

APRIL UPDATE

2020



**GENTEX**  
CORPORATION

**SUSTAINABILITY  
REPORT**

TABLE OF  
CONTENTS

**I. OVERVIEW**

Gentex — Today's Features, Tomorrow's Technology ..... 3  
MESSAGE FROM SUSTAINABILITY COORDINATOR

**II. GEMS**

Gentex Environmental Management System (GEMS) ..... 4  
Energy and Climate Change ..... 5  
Renewable Energy ..... 5  
ELECTRICITY USE  
NATURAL GAS USE  
GREENHOUSE GAS EMISSIONS  
VOC AIR EMISSIONS  
PROCESS WATER USE  
Waste and Recycling ..... 9  
WASTES IN MANUFACTURING  
RECYCLING  
SOLID WASTE TO LANDFILL  
SOLID WASTE RECYCLED  
REGULATED WASTE  
Gentex Sustainability Initiatives ..... 12  
GEMS Annual Goals ..... 14

**III. SOCIAL RESPONSIBILITY**

Corporate Wetlands Mitigation Program ..... 15  
Human Rights ..... 15  
Conflict Minerals ..... 16  
Substance of Concern (SoC) and End-of-Life Vehicles ..... 16

**IV. DIVERSITY**

Diversity ..... 17  
MESSAGE FROM VICE PRESIDENT OF PURCHASING  
& DIVERSITY OFFICER  
GENTEX Diversity Equity & Inclusion ..... 18  
GENTEX HIRING DIVERSITY/EEO POLICY  
MINORITY SUPPORT  
Supplier Diversity ..... 20

**V. QUALITY**

Quality ..... 21

**VI. HEALTH + WELLNESS**

Health and Wellness ..... 22  
HEALTH FACILITIES  
GENTEX SAFETY  
INJURY PREVENTION

**VII. COMMUNITY SERVICE**

Community Service ..... 27  
COMMUNITY SHARE

**VIII. WORKPLACE**

A Great Place to Work ..... 29

## SCOTT RYAN

Vice President and Corporate Secretary  
Sustainability Reporting Coordinator



## 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](http://www.gentex.com) or [www.gentextech.com](http://www.gentextech.com)

### COMMITTING TO SOCIAL AND ENVIRONMENTAL PROGRESS

Gentex is committed to making intentional decisions that reflect our desire to be responsible with our resources. Internally, we call this core operational principle "Ownership Mentality." To our team, it means taking the time to carefully consider the cost of a business decision, and to include the cost to our environment, community, and planet.

While ensuring that we operate in accordance with all applicable laws, our Board of Directors and management teams are also committed to upholding international human rights conventions, and to encouraging our supply chain to continue improving alongside us. Our updated supplier manual reflects some of these important changes, and can be found here: [www.gentex.com/supplier-information](http://www.gentex.com/supplier-information)

Due to the continuing growth and development of our product portfolio, which includes concept and prototype products along with our new large area dimmable devices, the production of our new aerospace windows and additional automotive products, we have decided to change the denominator in our equations to use revenue rather than mirror units. This will allow us to align more with industry standards, and more accurately capture and report our sustainability metrics, goals, and progress, while also representing the ongoing growth of our company and the resources we work to steward carefully in our manufacturing processes

As in prior years, we will continue to update and publish our sustainability report annually, to provide information on the policies and practices that guide our environmental, social, and corporate governance requirements. It also highlights our continuous improvement initiatives and corresponding results.

For the latest update of Gentex sustainability programs, visit: [www.gentex.com/about/sustainability](http://www.gentex.com/about/sustainability)



## Gentex Environmental Management System (GEMS)

Continuous improvement is a unified effort in every facet of culture and innovation at Gentex. It's a mindset that brings together all our core competencies and allows us to develop today's features without compromising future generations.

In alignment with that effort, 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 meshes with our Environmental Policy, allowing us to integrate environmental efficiency into our processes.

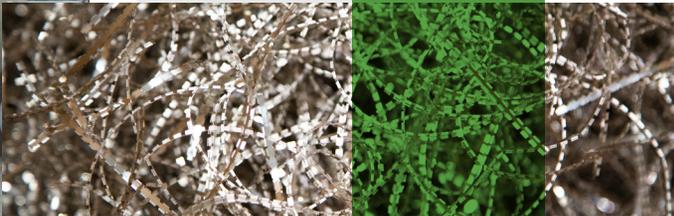
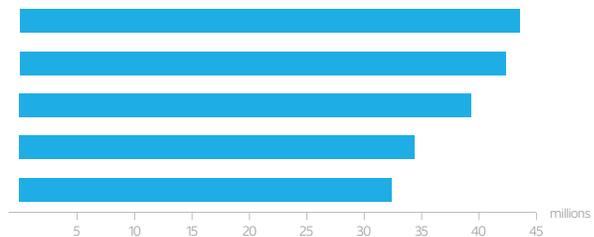
At all facilities, environmental impact is being measured and improved annually by eliminating waste and emissions, maximizing the efficiency of our processes and resources, and increasing recycling and reuse. By ensuring environmental management and conservation, we have been able to establish long-term 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 unit production.



	unit production
2019	43,707,190
2018	42,254,932
2017	39,471,219
2016	34,650,669
2015	32,794,482



ISO 14001 specifies the requirements for an environmental management system that we use to enhance and manage our environmental performance while ensuring compliance with applicable laws, regulations, and other environmentally oriented requirements.

# 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.

As Gentex continues to grow and evolve, it becomes even more crucial that we remain 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.

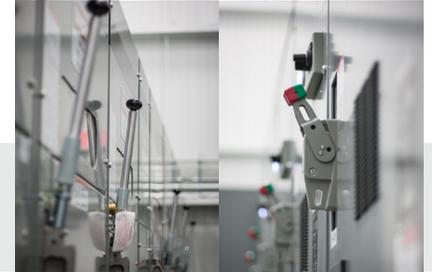
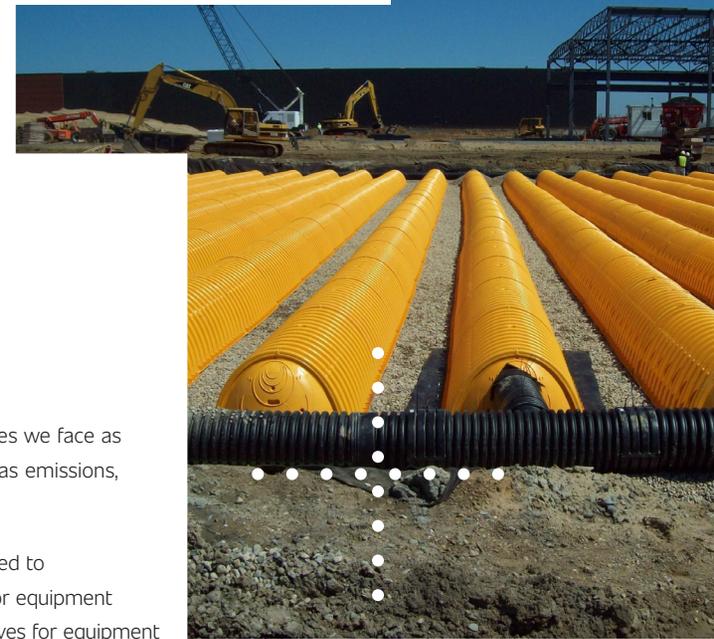
Gentex also participates in the local Energy Smart Program (ESP), which promotes the implementation of progressive energy efficiency projects. Over the years, Gentex has achieved the maximum goal possible in the ESP for implementing lighting and HVAC improvements, conducting compressed air leak audits and installing new building control systems.



# Renewable Energy

Gentex purchases energy for its Zeeland and Holland facilities from the Zeeland Board of Public Works (ZBPW), which complies with Public Act 295 and requires the company's energy portfolio to include specified levels of renewable energy. Currently, these forms of renewable energy include wind and landfill gas.

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





## Electricity Use

Electricity consumed to operate Gentex's manufacturing facilities, machinery and equipment.

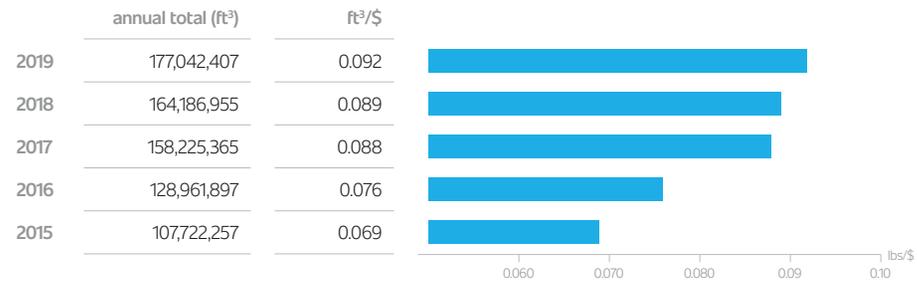
Electric use is directly related to cooling our facilities and fluctuates depending on seasonal cooling requirements. Facility expansions also increase usage.



## Natural Gas Use

Natural gas consumed primarily to heat facilities.

Natural gas usage is directly related to heating our facilities and fluctuates depending on seasonal heating requirements and the severity of winter. Facility expansions also increase usage.





## Greenhouse Gas Emissions

There are two primary 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.

### 2015 GREENHOUSE GAS (METRIC TONS)

**SCOPE 1 EMISSIONS** Stationary Combustion – 5,877  
Company Vehicles – 111  
Refrigerant – 12.6

**SCOPE 2 EMISSIONS** Purchased Electricity – 76,164

### 2016 GREENHOUSE GAS (METRIC TONS)

**SCOPE 1 EMISSIONS** Stationary Combustion – 7,036  
Company Vehicles – 168  
Refrigerants – 19

**SCOPE 2 EMISSIONS** Purchased Electricity – 83,848

### 2017 GREENHOUSE GAS (METRIC TONS)

**SCOPE 1 EMISSIONS** Stationary Combustion – 8,633  
Company Vehicles – 160  
Refrigerants – 32

**SCOPE 2 EMISSIONS** Purchased Electricity – 90,026

### 2018 GREENHOUSE GAS (METRIC TONS)

**SCOPE 1 EMISSIONS** Stationary Combustion – 8,938  
Company Vehicles – 172  
Refrigerant – 21

**SCOPE 2 EMISSIONS** Purchased Electricity – 96,480

### 2019 GREENHOUSE GAS (METRIC TONS)

**SCOPE 1 EMISSIONS** Stationary Combustion – 8,123  
Company Vehicles – 176  
Refrigerants – 24

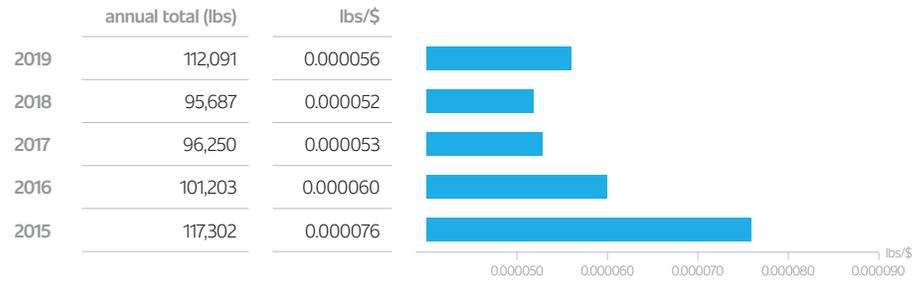
**SCOPE 2 EMISSIONS** Purchased Electricity – 102,758





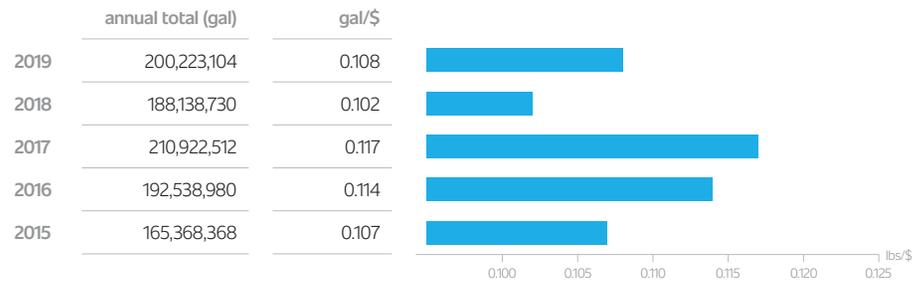
## VOC Air Emissions

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



## Process Water Use

Process water use consists of the water used during mirror production, primarily in glass washing operations.





# Waste and Recycling

Gentex cultivates industry-defining capabilities to develop and manufacture high-quality products for the automotive, aerospace, and commercial fire protection industries. This requires a sophisticated manufacturing process that allows us to monitor and minimize waste and assist in long-term preventative measures.

## Wastes in Manufacturing

Minimizing waste while increasing recycling and reuse is fundamental to the way we operate, but waste isn't always something tangible. Waste such as excess motion, overproduction, overprocessing, or defects can also negatively effect efficiency. On our production floor, team members have been trained to locate and minimize such waste in our processes. This promotes ownership mentality while giving us insight from our employees who are part of the process 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.



<b>CRTs</b> 8706 lbs	<b>LCDs</b> 1680 lbs	
<b>Printers</b> 473 lbs	<b>Computers</b> 2019 lbs	<b>Misc.</b> 2734 lbs

### GENTEX ELECTRONIC RECYCLING EVENT

Based on the success of our previous Gentex Electronic Recycling Event, Gentex again partnered with Green Earth Electronics Recycling to hold a company-wide event allowing employees, family and friends an opportunity to responsibly dispose of personal electronic waste materials.

Over the course of 6 hours, 16,608 lbs of TVs, appliances, computers, and other electronics were repurposed/recycled and kept out of a landfill.

**TOTAL WEIGHT COLLECTED DURING THE 2019 EVENT** **16,608 LBS**

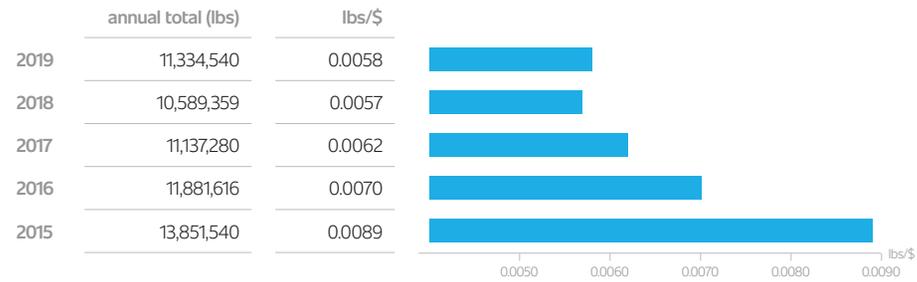
Green Earth is dedicated to the proper disposal of electronic equipment. We strive to keep all items entrusted to us out of the landfill and do this by finding avenues to re-use, refurbish or recycle these items. Green Earth is a registered recycler with the Michigan Department of Environmental Quality.



2015 increase in solid waste to landfill is primarily the result of waste generated from the construction of the company's new North Riley facility.

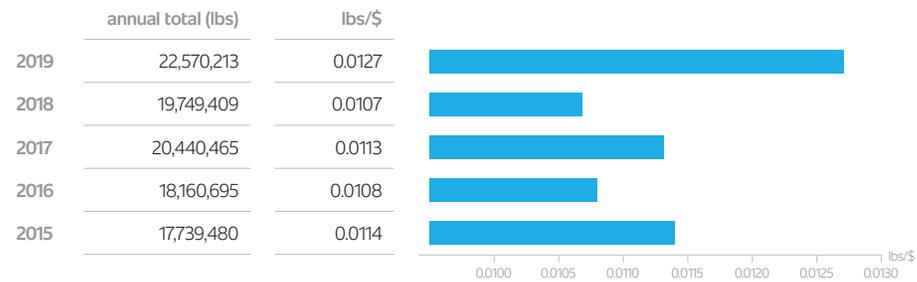
## Solid Waste to Landfill

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.

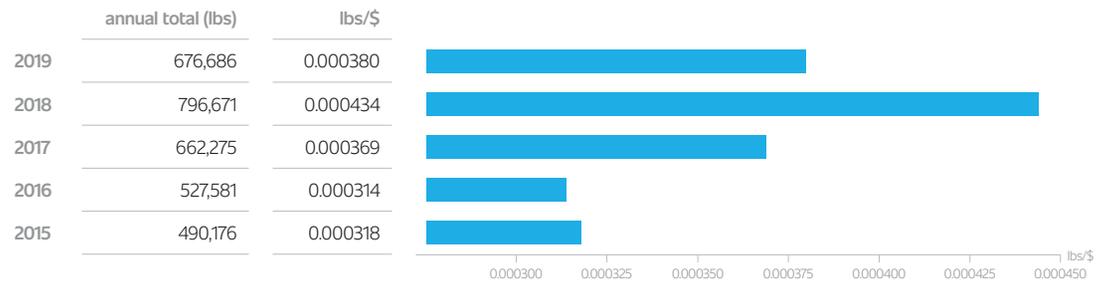


GENTEX IS CURRENTLY  
RECYCLING MORE SOLID  
WASTE THAN IT SENDS  
TO THE LANDFILL.



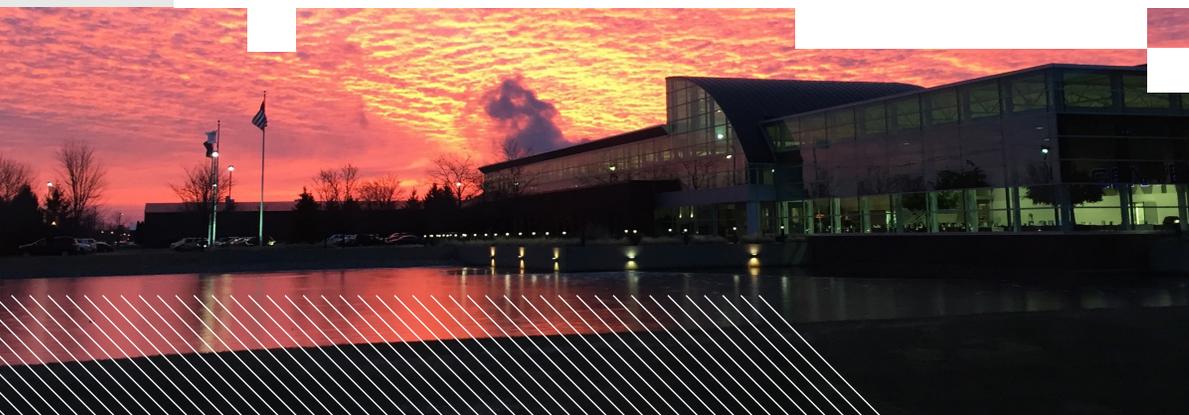
## Regulated Waste

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.





## Gentex Sustainability Initiatives

- » A Gentex manufacturing facility expansion utilizes an underground storm water retention system to reduce storm water discharge into the county drain system.
- » Our irrigation software control system monitors the weather and climate conditions to optimize watering schedules, reducing irrigation water consumption by approximately 25%.
- » Gentex maintains 22 electric vehicle charging stations on its corporate campus, including its new North Riley facility, which helped avoid 12,232kg kg in greenhouse gas emissions for the 2019 calendar year.
- » Facility roofs utilize white materials to reflect sunlight and reduce air conditioning energy consumption by approximately 20%.
- » Gentex utilizes software-managed and occupancy-sensor-controlled lighting throughout all our facilities.
- » 2019 marked the sixth 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.
- » A centralized water chiller plant allows us to decrease overall energy usage.
- » Air economizers and energy recovery units are integrated on our HVAC systems.
- » All Gentex utility and HVAC systems are managed by computer-controlled software, allowing for improved performance and energy reduction.
- » Energy-efficient fluorescent lights are utilized in all areas. New and renovated areas are moving to LED technology.
- » 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.
- » 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.



## Gentex Sustainability Initiatives Continued...

- » Low-flow faucets are used within the facilities.
- » VFDs (variable frequency drives) are installed on all motors and pumps.
- » Facility carpets have 30 – 50% recycled content and are 100% recyclable.
- » 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 facilities utilize an insulated metal panel system for the exterior walls in order to improve energy efficiency.
- » 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.
- » Gentex integrated a "green roof" into its North Riley Street facility (building 1).
- » Drinking fountains with the water bottle refill feature avoided the disposal of 298,296 plastic one-time use water bottles for calendar year 2019.
- » Sweed banding choppers are used at our 220 Riley campus that have reduced the frequency of trips to recycling. Gentex has prevented .174 metric tons of CO2 from transportation of Sweed banding materials to recycling.
- » 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.
- » Manufacturing installed bio-remediating smart washers to clean parts and equipment previously cleaned by acetone, reducing the acetone usage by 4,372 gallons.
- » At all facilities, Gentex implemented a Papercut Print Management Solution that reduced paper usage 14%, toner usage 45% and eliminated 85 printers.



**G**cycle



# GEMS Annual Goals

As a technology company, we are constantly looking for new ways to increase the efficiency of our production and distribution process while also enhancing the effectiveness of our end products. Each year, as part of the Gentex Environmental Management System (GEMS), we develop new initiatives to reduce, reuse and recycle. These goals are set annually and are designed, in part, to engage team members in the effort to support continuous improvement in our environmental performance and to seek out smarter ways to minimize waste and prevent pollution.

## 2019 Goals

### REDUCE REGULATED WASTE

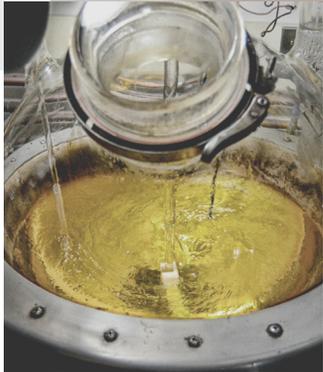
**GOAL:** Reduce aqueous waste from chemical production process. Annual regulated waste reduction goal of 6,500 liters.

**TARGET REALIZATION:** Reduced aqueous waste buy 17,850 liters from chemical production process.

### REDUCE LANDFILL WASTE

**GOAL:** Remove plastic bag from mirror packaging. Annual landfill waste reduction goal of 3,500 pounds at the customer.

**TARGET REALIZATION:** Reduced landfill waste by removing 2,833 lbs of plastic bags from mirror packaging.



## Goals 2020:

**GOAL:** Investigate change to green PTE banding for all incoming materials to facilitate recycling.

**GOAL:** Reduce VOC emissions from chemical production.

**TARGET:** Eliminate 1264 lbs. of VOC emissions.

**GOAL:** Implement recycling of Styrofoam cups.

**TARGET:** Recycle 175,000 Styrofoam cups for CY2020.



## Corporate Wetlands Mitigation Program

As part of the construction of the company's North Riley Campus, Gentex worked with the Michigan Department of Environmental Quality on a wetlands mitigation project. We constructed 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, including frogs, toads, butterflies, dragonflies, Goldfinches, songbirds, ducks, cranes, woodpeckers, herons and deer, among other animals. The wetlands are a beautiful addition to our campus and the local community. Gentex also financially supports other local wetlands.



## Human Rights

Social responsibility has been the focus of our business from the start. From fire protection warning and notification devices to automotive products and features that protect drivers and their passengers from road hazards, Gentex has always been in the business of safety. In alignment with our Board of Directors, operating in accordance with all applicable laws is expected, as is seeking adherence with international human rights conventions in defiance of child labor, forced labor and human trafficking, always in a sustainable manner.

Gentex is committed to conduct business in accordance with the letter and the spirit of all applicable laws, rules and regulations as set forth in our Code of Business Conduct and Ethics. Gentex respects all applicable laws prohibiting the use of child labor, forced labor and human trafficking, and we manage our business in a manner consistent with fundamental human rights. We work to apply these principles in those with whom we do business.

Gentex's Code of Business Conduct and Ethics can be found at: [www.gentex.com/Code-of-Ethics.pdf](http://www.gentex.com/Code-of-Ethics.pdf)



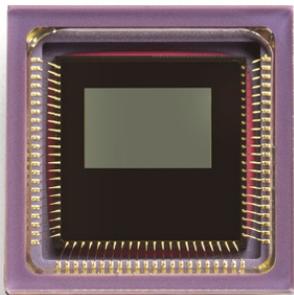
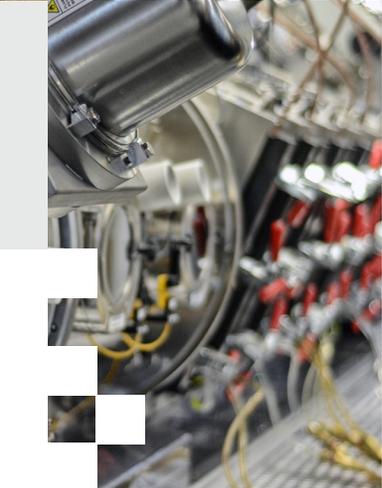


GENTEX IS A MEMBER  
OF THE RESPONSIBLE  
MINERALS INITIATIVE (RMI).

AA MINE



5061281



## 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](http://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.

## 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. In 2019, and for seven years in a row, Gentex was recognized by Toyota Motor Engineering & Manufacturing North America, Inc. for our ongoing efforts to increase supplier relationships with local minority business enterprises.



### JOE MATTHEWS

Vice President of Purchasing  
and Diversity Officer



## MESSAGE FROM 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.

In December of 2018, Gentex announced that Joe Matthews, the Company's Vice President of Purchasing, has been appointed as the Company's first Diversity Officer. In this role, Matthews will be responsible for the development and implementation of Gentex's diversity, equity, and inclusion (DE&I) initiatives. Matthews will also provide leadership to Gentex's newly formalized 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.





# Gentex Diversity Equity & Inclusion

Gentex values diversity, equity, and inclusion (DEI) in the workplace. In 2019, Gentex was the recipient of an EPIC Diversity Visionary Award presented by the Grand Rapids Chamber of Commerce for making organizational strides in diversity, equity, and inclusion. Gentex Vice President of Purchasing and Diversity Officer Joe Matthews was also honored as a Salute to Diversity Winner from Corp! Magazine.

In 2018, shortly after Joe Matthews was named Gentex's first diversity officer, he created a DEI Advisory Board, which provides advice and perspective from within and outside of the company. He also leads a cross-departmental DEI council comprised of 16 employees who are dedicated to ensuring everyone at Gentex is treated equitably and feels included in the workplace.

One of the outputs of this group was the creation of Gentex's three Values in Action, which serve as a mission for moving our diversity, equity and inclusion efforts forward. The corporate leadership team signed this document to signify their support of: » 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 addition to the council, Gentex also expanded programming for its two business resource groups (BRG). Gentex VE.T.S. equips veterans in our workforce with skills for success through coaching, mentorship, and professional development. The BRG also develops partnerships with military organizations to identify Gentex as an employer of choice for veterans as well as volunteering and serving veteran organizations in West Michigan.

Women@Gentex serves to be a catalyst for women to achieve their personal and professional purpose in career, community, and marketplace. This year, the BRG held a company-wide networking event and sponsored a panel discussion on unconventional career paths within the company.

The company believes patient, intentional decisions create change that is truly transformational, and is dedicated to ensuring this change continues to drive Gentex forward.



**GENTEX IS A MEMBER OF THE MICHIGAN MINORITY SUPPLIER DEVELOPMENT COUNCIL AND THE WOMEN'S BUSINESS ENTERPRISE COUNCIL – GREAT LAKES REGION.**



LOVE WHERE YOU WORK



gentex.com/careers



## Gentex Hiring Diversity/EEO Policy

Gentex supports 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, age, sex, sexual orientation, handicap, marital status, military service, height or weight.

Gentex's EEO Policy and career information can be found at: [www.gentex.com/careers/search-jobs](http://www.gentex.com/careers/search-jobs)

## Minority Support

In 2019, Gentex made charitable contributions to several minority organizations to support the community and uphold social responsibility. The minority organizations that were supported in 2019 include:

- » Lakeshore Ethnic Diversity Alliance
- » Latin American United Progress Group (LAUP)
- » Holland Young Professionals
- » Inforum – Diversity Conference



# Supplier Diversity



It is the policy of Gentex Corporation to increase the 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.

## 2019 MINORITY SUPPLIER DEVELOPMENT EFFORTS

- » Panelists for the Right Place Supplier Diversity event
- » Diversity Business Leader Recognition by Corp!
- » Sponsored Michigan Minority Supplier Development Council (MMSDC) Speaker Series on Leveraging Minority Supplier Development
- » Purdue University's Minority Engineering Program – Annual Scholarship Banquet
- » GR Chambers of Commerce – Diversity Visionary Awards Recognition

## 2019 SUPPLIER DIVERSITY AWARDS

- » Toyota Diversity Award
- » GM Supplier Diversity Award
- » Nissan Supplier Diversity Award

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

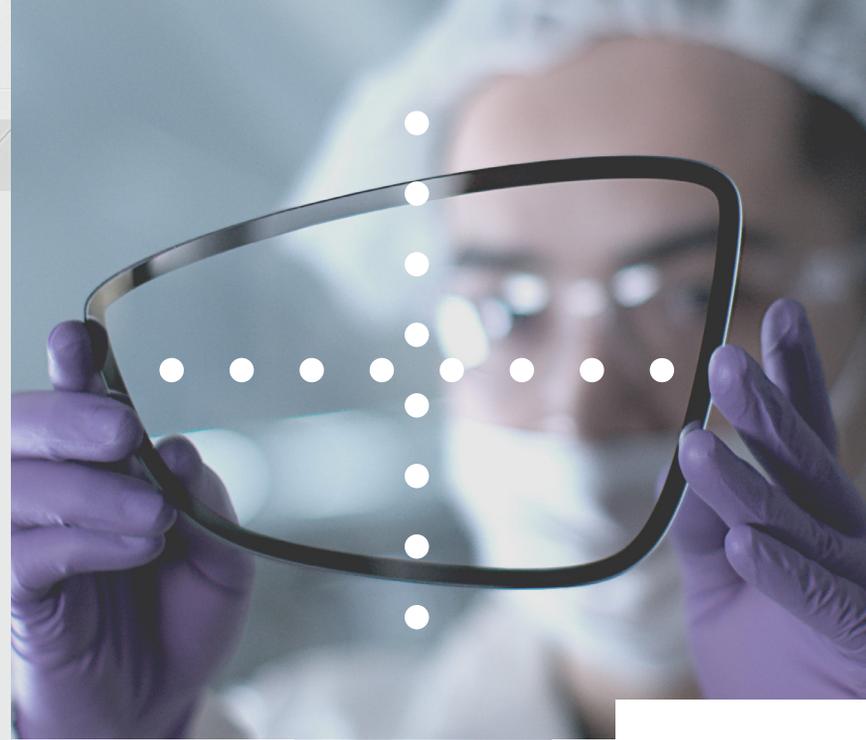


## Quality

At Gentex, quality is our highest priority. In fact, our policy is to be our customers' reference point for quality and service. We're committed to maintaining leadership roles in the automotive, fire protection and aerospace industries through innovative technology and superior products and services. Our framework to meet this commitment includes providing a safe and professional work environment, fostering a culture of continuous improvement and proactive problem solving, offering vigorous training programs, empowering employees, and developing partnerships with our customers and suppliers. As in all areas of the business, we believe quality is enhanced through the strict adherence to our larger sustainability initiatives, and as a global supplier, we strive to protect the environment through our ISO 14001 programs and certification.

In 2019, some quality highlights included:

- » General Motors – Supplier of the Year & Supplier Excellence Quality Award
- » Subaru of America – PPM Excellence Quality Award



## Health and Wellness

Gentex looks out for the health and well-being of its employees. We believe healthy employees are happier and more productive. 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 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 new program introduced in 2018 that gives participating employees an easy way to earn wellness credits toward weekly medical premiums while improving their overall wellness at the same time. These efforts resulted in being awarded Silver Level by the American Heart Association for Workplace Health Achievements.

Gentex partnered with SimplyWell® to bring Smart Health to our employees. Smart Health provides the tools, resources, and educational materials needed to build healthier habits over time. Employees and their spouses enrolled in the Gentex Health plan will receive credits toward a lower weekly medical premium based on the number of points they earn.

### 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.



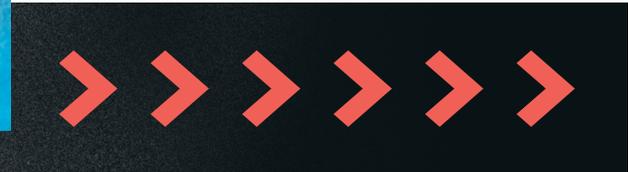
### SMART HEALTH

Smart Health provides the tools, resources, and educational materials needed to build healthier habits over time. Employees and their spouses enrolled in the Gentex Health plan are able to earn a lower weekly medical premium based on their participation in the program. In 2019, 74% of eligible employees participated in this program that included 5 corporate health challenges. Our team members logged 1,715,844,007 steps – roughly 85.8 times around the Earth!

### CASE MANAGEMENT PROGRAM

Case Management is a voluntary program available to employees/ spouse/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.





## Health and Wellness Continued...

### 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/ Certified Diabetes Educator and a Clinical Pharmacist who will collaborate with individuals and their health care provider.

### CROP SHARE

To remove barriers for team members in eating healthy 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.





## Health and Wellness Continued...

### TEAM SPONSORSHIP PROGRAM

In 2019, Gentex sponsored over 60 different employee recreation teams through the Team Sponsorship Program. The program financially supports the team to encourage employees to participate in enjoyable, healthy recreation activities and sports.

### 2019 SPONSORED RACES

Gentex sponsors a number of racing events to support the community and the health of its employees. In 2019, Gentex offered discounts for 9 different race events:

#### Running

- » Tulip Time Run
- » Amway River Bank Run
- » Zeeland Zoom
- » Grand Rapids Color Run
- » Holland Park2Park
- » Tir Del Sol Triathlon
- » Zeeland Turkey Trot

#### Cycling

- » MSU Gran Fondo (Presenting Sponsor)
- » Holland 100

### GREEN COMMUTE WEEK

Gentex Team Members participated in the Macatawa Area Coordinating Council Green Commute week. This program encouraged Team Members to choose “green” transportation options for their commute to work or in the community when they are running errands.





## Health Facilities

### 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:

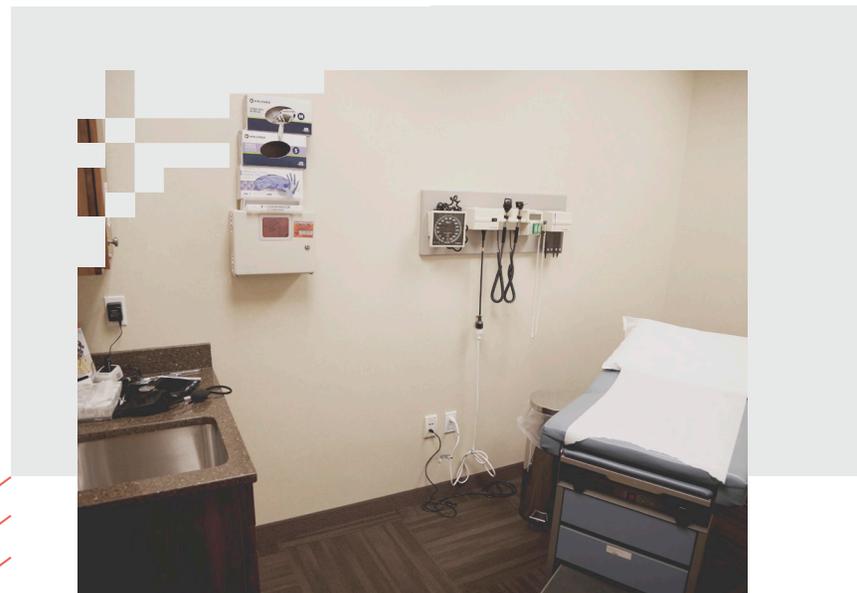
- » Cardio equipment
  - Ellipticals, recumbent bikes, upright bikes, stepmill, rowers, etc.
- » Full circuit of weightlifting equipment
- » Multiple cable machines, dumbbells, kettlebells, squat racks, etc.
- » Two group fitness rooms
- » Spin room
- » Locker rooms

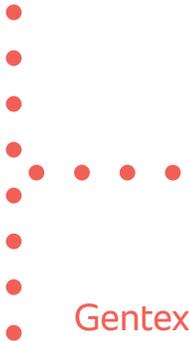
### ON-SITE HEALTH CLINIC

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.





## Gentex Safety

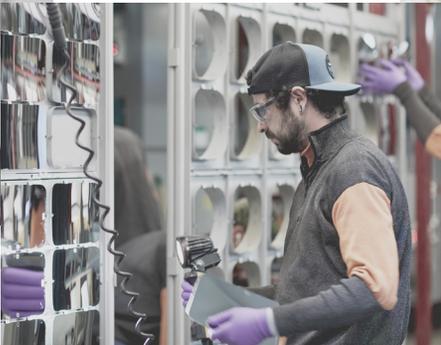
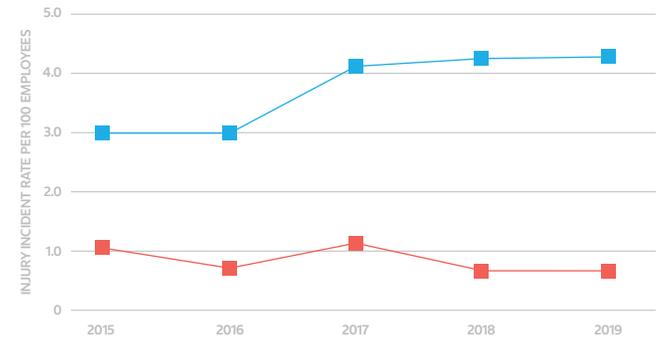
Safety is an integral part of each employee's job and plays a vital role in preserving the resources our employees provide. For all Gentex team members, safe work practices are essential to ensure the well-being of all employees, visitors and customers, in addition to the operation of a profitable and quality-oriented organization.

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.

Industry Average  
Gentex's Rate





## 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 unprecedented 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.

In 2019, Gentex Corporation donated 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





## 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!

In 2019, Community Share financially supported over 20 different community organizations, including children's camps, recovery services, homeless initiatives and hospice care, among others.

### 2019 COMMUNITY SHARE PARTNERS

- » Arbor Circle
- » Boys and Girls Club of Grand Rapids
- » Boys and Girls Club of Holland
- » Camp Sunshine
- » Center for Women in Transition
- » 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
- » The Bridge Youth Center





TOP  
WORK  
PLACES

Detroit Free Press

## A Great Place to Work

Our ongoing efforts to care for others and create an innovative, healthy, productive work culture have been recognized, most notably, by our own employees. For seven years running, Gentex has received a regional "Top Workplaces Award," which is administered and sponsored by Workplace Dynamics in conjunction with the Detroit Free Press. The award is based on the results of employee surveys conducted anonymously that evaluate critical workplace measures such as organizational health, corporate direction, values and ethics, employee job satisfaction and engagement. As a result of our continued success, Gentex was inducted into the Detroit Free Press Top Workplace Circle of Excellence — a class of companies that are highly rated by their employees year after year.

In 2019, Gentex was recognized as one of Michigan's top workplaces by the Detroit Free Press for the 9th consecutive year.

A complete list of top workplaces for 2019 can be found here:

[www.topworkplaces.com/publication/freep](http://www.topworkplaces.com/publication/freep)

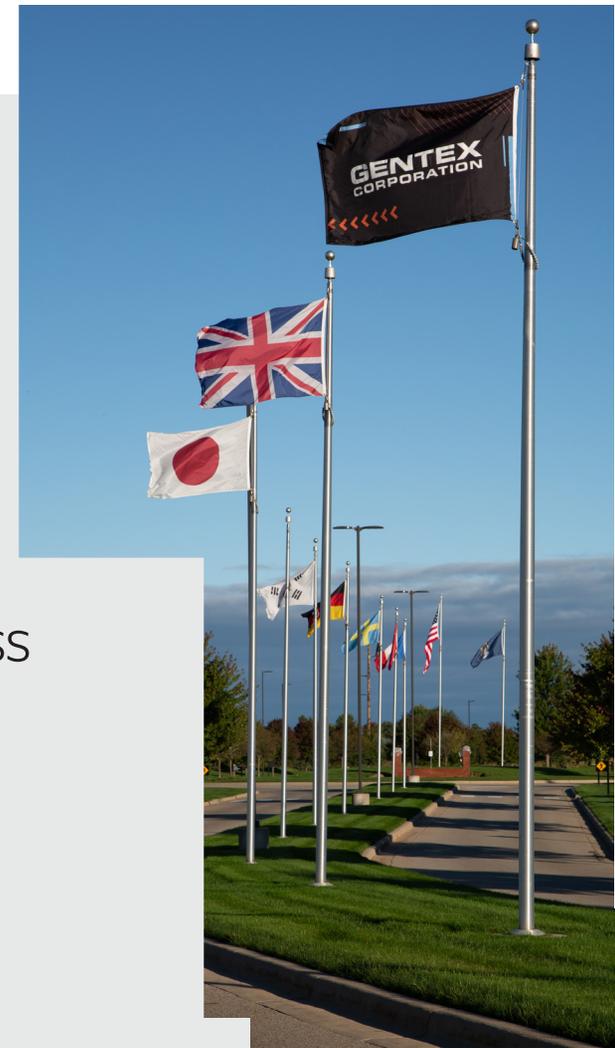




## Legal Compliance and Code of Business Conduct and Ethics

In compliance with local, state and federal laws and regulations, Gentex takes part in ongoing and thorough audits of our facilities and manufacturing process to ensure continued excellence.

Gentex is committed to conduct business in accordance with the letter and the spirit of all applicable laws, rules and regulations as set forth in our Code of Business Conduct and Ethics.



600 N. CENTENNIAL STREET

ZEELAND, MI 49464

[GENTEX.COM](http://GENTEX.COM) | [GENTEXTECH.COM](http://GENTEXTECH.COM)