13). Renewable electricity at James Street (p. 18); Erlenbach solar ~319 MWh/yr (p. 20).	
	302-3	Energy intensity	p. 13	Electricity 0.075 kWh/$ revenue; natural gas 0.086 ft³/$ revenue (2025) (p. 13).	
	302-4	Reduction of energy consumption	pp. 16–17; 20	Energy efficiency initiatives (pp. 16–17); Erlenbach solar and mobility measures (p. 20).	
GRI 303: Water and Effluents 2018					
	3-3	Management of material topics — Water	pp. 13; 18–19	Water management initiatives, water recovery/reuse systems (pp. 18–19).	
	303-1	Interactions with water as a shared resource	pp. 13; 18–19	Process water primarily for glass washing (p. 13); recovery and reuse systems, irrigation controls, low-flow fixtures (pp. 18–19).	
	303-2	Management of water discharge-related impacts	p. 19	Underground stormwater retention; proper disposal of potential pollutants (p. 19).	
	303-3	Water withdrawal	p. 13	Process water use 241,978,603 gal incl. sanitary use (2025) (p. 13).	
GRI 304: Biodiversity 2016					
	304-3	Habitats protected or restored	p. 18	Three constructed wetlands/wildlife habitat areas totaling 3.61 acres (North Riley Campus, with Michigan EGLE); ~10 acres of natural wetlands previously purchased; wetland credits (p. 18).	
GRI 305: Emissions 2016					
	3-3	Management of material topics — Emissions / climate	pp. 8; 10–11	Carbon neutrality by 2049; interim targets; planned methodology enhancements; SBTi submission goal 2028 (pp. 8, 10–11).	TCFD-aligned submission (SB 261), Dec 2025 — gentex.com/files/GentexCorporation_TCFD_20251223.pdf
	305-1	Direct (Scope 1) GHG emissions	p. 11	2025 Scope 1 by source (metric tons): stationary combustion 11,828; company vehicles 1,051; fugitive 114. Refrigerants use AR6 GWPs; offsets excluded (p. 11).	
	305-2	Energy indirect (Scope 2) GHG emissions	p. 11	2025 Scope 2 location-based 105,440 and market-based 100,490 metric tons (p. 11).	
	305-5	Reduction of GHG emissions	pp. 10; 20	Targets: 40% below 2021 by 2031, 70% by 2041, carbon neutral by 2049 (p. 10); Erlenbach solar ~107 t CO_2/yr reduction (p. 20).	
	305-7	NOx, SOx, and other significant air emissions	p. 13	VOC air emissions 162,648 lbs (2025) (p. 13).	
GRI 306: Waste 2020					
	3-3	Management of material topics — Waste	pp. 14–17	Waste stewardship and recycling strategy; landfill avoidance goals (pp. 14–17).	
	306-1	Waste generation and significant waste-related impacts	p. 14	Sources of landfill, recycled and regulated waste described (p. 14).	
	306-2	Management of significant waste-related impacts	pp. 14–17	Recycling programs (pallets, batteries, glass, crates), packaging reuse with Goodwill, glove laundering, regulated waste handled by appropriate TSDFs (pp. 14–17).	
	306-3	Waste generated	pp. 14–15	2025: solid waste to landfill 4,656,188 lbs; solid waste recycled 39,288,037 lbs; regulated waste 1,060,381 lbs (pp. 14–15).	
	306-4	Waste diverted from disposal	pp. 6; 14–15	Solid waste recycled 39,288,037 lbs (87.2% recycled) (pp. 14–15); 29.5M lbs glass recycled (p. 6); 7,233 lbs gloves laundered for reuse (p. 15).	
	306-5	Waste directed to disposal	p. 14	Solid waste to landfill 4,656,188 lbs; regulated waste 1,060,381 lbs (p. 14).	
GRI 308: Supplier Environmental Assessment 2016					
	3-3	Management of material topics — Supplier environmental assessment	pp. 4; 16	Over 80% of core Gentex supply chain spend accounted for in EcoVadis assessment; quarterly supplier engagement (p. 4); sustainability supplier of the year award (p. 16).	
GRI 401: Employment 2016					
	401-2	Benefits provided to full-time employees	pp. 35; 36; 39; 40–41; 47	Volunteer PTO up to 16 hrs (p. 36); tuition reimbursement up to $5,250/yr (p. 39); education partnerships (p. 35); wellness center, onsite clinic, EAP and health programs (pp. 40–41); employee hardship fund (p. 47).	
GRI 403: Occupational Health and Safety 2018					

	3-3	Management of material topics — Occupational health and safety	pp. 30; 42; 58	Safety management system and injury prevention programs (p. 42); ISO 45001 certification (pp. 30, 58).	
	403-1	Occupational health and safety management system	pp. 30; 42; 58	Safety management system (p. 42); ISO 45001 at Michigan campus (2023) and GSET Shanghai (2024) (p. 30); certificate (p. 58).	
	403-3	Occupational health services	pp. 40–41	Onsite Walk-In Health Clinic; industrial physician for Japan offices (pp. 40–41).	
	403-6	Promotion of worker health	pp. 40–41	Wellness Center, Smart Health, Gentex Cares+ EAP, Care Management, Diabetes Management, Zeeland Recreation (pp. 40–41).	
	403-8	Workers covered by an occupational health and safety management system	p. 30	ISO 45001-certified sites identified (p. 30).	
	403-9	Work-related injuries	pp. 30; 42	TRIR 1.36 (p. 30); injury incident rate per 100 employees vs. industry average, 2020–2025 (p. 42).	
GRI 404: Training and Education 2016					
	404-2	Programs for upgrading employee skills and transition assistance programs	pp. 34–35; 39	Professional development courses, tuition reimbursement, 4-year apprenticeships (p. 39); GRCC certificate program, Davenport scholarships, ESL classes via LAUP (pp. 34–35).	
GRI 405: Diversity and Equal Opportunity 2016					
	3-3	Management of material topics — Diversity and equal opportunity	pp. 29; 32–39	EEO policy (p. 29); DEI Corporate Council, BRGs, External Advisory Board (pp. 36–38).	
GRI 406: Non-discrimination 2016					
	3-3	Management of material topics — Non-discrimination	pp. 28–29; 31; 50	Anti-harassment and discrimination, anti-retaliation, EEO (pp. 28–29, 31); Code §6 (p. 50).	
GRI 408: Child Labor 2016					
	3-3	Management of material topics — Child labor	pp. 31; 52	Human Rights Policy: minimum age 15 except approved apprenticeship/training (p. 31); Code §11 (p. 52).	
GRI 409: Forced or Compulsory Labor 2016					
	3-3	Management of material topics — Forced or compulsory labor	pp. 31; 52	Human Rights Policy prohibits forced labor; commitment on modern slavery and trafficking incl. supply chain (p. 31); Code §11 (p. 52).	
GRI 413: Local Communities 2016					
	413-1	Operations with local community engagement, impact assessments, and development programs	pp. 18; 36; 44–47	Volunteer PTO and BRG-managed volunteering (p. 36); Adopt-A-Highway, Earth Day clean-ups (p. 18); charitable giving categories, Gentex Foundation, Community Share, Amanda Clark Scholarship (pp. 44–47).	
GRI 414: Supplier Social Assessment 2016					
	3-3	Management of material topics — Supplier social assessment	pp. 4; 29; 33	EcoVadis supplier assessment covering labor and human rights (p. 4); Conflict Minerals Policy (p. 29); Tier II Supplier Reporting Initiative (p. 33).	Conflict Minerals Policy — ir.gentex.com/Conflict-Minerals-Policy.pdf
GRI 416: Customer Health and Safety 2016					
	3-3	Management of material topics — Product safety and quality	pp. 26–28	Product compliance team, accredited labs (ISO 17025), IATF 16949 / AS9100D / ISO 9001 (pp. 26–28).	
	416-1	Assessment of the health and safety impacts of product and service categories	p. 28	Weather, stress and durability testing; regulatory compliance process (p. 28).	
GRI 417: Marketing and Labeling 2016					
	417-1	Requirements for product and service information and labeling	p. 55	Substances of concern tracked via IMDS; compliance with ELV Directive and REACH (p. 55).	
GRI 418: Customer Privacy 2016					
	3-3	Management of material topics — Customer privacy and cybersecurity	pp. 24–25	ISMS aligned to NIST CSF; ISO 27001 and TISAX certifications; data protection and vendor requirements (pp. 24–25).	
Company-specific topics (no GRI topic Standard)					
	3-3	Management of material topics — Conflict minerals / responsible sourcing	p. 29	Conflict Minerals Policy managed by Supply Chain Management team per Dodd-Frank (p. 29).	Conflict Minerals Policy — ir.gentex.com/Conflict-Minerals-Policy.pdf
	3-3	Management of material topics — Inclusive sourcing	pp. 32–33	Supplier diversity program, Tier II reporting, OEM recognition (pp. 32–33).	
	3-3	Management of material topics — Substances of concern / end-of-life vehicles	p. 55	SoC strategy; ELV and REACH compliance; 'green mirror' initiative (p. 55).	
	3-3	Management of material topics — Product quality	pp. 26–27	Quality management systems, supplier QMS requirements, customer quality awards (pp. 26–27).	Supplier Manual — gentex.com/supplier-information