

GENTEX
CORPORATION

GENTEX SUSTAINABILITY REPORT

COVERING FISCAL
YEAR 2025



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GOVERNANCE

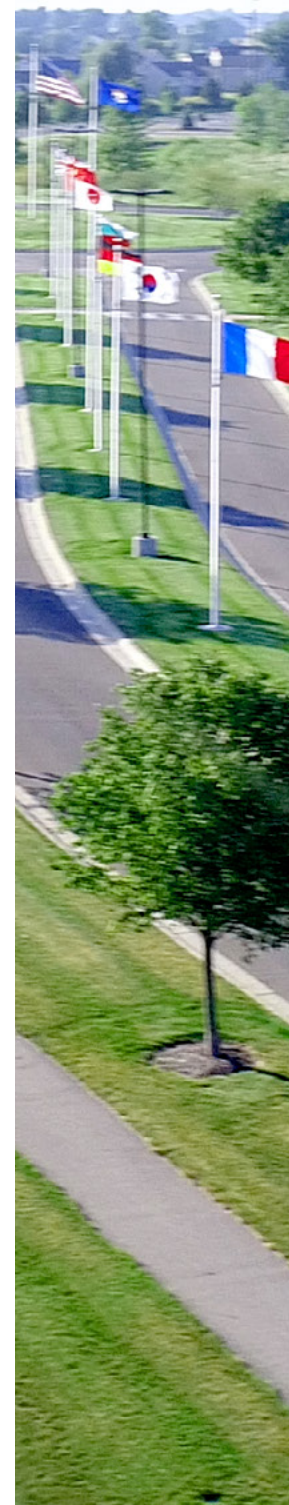
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INTRODUCTION

LETTER FROM SCOTT RYAN



KEEP UP TO DATE ON OUR ESG PERFORMANCE
SCAN TO VISIT OUR WEBSITE

Our core values are the blueprint for the business decisions we make at Gentex, and that is true when it comes to our sustainability initiatives. Every day, our teams work to improve our manufacturing process, expand our recycling capabilities, and reduce waste in our system. We identify short term targets and continue making progress toward our long-term initiatives, as we continue to work toward our corporate targets for carbon reduction and neutrality and landfill avoidance.

Our acquisition of VOXX International does not change our end goal, but as we continue to work to understand their supply chain, it will impact the near-term scoring and tracking we align to. With hundreds of new product lines, dozens of new suppliers to onboard, and additional facilities and teams to account for, our sustainability team has been very busy. We expect to be able to include VOXX's impact into our reporting in next year's sustainability report.

Our targets and timelines are built using the guidelines of light vehicle estimates, customer demand, supplier expectations, and the best available product data and timelines. With this in mind, we have updated our timelines for greenhouse gas reduction goals while maintaining our overall goal of carbon neutrality by 2049. These changes reflect business decisions predicated on lowered light vehicle volumes in our primary markets, as well as macroeconomic changes that impacted supplier locations, freight and fuel costs, component shortages and adjustments, and inflationary pricing from our supply chain.

For our core Gentex tracking, we have continued to improve our tracking within the EcoVadis platform since beginning in 2023. EcoVadis is a globally recognized assessment platform that rates and tracks company performance around environmental impact, labor, and human rights standards, ethics, and procurement practices. Members from Gentex's sustainability team work with our supply chain on a quarterly basis to complete surveys and gather data to help track this performance. To date, we have **over 80%** of our core Gentex supply chain spend accounted for in our EcoVadis assessment. We have made consistent improvements on our tracking within this platform, which is accessible to our customers.

I am pleased with the work the team has completed so far, and recognize there is continued opportunity for improvement and efficiency. This is the steady progress that helps set Gentex apart, and I look forward to reporting our continued progress over the coming years.

Scott Ryan
Scott Ryan
Vice President, General Counsel, Corporate Secretary,
& Sustainability Officer

CORPORATE PROFILE

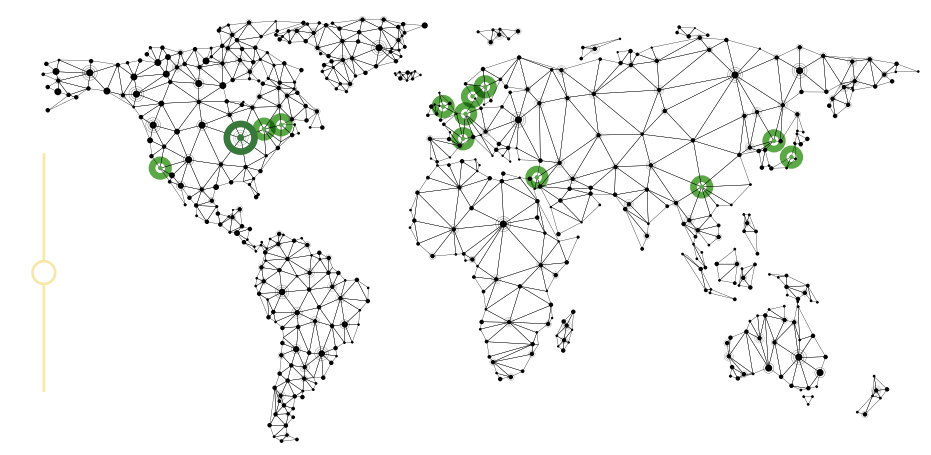
Today's Features, Tomorrow's Technology

Gentex is a leading supplier of digital vision, connected car, dimmable glass, fire protection technologies, medical devices, and consumer electronics. Since our beginnings as a manufacturer of commercial smoke detectors and related signaling devices, Gentex has developed a long history of innovation and quality. We constantly work to improve our processes, looking internally at our operations and bringing in external technologies when necessary. With our extensive vertical integration, we are able to maneuver quickly and react to changing market dynamics effectively. From design and development through to chemistry and high-end electronics engineering and manufacturing, Gentex serves as a focal point for technological advancement in our markets. For more information on our products, visit gentex.com.

+++ ESTABLISHED 1974

6,398

Full-time Employees



SUPPLY SMART-MIRRORS AND RELATED CONTENT AROUND THE WORLD:



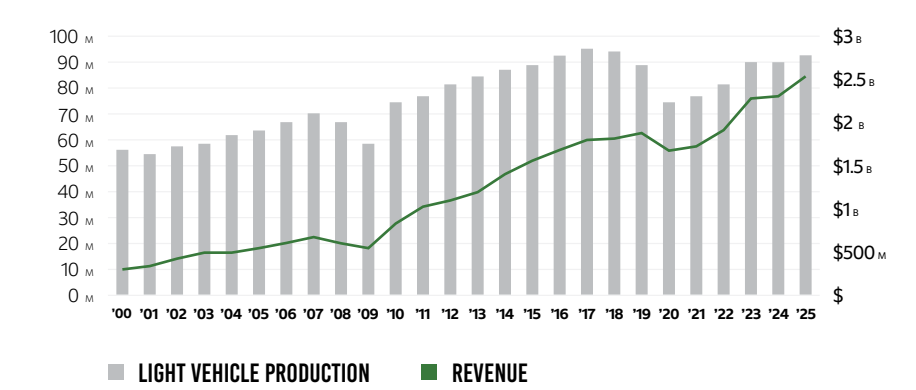
36+ OEM Customers Shipped To

44.8M Auto-Dimming Mirror Units

OPERATIONS/ HEADQUARTERS
Zeeland, MI

SALES/LOGISTICS/ENGINEERING
United States (Headquarters), Canada, China, France, Germany, Israel, Japan, Korea, Sweden, United Kingdom

REVENUE VS. LIGHT VEHICLE PRODUCTION



2025 HIGHLIGHTS



SOLAR POWER: As part of our commitment to sustainability, we have significantly expanded the solar power system on the roof of our European headquarters in Erlenbach, Germany. This new upgrade provides 10x the kilowatt-peak power and moved us from a smaller system, which only fed the electricity back into the public grid, to a system equipped with battery storage, allowing us to cover a significant portion of our own energy needs. With battery storage capacity of 300 kWh, we can optimize our own consumption and reduce our dependence on external energy sources. The battery system can provide temporary backup power for our offices and warehouses in Erlenbach, and redirect overflow back into the grid. This investment significantly reduces our carbon footprint, saving approximately 107 tons of CO₂ per year. By increasing our use of renewable energy, we are actively supporting the transition to a greener future.

GLASS RECYCLING: Our improvements in our glass coating, cutting, and reclamation processes have expanded our ability to recycle glass that has additional materials such as epoxy, chemistry, coatings, and/or hardware associated with it. The lower light vehicle production globally, along with our improved yields on our manufacturing lines, led to an overall recycling decline. In 2025, we recycled 29.5 million pounds of glass.



SOLAR POWER: At our Hauppauge offices, an array of more than 1,000 roof- and carport-mounted solar panels allow our facilities to reduce our reliance on purchased electricity. Additional generated energy can be sold back to local power companies to enhance grid stability.

STYROFOAM CUP RECYCLING:

Throughout 2025, styrofoam cup recycling was implemented across our Michigan manufacturing facilities and offices. These collections provide styrofoam cup recycling options for our employees and help minimize waste sent to landfill. In the calendar year, 125 gaylords were sent for recycling, equating to approximately 1200 lbs of cups.



OUR APPROACH

Gentex is committed to reducing negative environmental impacts resulting from operations and protecting all stakeholders by achieving environmental, social and corporate governance goals. We continue to strive for improvements 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 business area 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.



+ CARBON NEUTRALITY

+ SUSTAINABILITY INITIATIVES

+ GOVERNANCE

+ SOCIAL RESPONSIBILITY

CARBON NEUTRALITY

ENERGY & CARBON NEUTRALITY



Gentex is committed to achieving carbon neutrality by at least 2049.

Gentex remains committed to improving energy efficiency where practical. 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 LED lights and HVAC equipment. With this change, we maintain our commitment to carbon neutrality by 2049.



Renewable Energy

Gentex participates in the local Energy Waste Reduction (EWR) plan, which promotes the implementation of progressive energy efficiency projects. Continually optimizing energy use has allowed associated rebate earnings above and beyond the previously identified program cap. Projects implemented in support of this program include lighting and HVAC improvements, conducting compressed air leak audits, and installing new building control systems.

Additional information can be found at:
zeelandbpw.com/electric/energy-plan/



GREENHOUSE GAS EMISSIONS



Innovation is a core discipline at Gentex. We consistently reimagine every part of our business—from our products and processes to the technologies we use. Sustainability is central to this evolution. Over time, Gentex has deliberately integrated sustainable practices across our operations to help shrink our carbon footprint. We track carbon emissions from our global facilities to evaluate performance and identify areas for improvement.

With the 2025 acquisitions, we are working to have sustainability metrics from those entities as complete as what we have reported out for Gentex's organizational boundaries historically. Those acquisitions occurred throughout calendar year 2025; we anticipate having complete data for them to present for the 2026 Sustainability Report. With that in mind, we are modifying one milestone along the path to carbon neutrality this year while we gather data and also implement a more robust greenhouse gas inventory tracking system internally. As more data is available, for example with scope 3, further adjustments may be made to ensure alignment. To properly account for the acquisitions, a re-baselining will be completed as well in the upcoming year; however, we are maintaining our overall 2049 carbon neutrality goal.

The [Science Based Targets initiative](#) (SBTi) encourages bold climate action by helping companies set emissions-reduction goals grounded in science. Gentex is actively preparing its SBTi submission, which includes beginning to collect emissions data from our supply chain. Our goal for our SBTi submission is 2028.

Carbon Reduction & Neutrality Goals

2031
40% below 2021 levels

2041
70% below 2021 levels

2049
Carbon Neutral

GREENHOUSE GAS EMISSIONS

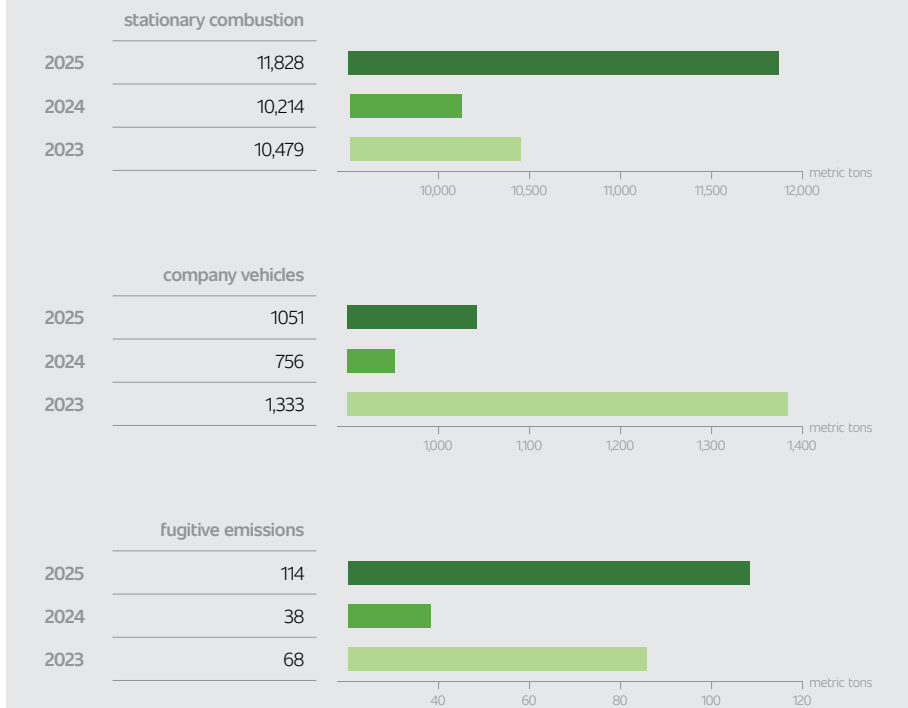
Gentex intends to implement further enhancements to greenhouse gas accounting methodology beginning in the next reporting cycle. These updates are expected to include (1) the integration of acquired operations, including VOXX sites, into the organizational boundary, and (2) the application of emission factors for purchased electricity that better reflect differences between contractual procurement and grid-average emissions, consistent with market-based and location-based reporting approaches. These enhancements have not been applied in the current reporting year in order to preserve year-over-year comparability.

Scope 1 Emissions

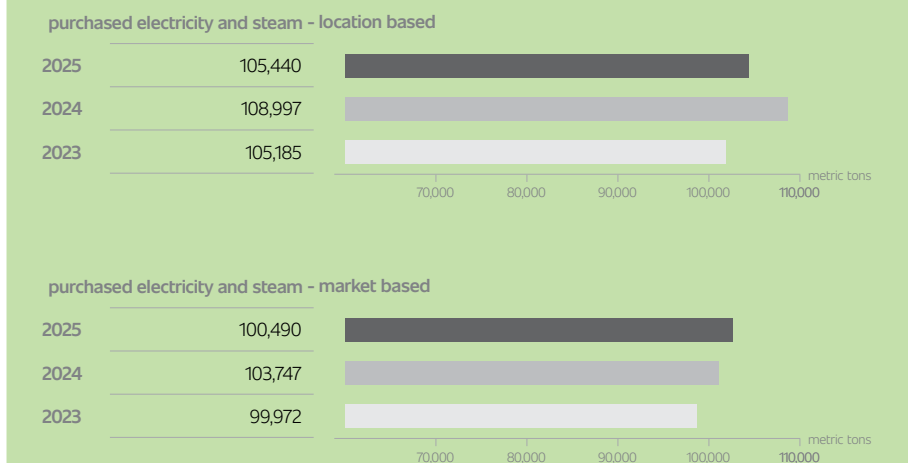
- + The following update to greenhouse gas accounting methodology has been implemented in the 2025 GHG Inventory: Refrigerants use IPCC Sixth Assessment (AR6) global warming potentials, reflecting the latest scientific guidance.
- + Offsets are no longer included in the Scope 1 inventory. Emissions are now reported gross, with offsets disclosed separately, in line with GHG Protocol requirements. This enhances transparency and credibility.
- + Emissions Gentex directly controls such as combustion of natural gas for boilers/heating and manufacturing processes, fuel consumed for transportation, and refrigerant loss etc.

SCOPE 1

Gentex remains below federal reporting thresholds for Scope 1 emissions.



SCOPE 2





Gentex Environmental Management System

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.

2026 GEMS Goal

Reduce our Environmental Footprint

GOAL: Solvent Wipes Reduction

TARGET: Reduce the number of solvent-soaked wipes from manual glass cleaning operations at State Street by 8%.

2025 GEMS Goals

Recycle Organic Waste

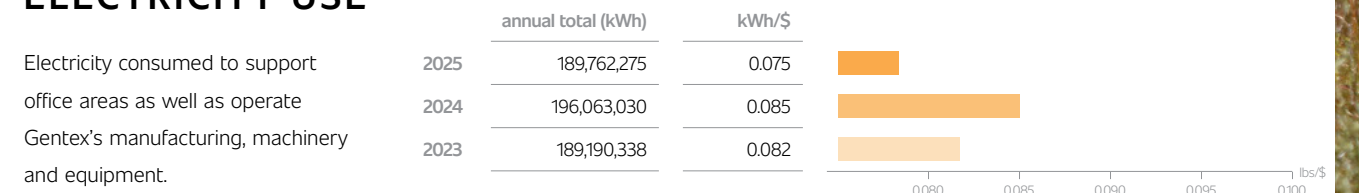
GOAL: Organic Waste Reduction

TARGET: Reduce 2,860 kg (approx. 6,305 lbs) of Organic Waste for 2025.

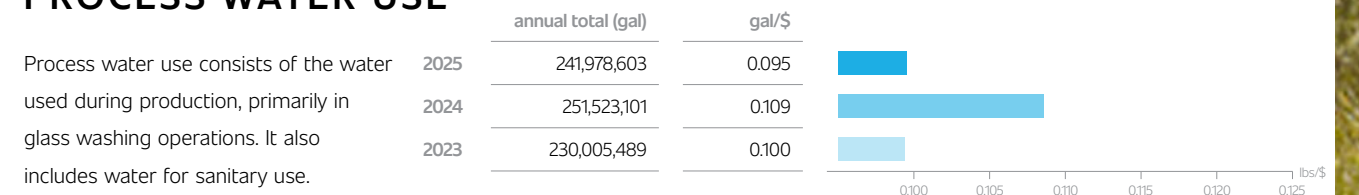
REALIZATION: Reduced 1,560 kg (approx. 3,439.2 lbs) of Organic Waste



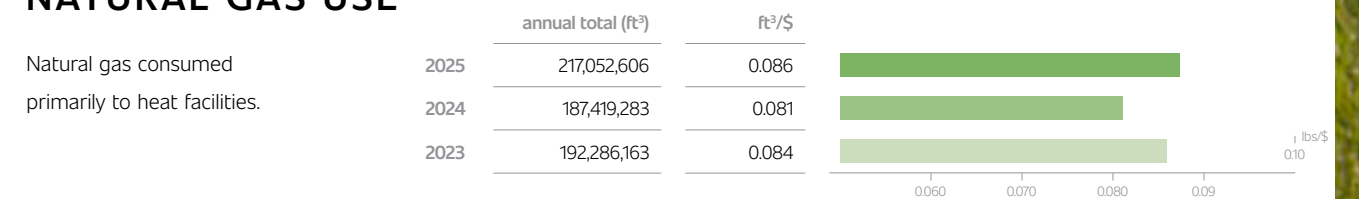
ELECTRICITY USE



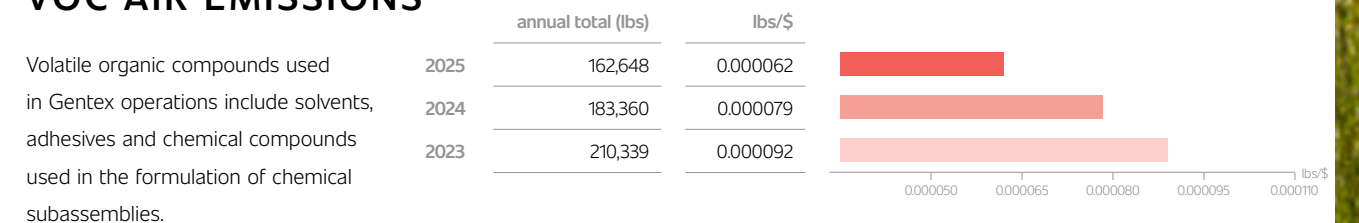
PROCESS WATER USE



NATURAL GAS USE



VOC AIR EMISSIONS



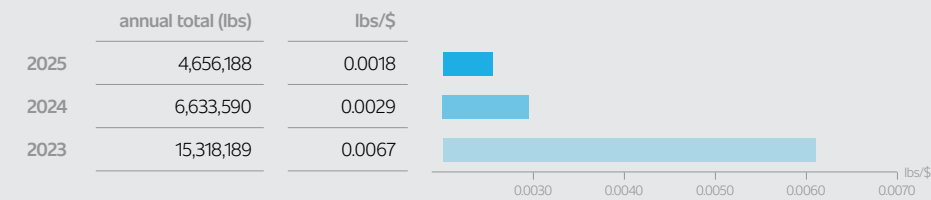
WASTE AND RECYCLING

Gentex is a leading provider of digital vision systems, connected-car technologies, dimmable glass, fire protection, aerospace and consumer electronics products. Over time, the company has intentionally evolved into a vertically integrated technology organization with a broad set of specialized core competencies. This evolution relies on advanced manufacturing processes designed to enhance efficiency, reduce waste, strengthen quality, and fuel ongoing innovation.



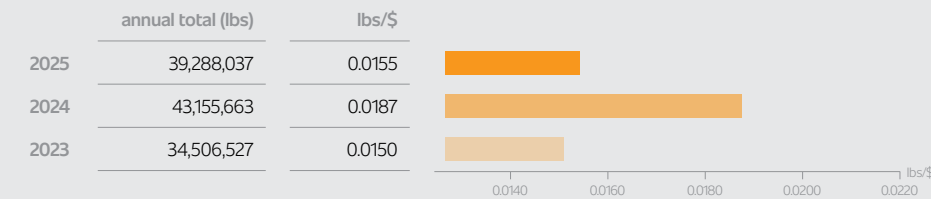
SOLID WASTE TO LANDFILL

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



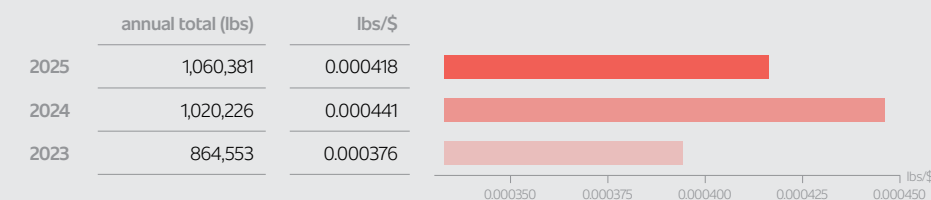
SOLID WASTE RECYCLED

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.

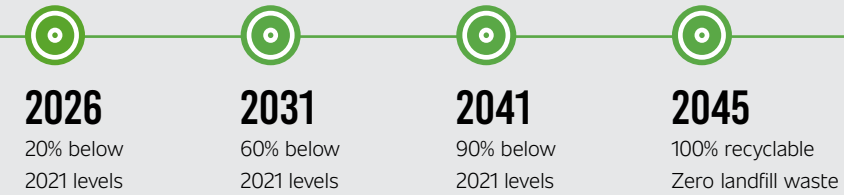


Gentex is currently recycling more solid waste than it sends to the landfill.

2025 Solid Waste Recycled
 Recycled: **87.2%**
 Disposed of: **12.8%**

WITH EXCEPTIONAL WORK FROM THE TEAM, GENTEX WAS ABLE TO MEET OUR 2026 LANDFILL AVOIDANCE TARGETS IN 2024.

LANDFILL AVOIDANCE GOALS



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



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 into 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.

Some examples of longstanding recycling and reused resources include:

- + Pallet recycling
- + Battery recycling
- + Glass recycling
- + Crate recycling
- + Gentex started reusing packaging through a partnership with Goodwill Industries of West Michigan, a reseller of used clothes, home goods, and other items. Gentex is donating 8 gaylords of once-used bubble wrap and packaging materials every other week, approximately 9,000 lbs annually. This recycled packaging is used by their ecommerce team for outbound orders. Each gaylord is approximately 48" x 40" x 36".
- + In 2025, 7233 lbs of cut resistant and inspection gloves were laundered for reuse in Gentex facilities.



SUSTAINABILITY INITIATIVES

As Gentex progresses along the sustainability path, [United Nations Sustainable Development](#) goals are used as guidance along with other similar organizations.

Our ongoing sustainability initiatives not only help facilitate innovation and serve as tools to measure our environmental performance, but also serve as our guide as we transition toward carbon neutrality, helping us focus on energy efficiency, waste stewardship, water management, company transportation, environmental efforts, and more. Showing support for electric vehicles, Gentex has purchased tax credits generated by electric vehicle production as they are unable to be used by the manufacturer. We are also increasing corporate EV fleets across our campuses.

Additionally, our sustainability initiatives play a crucial role in new construction. As the company continues to grow, environmental impact and efficiency are thoroughly considered before breaking ground on any new construction on our campuses. As our product portfolio grows and diversifies, our team is committed to developing new and unique sustainability solutions. To enhance supplier participation, Gentex now recognizes a sustainability-specific supplier of the year award at our annual supplier of the year award ceremony.



ENERGY

New Initiatives

- + RO concentrate reject water is captured prior to going to drain and re-used for cooling on the compressed air-cooling loop, saving energy by not using the building chillers to offset the compressor headload.
- + During the summer months, the snowmelt system is used to reject heat from the compressed air system. By circulating the excess heat from the compressors through the outdoor snowmelt loop, the sidewalks act as a large heatsink, saving energy on the building chillers to offset this heat load.
- + During off-production days, air compressor equipment is shut down to save energy.
- + Compressed air systems are managed by computer-controlled software, helping to improve performance and reduce energy usage.
- + Annual audits of our compressed air systems detect and repair leaks, saving energy.
- + All domestic water heaters are 96% thermal efficient and Energy Star certified.

Ongoing Initiatives

- + Gentex utilizes software-managed and/or occupancy-sensor-controlled lighting and HVAC systems throughout many of our facilities.
- + Air economizers and energy recovery units are integrated into our HVAC systems.
- + Energy-efficient fluorescent lights are utilized in many areas. New and renovated areas are transitioning to LED technology.
- + Facility roofs utilize white materials to reflect sunlight and reduce air conditioning energy consumption by approximately 20%.
- + Gentex captures the excess heat from the compressed air system and uses it to preheat/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 on the Michigan campus.
- + A centralized water chiller plant allows us to decrease overall energy usage.

WASTE STEWARDSHIP

- + In 2025, Gentex launched a program to launder and reuse cleanroom frocks.
- + Facility carpets have 30 – 50% recycled content and are 100% recyclable.
- + Gentex installed drinking fountains at multiple facilities with a water bottle refill feature to help avoid the disposal of hundreds of thousands of plastic one-time use water bottles each year.
- + Clean scrap glass from coating, bending and final assembly mirror lines is processed for recycling into insulation.





ENVIRONMENTAL

New Initiatives

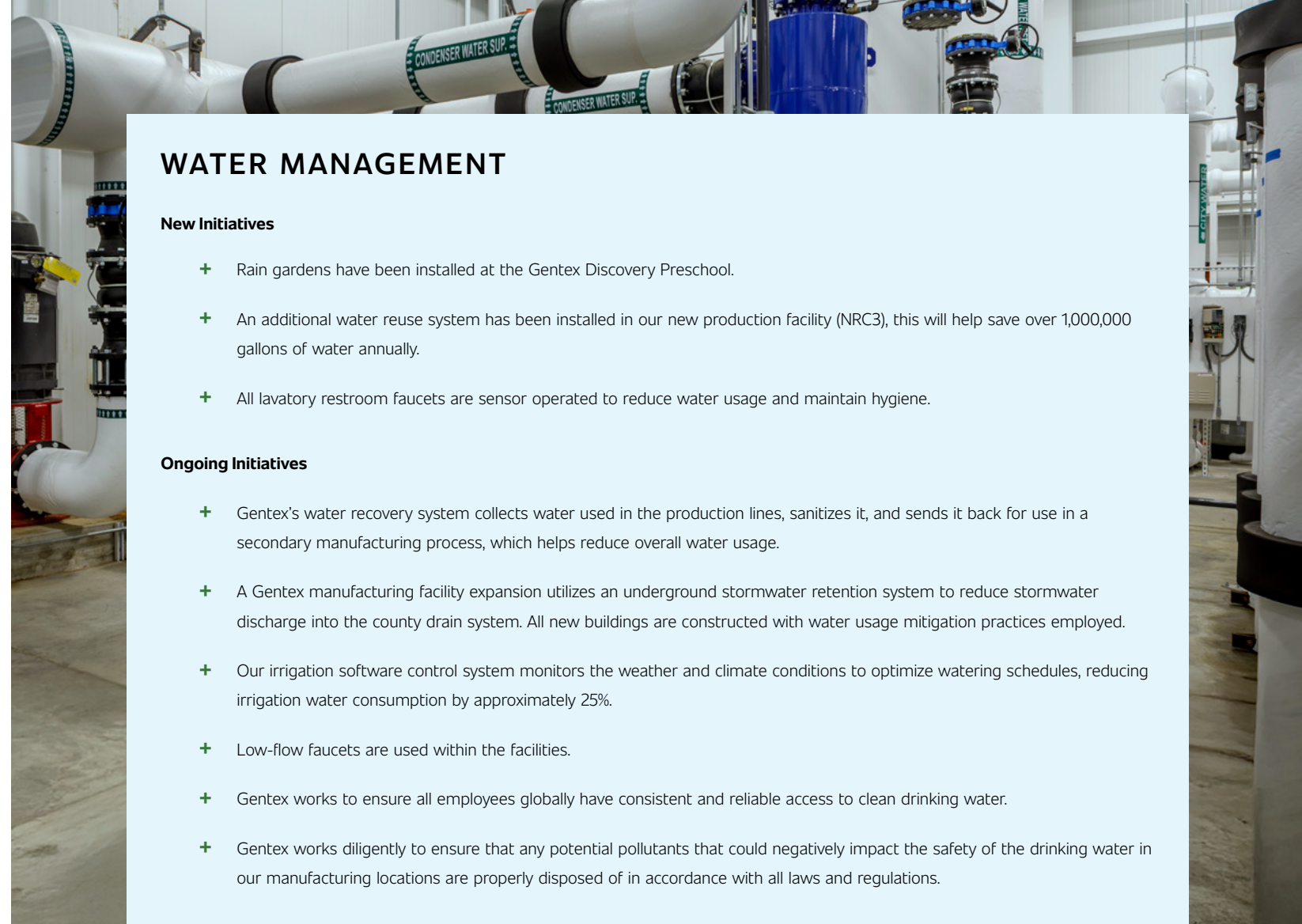
- + Multiple teams from Gentex volunteered to clean up local sites on Earth Day.
- + Converting to 100% oil-free compressed air system to lower our carbon footprint.
- + In addition to approximately 10 acres of natural wetlands previously purchased, Gentex obtained additional local wetland credits to offset a road project.

Ongoing Initiatives

- + As part of the construction of the company's North Riley Campus, Gentex worked with the Michigan Department of Environment, Great Lakes, and Energy to construct three distinct wetlands and wildlife habitat areas totaling 3.61 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 participates in Michigan's "Adopt-A-Highway" program, which helps local organizations participate in highway cleaning and beautification efforts.
- + Gentex maintains "green roofs" at 3 of its facilities.
- + All new employees receive training on environmental issues.



Since 2023, Gentex has been able to fully utilize renewable energy at its James Street location in Michigan. Through a purchase agreement with a local energy company, this building's energy comes from renewable sources rather than mainstream electrical production.



WATER MANAGEMENT

New Initiatives

- + Rain gardens have been installed at the Gentex Discovery Preschool.
- + An additional water reuse system has been installed in our new production facility (NRC3), this will help save over 1,000,000 gallons of water annually.
- + All lavatory restroom faucets are sensor operated to reduce water usage and maintain hygiene.

Ongoing Initiatives

- + 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 stormwater retention system to reduce stormwater 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.
- + Gentex works to ensure all employees globally 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

- + Two electric vans have been added to the corporate fleet in 2025.
- + Gentex maintains electric vehicle charging stations on its various global campuses, which helps avoid greenhouse gas emissions.
- + Gentex maintains a bicycle fleet, with individual bikes, 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.
- + New scooter parking is available at the Gentex Shanghai Electronics Technology (GSET) campus for efficient transportation.



SOLAR POWER

Driving progress toward carbon neutrality by 2049 through renewable energy and sustainable mobility at our Erlenbach site.

As part of our sustainability strategy, we operate a large-scale solar power system with battery storage at our European headquarters in Erlenbach, Germany. The 337 kWp photovoltaic installation has 822 modules and generates approximately 319 MWh of renewable electricity per year, covering a significant portion of our on-site energy demand. And includes a 300 kWh battery storage unit that optimizes self-consumption and enhances energy resilience.

Sustainable mobility is a key focus at our Erlenbach site. **65% of our fleet is fully electric or hybrid**, which significantly reduces emissions resulting from daily operations and business travel.

To support electric mobility, our solar power system provides an extensive on-site charging infrastructure. There are a total of 18 charging points available: 16 standard AC charging stations for regular employee use and a newly installed 50-kW DC fast charger with two dedicated spaces. This fast-charging facility is available not only to our employees, but also to colleagues from other European locations and customers, enabling quick and convenient charging during site visits and business appointments.

Our implementation of a loading management system aimed at limiting peak demand through the dynamic control of charging points contributes to relieving the public electricity grid by minimizing load fluctuations. In addition, it enables cost reductions by optimizing usage patterns, thereby lowering the share of grid-related charges per kWh. Furthermore, the distribution of charging processes over the course of the day allows for a higher utilization of CO₂-neutral electricity generated by our solar power system.

In order to advance sustainable mobility in a structured and holistic manner, an employee at the Erlenbach site completed specialized training to become a corporate mobility manager. This position ensures a coordinated approach to fleet development, charging infrastructure, and integrating sustainable transportation solutions across the site.

Overall, the solar power installation and associated mobility measures reduce our carbon footprint by about 107 tons of CO₂ each year. By linking renewable energy generation with electric mobility and our specialized knowledge, we are actively contributing to a sustainable, forward-looking energy and mobility concept.



GOVERNANCE SECTION

ecovadis

EcoVadis is one of the world's largest and most trusted providers of Corporate Social Responsibility (CSR) ratings with a global network of more than 150,000 rated companies.

The EcoVadis sustainability assessment methodology is at the heart of the Ratings and Scorecards and is an evaluation of how well a company has integrated the principles of Sustainability/CSR into their business and management system. It is based on seven founding principles:

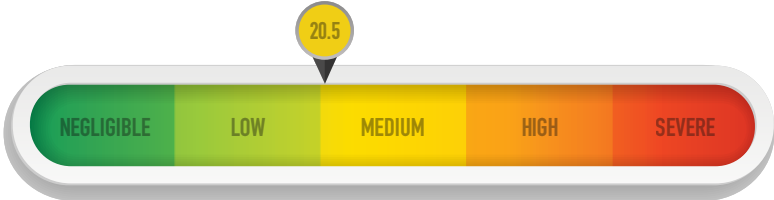
- + Assessment by International Experts
- + Tailored to Industry, Sector, Country and Company Size
- + Source Diversification to Ensure Rich Stakeholder Input and Reliable Scoring
- + Utilize Technology to Ensure a Secure and Confidential Process and Accelerated Cycle Time
- + Traceability and Transparency of Documentation
- + Evidence-Based
- + Excellence Through Continuous Improvement



Gentex Achieved
**2025 Bronze EcoVadis
 Sustainability Rating
 Top 35%**

MORNINGSTAR

The Morningstar sustainability rating for funds helps investors measure portfolio-level risk from environmental, social, and governance, or ESG, factors. To evaluate portfolios, Morningstar uses ratings from their partner Sustainalytics that measure a company's material ESG risk. In 2025, Gentex was assessed by Morningstar Sustainalytics to be at medium (20.5) risk of experiencing material financial impacts from ESG factors.



87%

Gentex received an SAQ 5.0 score of 87%, above both our industry average and country average. SAQ stands for Sustainability Assessment Questionnaire and is a globally recognized sustainability standard for the automotive industry. It helps Gentex provide information, report corrective efforts, and improve our accountability with our customers.

CYBERSECURITY

Gentex is an industry leader in quality, and we believe a robust Information Security Management System (ISMS) plays a key part in continuing that leadership and strengthening our reputation in the industry. The ongoing mission of our ISMS is to ensure that appropriate levels of security are being applied to all assets, across domains, whether that involves data privacy requirements for our products, or securing physical assets provided by our customers.

Our Vice President of Information Technology and Information Security Officer (ISO) oversees our Information Security Program and reports to senior leadership on a quarterly basis, and our Vice President and General Counsel oversee the auditors for these certifications. The Board is routinely updated on the targets, progress, and updates our teams have made.

In 2019, we partnered with an industry-leading third-party organization, with expertise in cybersecurity, to align our policies and technology standards with the NIST Cybersecurity Framework, in order to better protect our operations.

In 2020, we expanded this framework to include innovative and effective platforms, along with a dedicated team of security analysts who maintain constant vigilance over our information.

In 2021, we evolved our Information Security Policy to formally identify the Information Security Committee charged with aligning our policies and procedures with both ISO 27001 and TISAX standards, which had been meeting and conducting this business for years prior.

Early in 2022, Gentex expanded an Information Security Management System (ISMS) as a critical benchmark in the pursuit of certification in both standards. The Company has received its ISO 27001 certification and now holds TISAX certification at our facilities in China, Germany, and the United States.



The Company also recently passed its ASPICE (Automotive Software Process Improvement and Capability dEtermination) Level 2 audit and received UL certification for its CSMS (CyberSecurity Management System).

Our Cybersecurity Team is responsible for securing Gentex systems and information and it coordinates with various groups to ensure they are following best practices. In order to help monitor and address potential cybersecurity threats, they have a number of procedures, programs and tools in place, including:

- + Information security training for all employees
- + Data leak prevention monitoring
- + Early detection and response antivirus tools
- + Managed security service that monitors security logs for indications of compromise
- + Routine vulnerability assessments
- + External and internal penetration tests
- + Distributed Denial of Service (DDOS) mitigation
- + Ransomware mitigation and recovery tools

The management and protection of individual user data of our employees, customers, and suppliers is incredibly important to Gentex. We remain committed to the security and protection of the data we hold, and to implementing the appropriate updates to our safeguards and security standards moving forward. Gentex works to ensure that the data we collect is obtained in alignment with local law, and that it is obtained using explicit consent if required. Third party vendors and contractors that work with Gentex are required to adhere to our standards of data protection and security, as well as their local legal requirements.

Early in 2022, Gentex expanded an Information Security Management System (ISMS) as a critical benchmark in the pursuit of certification in both standards. In early 2026, Gentex received its ISO 27001 certification. To date, we hold ISO 27001 certifications in our facilities in the United States and Germany. We also hold TISAX certification at our facilities in China, Germany, and the United States.

PRODUCT QUALITY

At Gentex, we are continually working to improve the quality of our products and the manufacturing processes we utilize. Using performance metrics like product longevity, product failure rates, and individual customer product feedback, we are looking for ways to improve our end-user's experience and create a product that exceeds their expectations. While many automotive suppliers may come and go, our goal is to continually innovate so that we remain the advanced technology supplier of choice for customers around the world.

Because Gentex literally invented the electrochromic mirror industry, we also developed the supply base, manufacturing techniques, equipment, and testing methods. It was a long learning curve. But today our experience, proprietary manufacturing techniques, and hard work has paid off, because no other glare-reduction mirror provider in the world can match our manufacturing capabilities - not in yields, quality, or volume.

In pursuit of this ongoing commitment to quality and consistency, Gentex's Quality Management System is certified to IATF 16949, AS 9100 and ISO 9001 by Intertek.

In pursuit of this ongoing commitment to quality and consistency, Gentex utilizes industry specific certifications for our quality standards. For our fire protection products, we are ISO 9001:2015 certified. Gentex's automotive business is certified to IATF 16949:2016. Our aerospace products utilize AS9100D which is a QMS specific to the Aerospace Industry.

Each of these standards are internationally recognized, and provide organizations with frameworks for managing quality management systems. The standards are based on key quality management principles and outline the requirements that organizations must maintain in a quality management system to enhance customer satisfaction and meet customer requirements. Gentex utilizes these standards in our continual process, efficiency, and performance improvement initiatives.

As evidence of our success in this area, Gentex continues to be awarded numerous awards for supplier excellence, quality, and performance from our customers in varying markets and regions. A selection of these awards can be found on the following page.

Our quality expectations and standards extend to our suppliers as well. The full supplier manual can be found in the supplier section of our website (<https://www.gentex.com/supplier-information>), and a few of our key requirements include:

Suppliers are required to implement and maintain a documented quality management system that effectively manages all critical activities necessary for product or service quality. Certification or registration to one of the following international quality management standards by an accredited third-party certification body is required depending on the application for the supplier's products and/or services.

Industry of Application	QMS Standard
Automotive	IATF 16949
Aerospace	AS 9100
Other	ISO 9001



Suppliers must submit proof of certification to one of the aforementioned standards. A Gentex quality representative may adjust these requirements based on factors such as product risk, target market change, and/or the supplier's plan to achieve a higher level of QMS certification. In the absence of sufficient third-party QMS certification, Gentex may conduct an on-site audit to assess the supplier's quality system.

Suppliers must immediately inform Gentex if their third-party certification expires or is revoked.

Gentex reserves the right to:

- + Conduct on-site audits to verify supplier quality systems
- + Require suppliers to be periodically re-qualified
- + Confirm supplier compliance with applicable quality standards
- + Perform Carrier Quality System audits in addition to or instead of third-party certification

SUPPLIER QUALITY AWARDS

General Motors Supplier of the Year	GM	2025
Annual Quality Award	Toyota Guangzhou	2025
Subaru Supplier Excellence Award	Subaru	2025
Toyota North American Accessory Platinum Award	Toyota	2025
Hyundai Supplier of the Year	Hyundai	2025
Subaru Supplier Excellence Gold Award	Subaru	2024
Nissan Supplier Diversity Certificate	Nissan	2024
Pace Award Finalist: Mirror-Integrated DVR	Automotive News	2024
Toyota Gold Supplier Award - Toyota North America Accessory	Toyota	2023
Toyota Superior Supplier Diversity Award	Toyota	2023
GM Supplier of the Year Award	GM	2023
Subaru Supplier Excellence Award	Subaru	2023
GM Supplier of the Year Award	GM	2022
Subaru Supplier Excellence Award	Subaru	2022
GM Supplier of the Year	GM	2022
Subaru Supplier Excellence Award	Subaru	2022
Honda Excellence in Delivery and Quality (Award for Jan 2021 - Dec. 2021)	Honda	2022



Subaru recognized overall performance in 2024 with the Subaru Excellence Award for demonstrating exceptional quality, on-time delivery, and competitive pricing. This year, the special white marble plaque was given for exceptional achievements in quality, delivering fewer than 80 defective parts per million shipped.

This is the eighth time the award has been received by Gentex from Subaru, and the fifth consecutive gold-level supplier award from the automaker.

PRODUCT SAFETY AND REGULATORY COMPLIANCE

Gentex technologies have long been focused on convenience and safety. From our roots in fire protection to our glare eliminating technology in vehicles, Gentex has worked to make life safer for our customers. We work hard to ensure that our products themselves are also safe for our customers, and that they function according to regulatory and customer requirements, holding ourselves to industry standards and best practices wherever possible. Gentex has a robust process to ensure regulatory compliance, which is a combination of our Product Compliance team and our accredited Corporate Labs. In addition, Gentex maintains multiple certifications such as ISO 17025 and IATF:16949, which ensure that our manufacturing and product testing facilities are operating at the highest levels of quality and integrity.

Throughout our history, Gentex has worked diligently to reduce risk of recall by maintaining high quality and exceptional customer service. This is also due to the rigorous standards we hold our products to in the design and testing phases. We incorporate substantial weather, stress, and durability testing on our products, using this to not only validate our products, but also to develop more robust designs and processes.

When non-conformances are found, our internal teams are quick to engage and work diligently through the problem-solving process to identify root cause as well as appropriate containment and corrective actions. Supported by world-class traceability throughout our manufacturing processes, our onsite subject matter experts from chemists to software engineers are able to quickly analyze failures and determine the point-of cause. One of Gentex's greatest strengths when it comes to problem-solving is using the knowledge gained from solving a nonconformance to drive systemic design and process improvements, preventing failures from occurring in future products.

To ensure the success of our suppliers along with the safety and quality of goods purchased, Gentex requires that our suppliers develop, implement, and continually improve a quality management system. Gentex suppliers are thoroughly evaluated prior to being onboarding, are measured on performance, and are subject to audits.

From the design phase all the way through process development and sourcing of materials, Gentex works to ensure that safety and the quality of our products are at the forefront in the decision-making process.

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.



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.



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 team 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: ir.gentex.com/Conflict-Minerals-Policy.pdf.

BOARD OVERSIGHT OF ESG PERFORMANCE AND PRACTICES

Board members are kept up-to-speed with ongoing and new ESG initiatives and programs during quarterly meetings and on an as-needed basis depending on target timelines. Our Vice President and Sustainability Officer leads these ESG initiatives, and provides the board with updates and progress and areas for improvement. Our Nominating and Corporate Governance Committee provides oversight for our environmental, sustainability, and governance initiatives as needed. Our Compensation Committee provides oversight for our HR, diversity, equity, and inclusion initiatives and practices. Our Audit Committee provides oversight for our financial endeavors and ensures that our reporting practices meet the required governmental standards. Our performance is then recorded and updated annually in our Sustainability Reports, which can be found on the main [Gentex website](#) and our [Investor website](#).

The Compensation Committee and/or the Board also have discretion to increase (or decrease) such performance-based bonuses using their judgment, which can include, but is not limited to, sustainable impact, people and growth factors when evaluating a participant's performance and/or establishing performance objectives, provided that bonuses are not in any event to exceed 250% of the applicable base salary.





GRIEVANCE REPORTING AND ANONYMOUS REPORTING

Gentex is an organization with strong values of responsibility and integrity, as outlined in our Code of Conduct. We also offer multiple channels for reporting, including filing an anonymous report regarding human rights, business ethics violations, or other concerns using the Ethics Reporting Site — gentex.ethicspoint.com.



EMPLOYEE SAFETY

At Gentex, employee safety is always top of mind. While we maintain a Total Recordable Incident Rate (TRIR) of 1.36, which is well below the industry average, we remain diligent in finding ways to improve our safety protocols and practices. TRIR is reported annually in several places, including our Sustainability Report. Gentex achieved ISO 45001 Health and Safety Management certification for the Michigan campus in 2023, in addition to our standards already in place. GSET, Gentex (Shanghai) Electronics Technology obtained both ISO14001 & 45001 in 2024.

HUMAN RIGHTS POLICY AND GUIDELINES FOR BASIC WORKING CONDITIONS

Gentex is committed to providing working conditions at all our global facilities that are appropriate under applicable laws and are in-line with Gentex's culture and Code of Business Conduct.

- + **Use of Child Labor is Prohibited.** In no event will the Company employ any person below the age of 15 except as part of a government allowed job training or apprenticeship program that benefits the participants.
- + **Forced Labor is Prohibited.** The Company will not use forced labor in any form and will not tolerate physically abusive practices. The Company is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and encourage suppliers to follow the same high standards.
- + **Right to Clean Water.** The Company recognizes that access to clean water and proper sanitation is a basic human right, and works to maintain this access for our employees.
- + **Anti-Retaliation.** The Company strongly prohibits any retaliation against any employee who, in good faith, has registered a complaint or who cooperates with an investigation under our non-discrimination policies. Employees shall be able to communicate openly with management regarding working conditions without fear of retaliation, intimidation, or harassment.
- + **Compensation.** Compensation and benefits paid to employees shall be competitive and consistent with applicable laws, including those relating to minimum wage, overtime hours and legally required benefits.
- + **Working Hours.** The Company will comply with applicable laws regulating hours of work.
- + **Anti-Harassment and Discrimination.** All of our employees have the 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.
- + **Equal Opportunity Employer.** The Company 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, ethnicity, age, sex (including pregnancy, gender identity, gender expression, and sexual orientation), disability, marital status, military service, height, weight, genetic information, or any other characteristic protected by law.
- + **Training.** All employees receive information regarding the guidelines for basic working conditions at the start of their employment and periodically during their employment.
- + **Policy feedback.** The Company is committed to regularly reviewing these guidelines with relevant stakeholders to further develop the policy, confirm its implementation, and evaluate the effectiveness of the policy's implementation.
- + **Grievance Reporting and Anonymous Reporting.** The Company has 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 (www.gentex.ethicspoint.com).



SOCIAL RESPONSIBILITY

DIVERSITY

MESSAGE FROM JOE MATTHEWS

We know diversity of thought and lived experiences fosters innovation and better business decisions, which are two of the company's core values. Gentex's innovative approach to breaking down barriers to employment has led to some groundbreaking initiatives such as the state-of-the-art childcare center for our employees. The company's commitment to supplier diversity ensures an inclusive approach to procurement allowing all business owners the opportunity to join our supply chain. We expect our suppliers to work with us to support the Gentex sustainability initiatives defined throughout this report in their own initiatives.



Joe Matthews
Vice President of Diversity, Equity and Inclusion



Scan to read our latest
DEI Report

INCLUSIVE SOURCING

Gentex is committed to building an inclusive supply chain and actively increasing business opportunities for certified minority owned, women owned, veteran owned, and small or disadvantaged business suppliers. As a Tier I automotive supplier, the company partners closely with its supply base to foster innovation, strengthen communities, and meet customer expectations.

Gentex has been recognized by multiple OEM customers for excellence in supplier diversity performance. Most recently, the company earned Toyota Motor North America's **Superior Supplier Diversity Award** in 2024 and 2025, the highest level of recognition in Toyota's supplier diversity program.



Gentex Tier II Supplier Reporting Initiative

Gentex is dedicated to maintaining a strong and diverse supply chain network. To support this commitment, the company implemented a **Tier II Supplier Reporting Initiative** to better understand and track the diversity spend of its suppliers. The initiative encourages participating suppliers to report spend with certified diverse businesses and supports greater transparency across the supply chain.

Diverse Supplier Development Activities

- + Michigan Minority Supplier Development Council (MMSDC)
- + MEMA Original Equipment Suppliers Association - DEI Council Board of Governors
- + West Michigan Hispanic Chamber of Commerce (WHMCC) Corporate Member
- + Great Lakes Women Business Enterprise Council (GL-WBEC) Corporate Member



2025 Supplier Diversity Awards

- + Toyota North America Superior Supplier Diversity

GENTEX CORE VALUES

Gentex has six core values that serve as a guide for all employees to work together effectively toward a common goal.



DOING THINGS RIGHT

We strive to be world-class in all we do. If it's worth doing, it's worth doing correctly.



DOING THE RIGHT THING

We do what's right, even if it's difficult, holding ourselves, one another, and the organization accountable to the highest standards of honesty and integrity.



INNOVATION

We think, act, work, create, and execute differently, with creativity and imagination.



QUALITY

We will be our customer's benchmark for quality.



PEOPLE

We value, respect, trust, and develop people, creating an environment where everyone can do their best work.



BUSINESS DISCIPLINE

We apply best practices in all areas of the business in order to create value for our employees and shareholders.

BREAKING DOWN BARRIERS TO EMPLOYMENT

Gentex is focused on breaking down barriers to employment in four strategic areas:

1 Language

2 Childcare

3 Transportation

4 Education

Language

Limited English Proficiency Program

In West Michigan, where Spanish is the second most spoken language, Gentex launched a Limited English Proficiency (LEP) program to better support Spanish-speaking employees. From the start, the focus was clear: remove language barriers and create real opportunity.

Work instructions, safety procedures, onboarding materials, and company communications were translated into Spanish, ensuring employees could fully understand expectations, stay safe, and feel included. Recruiting efforts also deepened relationships within the Latino community, opening doors to meaningful employment for more families in the region.

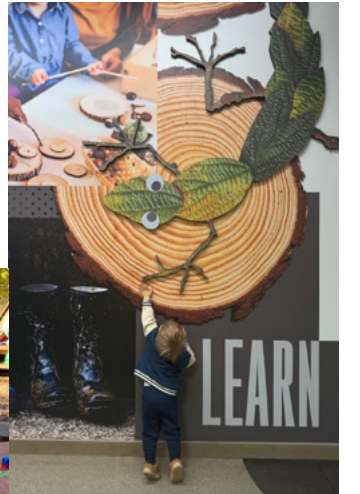
Through a partnership with Latin Americans United for Progress (LAUP), employees can take free ESL classes to strengthen their English skills. Several participants have since advanced into bilingual leadership roles, demonstrating the program's lasting impact.



Childcare

Gentex Discovery Preschool

The Gentex Discovery Preschool, located on the Zeeland campus, opened for care in November. It is owned by Gentex but managed by ODC Network, which provides nature-based care to children ranging from six weeks old to 5 years old. Along with being onsite and offering world-class care at a discounted rate, the center is also breaking barriers by offering extended hours of care. Second-shift employees now have access to a safe, quality childcare center until 10:30 p.m. Gentex and ODC held a ribbon-cutting ceremony in September and invited community organizations, economic development groups, and local government leaders to tour the facility and explore the possibilities of this unique partnership between a business and childcare provider for future collaborations.



Transportation

Cottage Grove

In 2023, Gentex opened two satellite locations in the Grand Rapids area to address the transportation barrier. The first location is a satellite production facility in the Madison Square neighborhood. Team members engage in light assembly, warehousing, and logistics.



Ottawa Ave. Tech Hub

Later that same year, Gentex opened its second location in Grand Rapids. The technology hub is designed to help support, attract, and retain top engineering and software talent from throughout West Michigan.



Education

Gentex has created an educational partnership to reduce or eliminate the cost barrier to higher education. In 2024, it announced the Gentex Certificate Program with Grand Rapids Community College. Gentex will cover the cost of tuition and books for 15 credit hours at GRCC for classes that prepare employees for career opportunities in maintenance. The company also announced a scholarship program with Davenport University, where employees can receive up to \$8,000 toward class tuition. Their family members can also receive up to \$6,500 toward tuition costs.



BUSINESS RESOURCE GROUPS

Business Resource Groups (BRGs) are an integral component of Gentex's commitment to driving change in the areas of diversity, equity, and inclusion. The BRGs foster communication between senior leadership and individual contributors, contribute to the development of the company's future leaders, expand community outreach, and help strengthen the workforce and workplace. Gentex has three business resource groups: Gentex V.E.T.S., Women@Gentex, and Emerging Professionals.

Business Resource Group Pillars

- 1 **Inclusion** – Create a sense of belonging within and across work groups and maintain an open forum for the exchange of ideas.
- 2 **Development** – Identify gaps and propose solutions for professional development opportunities for Gentex employees.
- 3 **Community** – Create a liaison with a community organization that has a similar mission to the BRG.



WOMEN @ GENTEX

Women@Gentex serves as a catalyst for women to achieve their personal and professional purpose in career, community, and marketplace. All employees are welcome to join this group and participate in activities designed to build new connections within the company. The Women@Gentex BRG designs its programming around enhancing education, networking, mentoring, and community support.



GENTEX V.E.T.S.

The mission of Gentex V.E.T.S. is to equip Gentex veterans with skills for success through coaching, mentorship, and development, as well as to develop partnerships with military organizations to identify Gentex as an employer of choice for veterans. The V.E.T.S. acronym stands for veterans; empowerment; teamwork; and service. All employees are welcome to join this group and participate in activities ranging from veteran job fairs to serving veteran organizations in the community.



EMERGING PROFESSIONALS

The Emerging Professionals group provides professional development, networking events, and exposure to new opportunities to support employees as they grow their careers at Gentex.



Learn more about Gentex's DEI initiatives and BRGs

Volunteer Paid Time Off Program

Gentex's volunteer paid time off program continues to strengthen the connection between employees and the community by removing barriers to service and creating meaningful, well-organized opportunities throughout the year. Volunteer opportunities are managed by the company's business resource groups and include the following organizations: Kids' Food Basket, Habitat for Humanity, Community Action House, and Michigan Veteran Homes.



Regular full-time team members are provided up to 16 hours of volunteer paid time off to support community engagement and giving back.



DEI Program Recognition



CADIA Impact Award

The Center for Automotive Diversity, Inclusion and Advancement presented Gentex with an Impact Award for commitment and support to diversity, equity, and inclusion in meaningful ways, modeling the behavior values and norms that foster an inclusive workplace.



Automotive Women's Alliance Award

The Automotive Women's Alliance Foundation presented Women@Gentex with an award for inspiring and advancing women in the automotive industry.

DEI Corporate Council

The Gentex Diversity, Equity, and Inclusion Corporate Council is comprised of employees from different departments at the company headquarters in Zeeland who work together to support Gentex initiatives.

The council helped create three Values in Action to serve as Gentex's diversity, equity, and inclusion mission. Those values are:

Values in Action

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



Community Partnerships

- + Grand Rapids Gold Elevate Reading Program
- + Code on Wheels
- + STEM Greenhouse
- + Holland, Zeeland, & West Ottawa Public Schools
- + West Michigan Asian American Association
- + Mosaic Counseling
- + Momentum Center
- + I Am Academy
- + Urban League of West Michigan
- + Linc Up
- + Grace's Table
- + Amplify GR
- + West Michigan Hispanic Chamber of Commerce
- + Lighthouse Immigrant Advocates
- + Junior Achievement of the Michigan Great Lakes



Birgit Klohs



Robert Wilson

External Advisory Board Members

The DEI Council continues to work closely with Gentex's external advisory board members, Birgit Klohs and Robert Wilson. Birgit Klohs is the co-founder of the New Community Transformation Fund and the former president and CEO of The Right Place Inc. Robert Wilson 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 DEI initiatives at Gentex.



TALENT DEVELOPMENT

Gentex offers its employees a variety of pathways for professional growth, including access to professional development courses, tuition reimbursement, mentorship, and exciting apprenticeship opportunities.

Professional Development Courses

Professional development courses are unique programs that bring employees together and provide them with new information, concepts, and strategies that will empower them to create a work environment where they can succeed.

Team members from across the company collaborate and learn about communication, leadership, problem solving, trust, and more.



Tuition Reimbursement

Employees are encouraged to continuously expand their knowledge and capabilities. Through the Gentex Corporation Tuition Reimbursement Plan, eligible full-time employees can pursue higher education and specialized training, with financial assistance from the company.

Gentex aims to develop employees in order to benefit individuals, the team, and our shareholders.

Reimbursement is limited to a maximum of \$5,250 USD per calendar year.

Apprenticeship

Gentex offers 4-year apprenticeship opportunities in production maintenance and tool room operations that enable employees to work and learn a trade by participating in on-the-job training and taking related courses at an approved school.

Gentex is affiliated with Grand Rapids Community College and Muskegon Community College for the apprentice program.

The Gentex Tuition Reimbursement may also be used in conjunction with the required classes for the apprenticeship program.



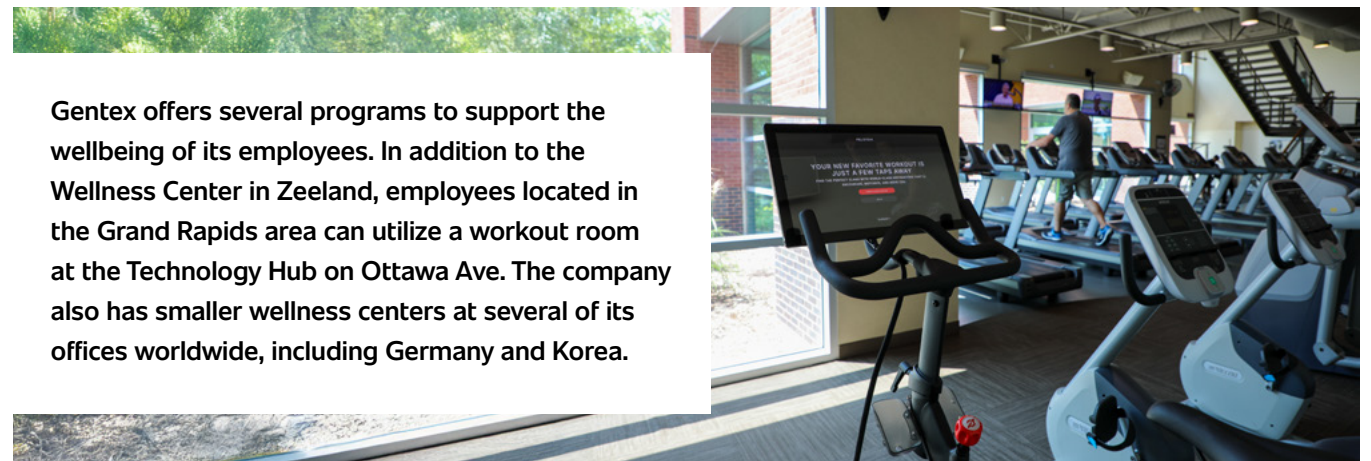
HEALTH & WELLNESS

GENTEX WELLNESS CENTER

Gentex offers a world-class, 10,000-square-foot Wellness Center with state-of-the-art equipment to promote health and wellbeing. Employees can utilize cardio equipment, weightlifting machines, and a wide range of free weights, as well as group fitness classes led by certified instructors. There are multiple walking and running trails around the Gentex campus as well for those who want to enjoy fresh air. When employees are done working out, they are welcome to refresh in locker rooms with individual showers available. The Wellness Center operates seven days a week and is free of charge to employees.

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
- + Free group fitness classes
- + Locker rooms



Gentex offers several programs to support the wellbeing of its employees. In addition to the Wellness Center in Zeeland, employees located in the Grand Rapids area can utilize a workout room at the Technology Hub on Ottawa Ave. The company also has smaller wellness centers at several of its offices worldwide, including Germany and Korea.



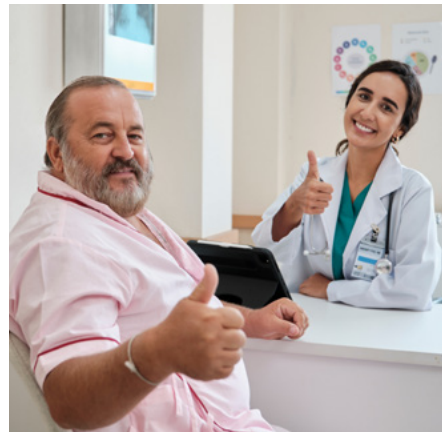
Best and Brightest in Wellness

In 2025, Gentex received the Michigan Best and Brightest in Wellness award from the National Association for Business Resources. The Best and Brightest in Wellness recognizes companies that implement and evaluate efforts in employee wellness to make their business and community a healthier place to live and work.

WALK-IN CLINIC

smartHEALTH

GENTEX cares+



WALK-IN HEALTH CLINIC

The Gentex onsite Walk-In Health Clinic affords employees the opportunity to receive high-quality healthcare right at the workplace. Depending on the employee's medical plan election, they will have a zero or minimal co-pay for their visit.

Japan Office Industrial Physician

Employees in our Japan offices can meet with an industrial physician to receive recommendations on how to stay safe at work both physically and mentally.

SMART HEALTH

Gentex partners with Personify Health to offer a comprehensive wellbeing program. Smart Health operates on the Personify Health platform, which provides a personalized approach, focusing on all dimensions of wellbeing. The program is tailored for each participant's wellness journey.

GENTEX CARES+

The 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. Employees and family members can also take advantage of legal, financial elder care, real estate, and infant feeding support consultations. Pine Rest also provides an online health and wellbeing resource library.



CARE MANAGEMENT PROGRAM

Care Management is a complementary service provided to employees and their family members enrolled in the Gentex Medical Plan. A care manager works to support complex medical conditions, connect participants with resources to support wellbeing, find in-network care, and navigate the health system. The approach is personalized to provide individualized support.

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.

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 or Certified Diabetes Educator and a Clinical Pharmacist who will collaborate with individuals and their health care provider so you can be your healthiest. Participants will experience enhanced benefits including reduced copays and out-of-pocket expenses.



GENTEX 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.

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.

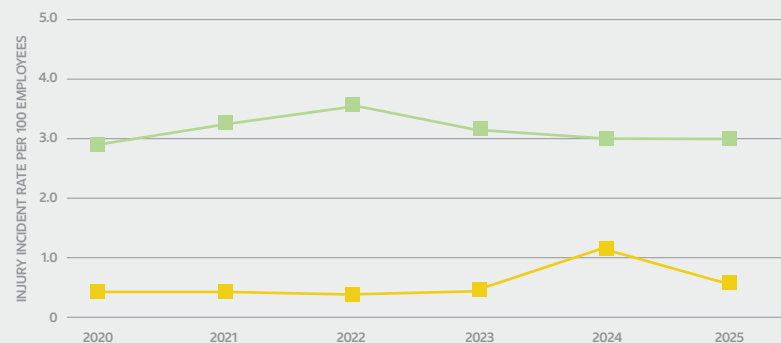
Security

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 resulted in injury rates well below the industry average.

Industry Average Gentex's Rate



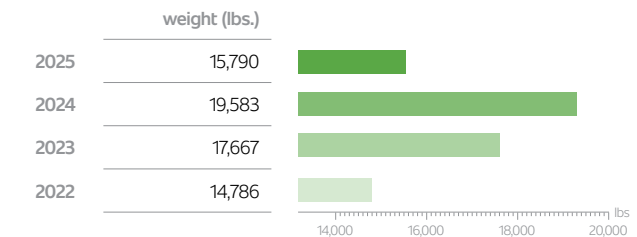
Most recent Industry Average metric is not published at the time of this report. 2025 data point reflects 2024 value.



GENTEX ELECTRONIC RECYCLING EVENT

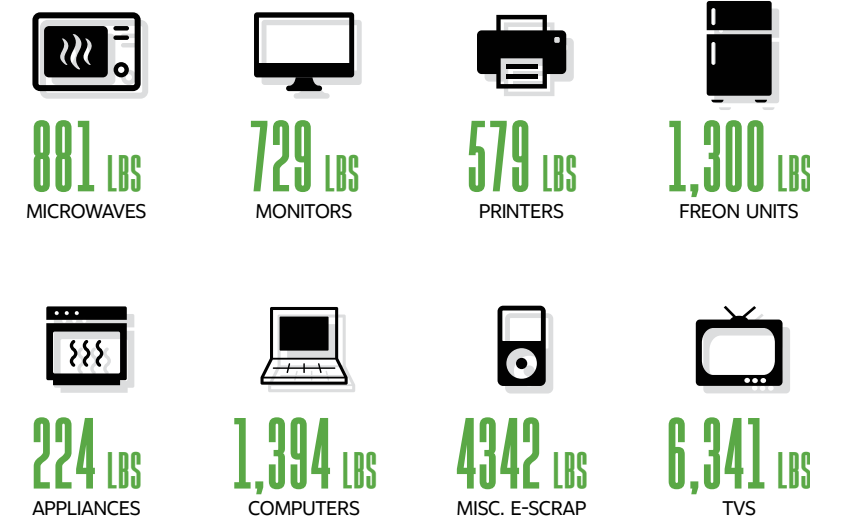
Each year, Gentex partners with Green Earth Electronics Recycling to hold a company-wide event allowing employees and their families and friends an opportunity to responsibly dispose of personal electronic waste materials. To date, this recycling event has kept over 140,000 lbs of electronics out of landfills.

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. The company strives to keep all items collected out of the landfill and find avenues to reuse, refurbish or recycle these items.



In 2025, 229 employees, family members and friends dropped off electronics for recycling – totaling

15,790 LBS



COMMUNITY SERVICE +



Gentex is headquartered 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
- + Colleges and universities
- + Diversity programs
- + Local community health care programs
- + Housing assistance programs
- + Mental health programs
- + Elder care
- + Job training programs
- + Programs for the disabled
- + Family assistance
- + Housing assistance
- + Physical and substance abuse programs
- + After school programming
- + Local sports clubs

Gentex also donates in other communities where we operate.



Amanda Clark Scholarship

Gentex established the Amanda Clark Scholarship program to recognize female high school seniors in West Michigan who are pursuing a degree in science, technology, engineering, or math (STEM) at a four-year college or university.

Zeeland East High School student Ashley Cramer was the 2025 scholarship winner. She received a \$5,000 college scholarship for the 2025-2026 school year. The scholarship is renewable for up to three years, for a total of \$20,000 in college tuition support.

Cramer is majoring in computer science at Kettering University. In her application essay, Cramer said she is excited to explore her passions more in college and be a role model to other women who are interested in STEM careers.

The Amanda Clark Scholarship was created in memory of a Gentex employee who earned a manufacturing engineering degree from Kettering University and worked at Gentex for eight years, using her technical skills in a variety of roles.



From left: Ally Torres, Ashley Cramer, Seth Bushouse

GENTEX CORPORATION

— FOUNDATION —

Gentex Foundation

In 2022, Gentex established a foundation for charitable giving in West Michigan. The Gentex Foundation provides grants to support a wide variety of causes, including economic development, business innovation, children's services, education, public health, mental health, housing assistance, elder care, job training, family assistance, diversity initiatives, and physical and substance abuse programs. The grants support long-term and short-term needs in the community.



Scan to Learn More



Community Share

Community Share supports six local nonprofit organizations through volunteering and financial giving. 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. In 2025, Gentex raised \$175,000 through a combination of employee and corporate donations.



Gentex Hardship Fund



The Gentex Employee Hardship Fund provides assistance to employees who are experiencing an immediate, severe, and temporary financial hardship. Employees can apply for assistance based on several eligibility requirements, and if approved, can receive a grant up to \$5,000.

Examples of Qualifying Events

- + Deployment
- + House Fire
- + Natural Disaster
- + Death
- + Serious Illness
- + Domestic Abuse

The Gentex Employee Hardship Fund is managed by the Holland/Zeeland Community Foundation for employee privacy. In 2025, the Gentex Hardship Fund provided \$54,822.34 in financial assistance to employees.

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

Obeying 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-andcharters>. 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.

INCENTIVE-BASED COMPENSATION RECOUPMENT POLICY

Adopted by the Board of Directors on November 16, 2023

Overview

The Board of Directors (the "Board") of Gentex Corporation (the "Company") believes that it is in the best interests of the Company and its shareholders to create and maintain a culture that emphasizes integrity and accountability and that reinforces the Company's pay-for-performance compensation philosophy. This Incentive-Based Compensation Recoupment Policy (the "Policy") is adopted to provide for recovery of Erroneously Awarded Incentive-Based Compensation (as defined below) in accordance with Rule 10D-1 of the Securities Exchange Act of 1934 and NASDAQ Listing Rule 5608.

Administration

This Policy shall be administered by the Compensation Committee (the "Committee").

Covered Executive Officers

This Policy applies to all current and former executive officers of the Company, as determined by the Committee pursuant to Rule 10D-1(d) of the Securities Exchange Act of 1934 and NASDAQ Listing Rule 5608(d) ("Covered Executive Officers").

Recoupment; Accounting Restatement

This Policy will apply to any incentive-based compensation in the event the Company is required to prepare an accounting restatement due to the Company's material noncompliance with any financial reporting requirements under the securities laws, including any required accounting restatement to correct an error in previously issued financial statements that is material to the previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period (the "Recoupment Event"). The date of the Recoupment Event will be the earlier of:

- + The date the Company's Board, a committee of the Board, or the officer or officers of the Company authorized to take such action if board action is not required, concludes, or reasonably should have concluded, that the Company is required to prepare an accounting restatement as described in the paragraph above; or
- + The date a court, regulator, or other legally authorized body directs the Company to prepare an accounting restatement as described in the paragraph above.

Covered Incentive-Based Compensation

After a Recoupment Event has occurred, the Committee will review all short-term and long-term incentive based compensation (whether provided in the form of cash, equity or other property), which was awarded, earned, vested or paid based, in whole or in part, on the Company's attainment of a financial reporting measure ("incentive-based compensation"). "Covered Incentive-Based Compensation" is all incentive-based compensation received by a person:

- + After beginning service as a Covered Executive Officer;
- + Who served as a Covered Executive Officer at any time during the performance period for that incentive-based compensation;
- + While the Company has a class of securities listed on a national securities exchange or a national securities association; and
- + During the three (3) completed fiscal years (including any transition period in accordance with NASDAQ Listing Rule 5608(b)(1)(i)(D)) immediately preceding the Recoupment Event.

Determination of Erroneously Awarded Incentive-Based Compensation

Based on such review by the Committee, the Committee shall determine the amount of any Covered Incentive-Based Compensation received that exceeds the amount of Covered Incentive-Based Compensation that otherwise would have been received had it been determined based on the restated amounts, computed without regard to any taxes paid ("Erroneously Awarded Incentive-Based Compensation"). If the

Committee cannot determine the amount of the Erroneously Awarded Incentive-Based Compensation directly from the information in the accounting restatement, then it will make its determination based on a reasonable estimate of the effect of the accounting restatement. The Committee will maintain documentation supporting its determination and provide such documentation to NASDAQ.

Method of Recoupment

The Committee will recover, reasonably promptly, any Erroneously Awarded Incentive-Based Compensation. The Company's obligation to recover Erroneously Awarded Incentive-Based Compensation is not dependent on if or when the restated financial statements are filed. The Committee will recover Erroneously Awarded Incentive-Based Compensation unless the Committee determines that a recovery would be impracticable under one of the following standards:

- + The direct expense paid to a third party to assist in enforcing the Policy would exceed the amount to be recovered. Before concluding that it would be impracticable to recover any amount of Erroneously Awarded Incentive-Based Compensation based on expense of enforcement, the Company must make a reasonable attempt to recover such Erroneously Awarded Incentive-Based Compensation, document such reasonable attempt(s) to recover, and provide that documentation to NASDAQ.
- + Recovery would violate home country law where that law was adopted prior to November 28, 2022. Before concluding that it would be impracticable to recover any amount of Erroneously Awarded Incentive-Based Compensation based on violation of home country law, the Company must obtain an opinion of home country counsel, acceptable to NASDAQ, that recovery would result in such a violation, and must provide such opinion to NASDAQ.
- + Recovery would likely cause an otherwise tax-qualified retirement plan, under which benefits are broadly available to employees of the registrant, to fail to meet the requirements of 26 U.S.C. 401(a)(13) or 26 U.S.C. 411(a) and regulations thereunder.

The Committee will determine, in its sole discretion, the method for recouping Erroneously Awarded Incentive-Based Compensation which may include, without limitation:

- + Requiring reimbursement of cash incentive-based compensation previously paid;
- + Seeking recovery of any gain realized on the vesting, exercise, settlement, sale, transfer, or other disposition of any equity-based awards;
- + Offsetting the recouped amount from any compensation otherwise owed by the Company to the Covered Executive Officer;
- + Cancelling outstanding vested or unvested equity awards; and/or
- + Taking any other remedial and recovery action permitted by law, as determined by the Committee.

No Indemnification

The Company is prohibited from indemnifying any Covered Executive Officer against the loss of Erroneously Awarded Incentive-Based Compensation.

Interpretation

It is intended that this Policy be interpreted consistent with the requirements of Rule 10D-1 of the Securities Exchange Act of 1934 and NASDAQ Listing Rule 5608 ("Applicable Requirements"). The Committee is vested with the sole discretion to interpret and construe this Policy and to make all determinations necessary, appropriate, or advisable for its administration. Any determinations made by the Committee shall be final and binding on all affected individuals, including the Covered Executive Officers' estate and beneficiaries.

Effective Date

This Policy shall be effective as of the date it is adopted by the Board and shall apply to Erroneously Awarded Incentive-Based Compensation that is approved, awarded or granted to Covered Executive Officers on or after that date.

Other Rights and Laws

Any right of recoupment under this Policy is in addition to, and not in lieu of, any other remedies or rights of recoupment that may be available to the Company pursuant to the terms of any similar policy in any employment agreement, equity award agreement, or similar agreement and any other legal remedies available to the Company. Application of the Policy does not preclude the Company from taking any other action to enforce a Covered Executive Officer's obligations to the Company, including, without limitation, termination of employment or institution of civil or criminal proceedings.

Amendment

The Board may amend this policy from time to time in its discretion and shall amend this Policy as it deems necessary to comply with Applicable Requirements. The Board may terminate this Policy at any time.

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.



Calvin University
FSAE Student Tour

SAFE HARBOR FOR FORWARD-LOOKING STATEMENTS

This Sustainability Report 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," "future," "goal," "guidance," "hope," "intend," "may," "opinion," "optimistic," "plan," "poised," "predict," "project," "should," "strategy," "target," "will," "work to," 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, including the impact of inflation; 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 and suppliers; loss of business from increased competition; changes in strategic relationships; customer bankruptcies or divestiture of customer brands; fluctuation in vehicle production schedules (including the impact of customer employee strikes); changes in product mix; raw material and other supply shortages; labor shortages, supply chain constraints and disruptions; our dependence on information systems; 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 litigation including securities litigation relating to the conduct of our business; and the length and severity of the COVID-19 (coronavirus) pandemic, including its impact across our business on demand, operations, and the global supply chain. 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. Accordingly, any forward-looking statement should be read in conjunction with the additional information about risks and uncertainties identified under the heading "Risk Factors" in the Company's latest Form 10-K and Form 10-Q filed with the SEC, which risks and uncertainties now include the impacts of COVID-19 (coronavirus) pandemic and supply chain constraints that have affected, are affecting, and will continue to affect, general economic and industry conditions, customers, suppliers, and the regulatory environment in which the Company operates. Includes content supplied by S&P Global Mobility Light Vehicle Production Forecast (<http://www.gentex.com/forecast-disclaimer>).

TCFD ALIGNED SUBMISSION FOR SB261

Our TCFD aligned submission can be found here: Gentex TCFD Submission
http://www.gentex.com/files/GentexCorporation_TCFD_20251223.pdf



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Gentex Corporation

Main Site: 600 N. Centennial
Zeeland, Michigan 49464 United States

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:

Overall Scope: Design, manufacture and assembly of inside and outside automatic-dimming automotive mirrors, dimmable aircraft windows, and HomeLink automation system, along with support activities including distribution center, fleet garage and resource recovery center.

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:
09 February 2026

Issuing Date:
09 February 2026

Valid Until:
23 February 2029



Mark Thomas

Mark Thomas
Executive Vice President
Assurance, Sustainability, AgriWorld & Food

Intertek Testing Services NA,
Inc. dba Intertek,
4700 Broadmoor SE Suite 200 Kentwood,
Michigan 49512, United States



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Gentex Corporation

Main Site: 600 N. Centennial
Zeeland, Michigan 49464 United States

See appendix for additional sites and additional site scopes

has been registered by Intertek as conforming to the requirements of:

ISO 45001:2018

The management system is applicable to:

Overall Scope: Design, manufacture and assembly of inside and outside automatic-dimming automotive mirrors, dimmable aircraft windows, and HomeLink automation system, along with support activities including distribution center, fleet garage and resource recovery center.

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

Certificate Number:
0144221

Initial Certification Date:
07 March 2023

Date of Certification Decision:
09 February 2026

Issuing Date:
09 February 2026

Valid Until:
06 March 2029



Mark Thomas

Mark Thomas
Executive Vice President
Assurance, Sustainability, AgriWorld &
Food

Intertek Testing Services NA,
Inc. dba Intertek,
4700 Broadmoor SE Suite 200 Kentwood,
Michigan 49512, United States



GENTEX SUSTAINABILITY STATEMENT

Gentex's goal, working alongside our customers,
supply base and key stakeholders,
is to minimize our impact on the environment,
create and implement robust sustainability programs,
and operate in a socially responsible manner.



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GENTEX
CORPORATION

600 N. Centennial Street,
Zeeland, Michigan 49464
616.772.1800 | gentex.com

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