

GENTEX Corporation

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GENTEX

April 1, 2018

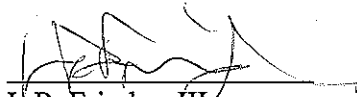
REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Gentex Corporation in recognition of the essential rights of all employees and applicants as individuals, to recruit, hire and promote into all job classifications without regard to race, age, color, religion, sex, disability, veteran status, national origin, sexual orientation, or gender identity. Employment and promotional decisions shall be based solely upon the individual's qualifications as related to the requirements or the positions being filled. No unnecessary or arbitrary barriers shall exist in recruitment or promotional procedures.

It is also the policy of Gentex Corporation to take affirmative action to insure that all personnel programs such as rate of compensation, benefits, transfers, promotions, layoffs, recalls, Company-sponsored training, educational tuition assistance, disciplinary actions, social and recreational programs shall be administered without regard to race, age, color, religion, sex, disability, veteran status, national origin, sexual orientation, or gender identity. Gentex does not discharge or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants.

The Director of Human Resources, Tim Tyler, is given authority for the administration of the program throughout the Corporation. It will be his responsibility to analyze policies and procedures on a continuing basis to ensure that the full spirit and intent of this policy is being adhered to in every respect. Although the Director of Human Resources has responsibility for affirmative action at Gentex, each manager will be held accountable for affirmative action within his/her own area of responsibility. Additionally, each Facility's Human Resources Manager is responsible for compliance with state and federal EEO laws and affirmative action regulations. That individual is also responsible for implementing their Affirmative Action Plan (AAP), including equal employment practices, monitoring, and internal reporting. Any willful or deliberate violation of this Equal Employment Opportunity Policy by any employee of Gentex Corporation or of any procedure devised and implemented to give this policy force and effect will be cause for appropriate disciplinary action.

I am personally committed to a firm and just policy and I expect cooperation and support in Affirmative Action Program efforts to assure equal employment opportunities in all Company operating facilities.



L.P. Frieder, III
President & CEO