



BREAKING BARRIERS

2025 | Diversity, Equity, and Inclusion Report



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LETTER FROM THE VICE PRESIDENT OF DIVERSITY, EQUITY, AND INCLUSION



Diversity, equity, and inclusion initiatives are not just value-driven commitments, they are strategic drivers of stronger business performance. By intentionally removing barriers to employment, Gentex is unlocking broader talent pools and fostering a higher level of team member engagement and retention. When employees are supported in overcoming obstacles, they are better positioned to contribute, innovate, and collaborate effectively, which ultimately leads to better business results.

This report highlights the meaningful progress made in 2025 across four strategic focus areas: childcare, language, transportation, and education. Through these initiatives, we strive to make a lasting difference not only for our employees, but also in the communities they call home. Through this work, we are strengthening our workforce and bringing the Gentex Core Values to life every day.

Joe Matthews
Vice President of Diversity, Equity, and Inclusion

CORE VALUES



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.

COMPANY COMMITMENTS

The company has six operational tenets it remains committed to in all decision-making.

- 1. Our Team Members** – to respect, invest in, and value each individual.
- 2. Our Customers** – to innovate on their behalf.
- 3. Our Suppliers** – to help each other be the best we can be.
- 4. Our Shareholders** – to continually grow shareholder value and reward investment.
- 5. Our Community** – to be a positive force in the communities in which we operate.
- 6. Social Responsibility** – to operate sustainably, promote diversity, and give generously.

BREAKING DOWN BARRIERS TO EMPLOYMENT

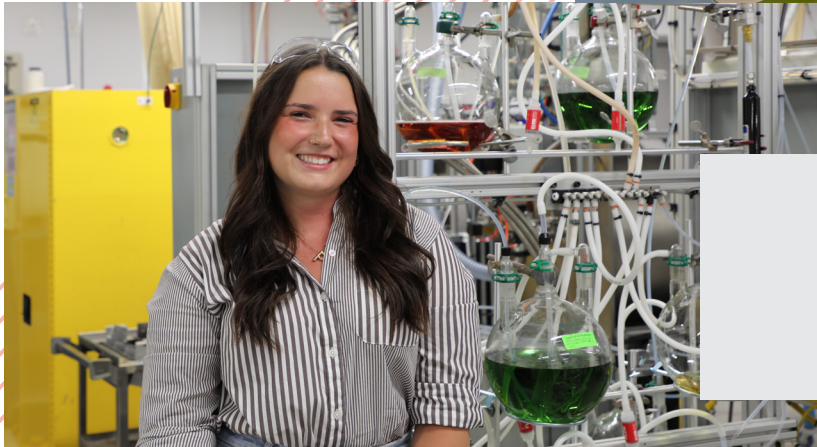
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CHILDCARE



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EDUCATION



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TRANSPORTATION



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 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.



Ribbon-Cutting Ceremony

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.

"Finding and paying for childcare has increasingly become a burden for far too many in our community. It's a barrier to employment that also negatively affects child development, household stability, and overall economic growth."

Steve Downing
Gentex President and CEO

Gentex Discovery Preschool

- + 43,000-Square-Foot Center
- + Care for 6 weeks to 5 year olds
- + 12 Childcare Rooms

Utilization

- + 103 Children Enrolled
- + 77 Caregivers
- + 1 Second-Shift Classroom



"Our kids love being outdoors and the Gentex employee discount allows us to have premium childcare at a reasonable cost."

Caleb Morris
Gentex Discovery Preschool Parent



"It makes me feel like family life does matter to Gentex. The company has done what it can to make sure our kids are in a safe place with a wonderful learning environment while we work."

Megan Craycraft
Gentex Discovery Preschool Parent



EDUCATION



CERTIFICATE & SCHOLARSHIP PROGRAMS

Pursuing a college degree can be a daunting task for someone working full time due to the cost of tuition and time commitment required. Gentex has offered a tuition reimbursement program to employees for many years. In 2024, the company enhanced its employee benefit offering with the announcement of two educational partnerships.

Scholarship Program for Employees & Family

Gentex partners with Davenport University to provide the Gentex Educational Scholarship Program to employees and their families.



Team members can receive up to \$8,000 toward class tuition at Davenport University. This renewable scholarship will cover 22 credit hours per year. Family members can receive up to \$6,500 toward class tuition to help cover the cost of college courses.

Certificate Program

To prepare employees for career opportunities as technicians or in maintenance, Gentex partners with Grand Rapids Community College to offer a Gentex Certificate Program.



Employees who complete 5 courses totaling 15 credit hours will earn the certificate. Gentex covers the upfront cost of the classes and the books needed. Team members can choose between a track for industrial maintenance or process technician. Once completed, employees have 25 percent of the credits needed to earn an associate degree from GRCC.

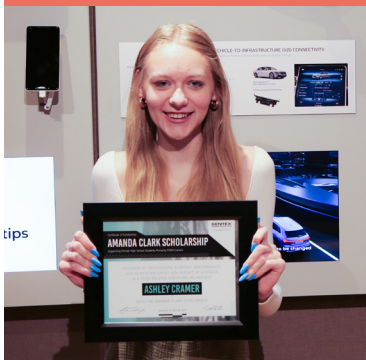
In 2025, Gentex congratulated 5 employees on graduating from the certificate program. Ron Storteboom, Laboratory Development Engineer, said he enjoyed learning about the science behind pneumatic systems and found the information valuable in his day-to-day work at Gentex.



"I've told other employees to just jump in and try a couple classes. Gentex and GRCC have this program running very well. You aren't going to receive a tuition bill and your textbooks are covered."

Ron Storteboom
Gentex Employee

2025 Winner



Amanda Clark Scholarship

Gentex created the Amanda Clark Scholarship in 2022 to recognize and encourage female high school students who are pursuing a science, technology, engineering, or math (STEM) degree at a four-year college or university. To date, five local seniors have been awarded the renewable scholarship worth \$20,000. Three of the winners have selected Gentex for their summer internship in their chosen fields.

2024 Winner Returns for Internship



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.

"I enjoy seeing team members doing a job they thought they would not be able to do because the language barrier was removed. We have team members who expanded their English skills and are now working offline as material runners, 200% inspectors, or moved out of the LEP program altogether to become line leads."

Lalo Caballero
LEP Group Leader



Program Launch Leaders Recognized

For their leadership in the launch of this inclusion program, Vice President of Accounting Rosa Estrada and Director of Talent Programs Daniel Quintanilla have been recognized among *Vive Magazine's* Top 25 Most Influential Latinos in West Michigan.



TRANSPORTATION

The fourth initiative in breaking barriers to employment is transportation. Gentex has opened two satellite locations in Grand Rapids, allowing the company to reach a new talent pool and offering job opportunities closer to home to reduce transportation concerns.

Cottage Grove Manufacturing Satellite

The company first opened a satellite manufacturing facility in the Madison Square area of Grand Rapids, Michigan. The sub-assembly plant is located on Cottage Grove Ave., near a bus stop. Many of the employees live in the surrounding area and can walk, bike, or drive a short distance to work.



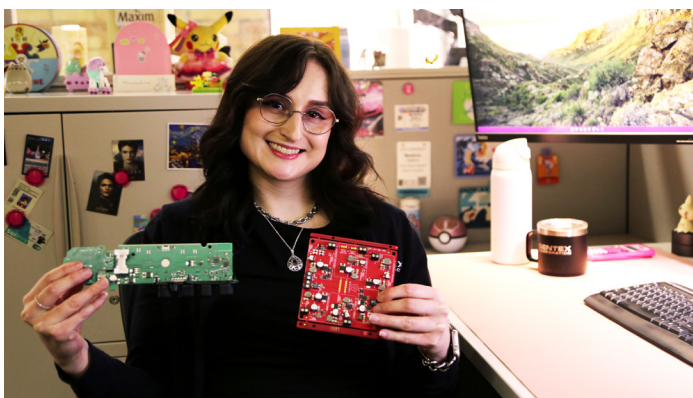
"I live 3 minutes away from the building, so when I saw they were hiring, I put in an application. Having the Gentex facility here is a great opportunity for my community and it brings a lot of hope to this area."

Marrio Means
Gentex Employee

Grand Rapids Technology Hub

Gentex also opened a Technology Hub in downtown Grand Rapids to serve as a workspace for engineering and software technologists to support the company's growing business and expanding product portfolio.

The Tech hub is the work location for PCB Design Engineer Madeline Stafford. She started at Gentex as an intern in the Tech Hub and was excited to accept a full-time role in downtown Grand Rapids.



"I find designing circuit boards really challenges me in a fulfilling way," said Stafford.



"We have a goal to be a tech and innovation hub here in West Michigan, but that can't happen in isolation. It starts with vibrant neighborhoods and access to opportunity across the region."

Joe Matthews
VP of Diversity, Equity, and Inclusion

VALUES IN ACTION



In addition to Gentex's six Core Values, the company also has three Values in Action for how it creates an inclusive work environment. All members of the executive leadership team have agreed to uphold these values.

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.



BUSINESS RESOURCE GROUPS

Gentex Business Resource Groups exist for employees to provide and receive support, make new connections, and drive career development opportunities for positive career and business outcomes.

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 business resource group.

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.

Company-Wide Cereal Drive

The group organized a company-wide cereal drive this year and collected nearly 600 pounds of food to help Community Action House fight food insecurity in the area.



Habitat for Humanity Build

Members of Emerging Professionals had the opportunity to contribute some sweat equity volunteering for Habitat for Humanity to support the Vista Green affordable housing development in Holland.



BRG Fall Social

The Emerging Professionals organized a business resource group social to bring members from all three BRGs together for some fall fun. The employees enjoyed cider, snacks, networking, and some friendly yard game competitions.



ESTABLISHED:
2025



MEMBERS:
177



EVENTS:
7

GENTEX V.E.T.S.



V.E.T.S.
Business Resource Group



The Gentex V.E.T.S. vision statement is to equip veterans with skills for success through coaching, mentorship and development, develop partnerships with military organizations to identify Gentex as an employer of choice for veterans, and serve veterans organizations in the local community.



Veterans Day 5K

Several members of the Gentex V.E.T.S. participated in the Grand Rapids Veterans Day 5K. The race helped raise funds for Michigan Veterans Homes. Gentex was also a sponsor of the event, helping to support accessible housing and care for veterans in the state.

Veterans Day Ceremony

For the 10th year in a row, the business resource group organized a Veterans Day Ceremony to honor veterans in the Gentex workforce.

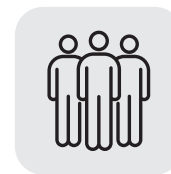


Toys for Tots Donation Drive

This is the second year the Gentex V.E.T.S. have supported the Marine Corps Reserve Toys for Tots program by hosting a company-wide donation drive. The group collected 8 boxes full of brand-new toys for families in need of support during the holidays.



ESTABLISHED:
2019



MEMBERS:
100



EVENTS:
7

WOMEN@GENTEX



WOMEN@GENTEX
Business Resource Group

Women@Gentex serves to be a catalyst for women to achieve their personal and professional purposes in career, community, and marketplace. The business resource group holds professional development workshops, volunteer drives, and sponsors organizations with aligned missions.

International Women's Day

The group sponsored an International Women's Day conference in Grand Rapids and provided free tickets to WAG members to attend. They also organized an internal networking event with women from all the company's international offices to meet and learn from each other.



Resilience May Baskets

Women@Gentex holds a company-wide donation drive to support local nonprofit Resilience with its May Baskets campaign. Employees filled laundry baskets with personal hygiene products. This year, the group delivered 65 baskets to Resilience.



Junior Achievement Girls' Dream Fair

Women@Gentex Advisory Board Member Miranda DeKuijer served as a keynote speaker at the Junior Achievement Girls' Dream Fair at Grand Rapids Community College, encouraging middle school girls to consider a career in STEM.



Gentex Japan hosted an Asian Women@Gentex Coffee and Conversations at the Nagoya office in October 2025.



ESTABLISHED:
2019



MEMBERS:
410



EVENTS:
22



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

BRG COMMUNITY ENGAGEMENT



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.



The Women@Gentex BRG organized six volunteer opportunities at Kids' Food Basket in 2025. In the summer, employees worked on the farm harvesting the food and in the fall, they helped wash, prep, and pack sack suppers for children.



"The most meaningful part of my volunteer experience was working with Gentex team members who are also passionate about volunteering and giving back to the community."

Michael Foster
Gentex Laboratory Engineer



The BRGs also supported volunteer opportunities with Lakeshore Habitat for Humanity.



VOLUNTEER OPPORTUNITIES:
7 Events



VOLUNTEERS:
144 Employees



PAID VTO:
778 Hours



DEI COUNCIL COMMUNITY ENGAGEMENT

Supporting Science, Technology, Engineering, and Math Programs

In 2025, members of the Gentex Diversity, Equity, and Inclusion Council met with the leaders of two nonprofit organizations to see firsthand how Gentex donations are helping students in underrepresented communities with STEM education.



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.

Holland Public Schools STEM Night

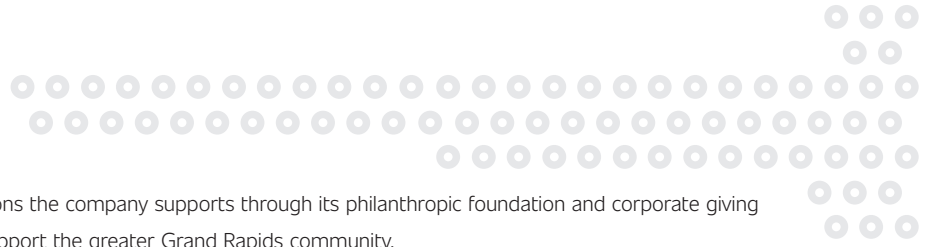
Gentex employees provided hands-on science and technology experiences for students at Holland High School's STEM Night event. 237 Holland Public School families attended this free, educational program.



Grand Rapids Gold Elevate Reading Program

The Grand Rapids Gold Elevate Reading Program encourages students in Holland and Zeeland public schools to read during March is Reading Month. Gentex has sponsored the program for many years and provides prizes for students as they reach their reading milestones.

COMMUNITY IMPACT



As Gentex continues to grow, so does the list of organizations the company supports through its philanthropic foundation and corporate giving programs. These are just a few new sponsorships which support the greater Grand Rapids community.

COMPANY SPONSORSHIPS

Junior Achievement Finance Park

Gentex sponsors a storefront at the Karl & Susan Hascall Junior Achievement Finance Park to help students explore their career options. Last year, more than 45,000 students from across West Michigan visited the Finance Park.



Grand Rapids Giving Day

The company supported the first annual Grand Rapids Giving Day, which financially supported over 40 nonprofits.

Children's Hospital Radiothon

Radiothon is a two-day annual fundraising event for Helen DeVos Children's Hospital.

Community Parade Sponsorships

Gentex sponsors several community parades in Zeeland, Holland, and Grand Rapids. It serves as the main sponsor for the Tulip Time Kinderparade and the Grand Rapids Santa Parade.



Riverbank Run

Gentex sponsored the Amway Riverbank Run 5K Walk in Grand Rapids.



GENTEX CORPORATION

— FOUNDATION —

In addition to sponsorships, Gentex also provides grants to support larger community initiatives through the Gentex Foundation. The Foundation provides financial grants to organizations in the United States to support charitable causes in a wide variety of areas, including economic development, children's services, public health, housing assistance, and diversity initiatives, to name a few.

The board of directors reviews grant applications with focused attention on nonprofit organizations operating in the communities where Gentex employees live and work, and which reflect the Foundation's values of integrity, compassion, innovation, and diversity.

GENTEX CORPORATION

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