

2017 GENDER PAY GAP REPORTING

At Garmin, we strive to do things right and more importantly, to do them in the right way. Our success depends on the people who innovate our new products and commit to growing our business responsibly. We deliver innovative GPS technology across diverse markets, including aviation, marine, fitness, outdoor recreation, tracking and mobile apps.

This Gender Pay Gap report is based on data as at 5th April 2017.

At this date, Garmin employee 302 staff in the UK, 100 females (33%) and 202 males (67%).

PAY GAP REPORTING

Mean and Median gender pay gap



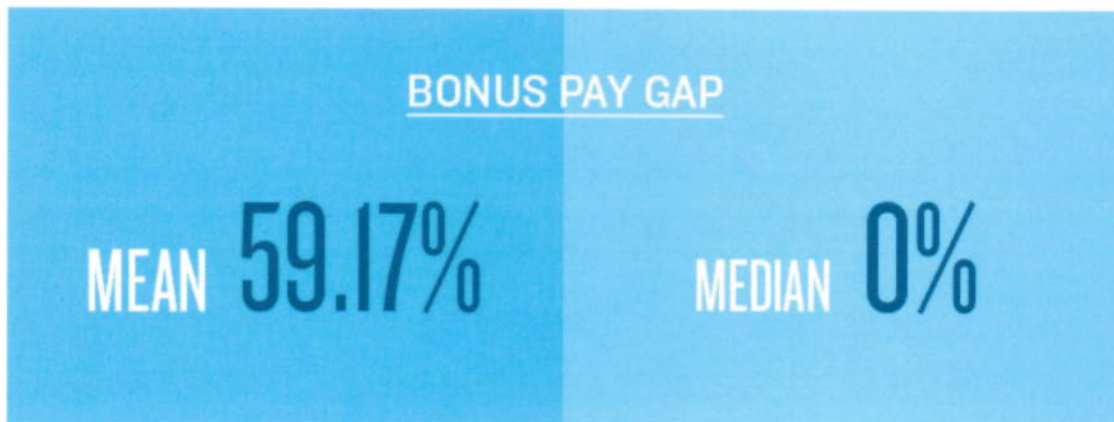
The mean gender pay gap is the difference in average hourly rates of pay between male and female employees.

The median gender bonus pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for male and female employees by ordering the rates of pay from lowest to highest and looking at the middle value.

Mean and Median bonus pay gap

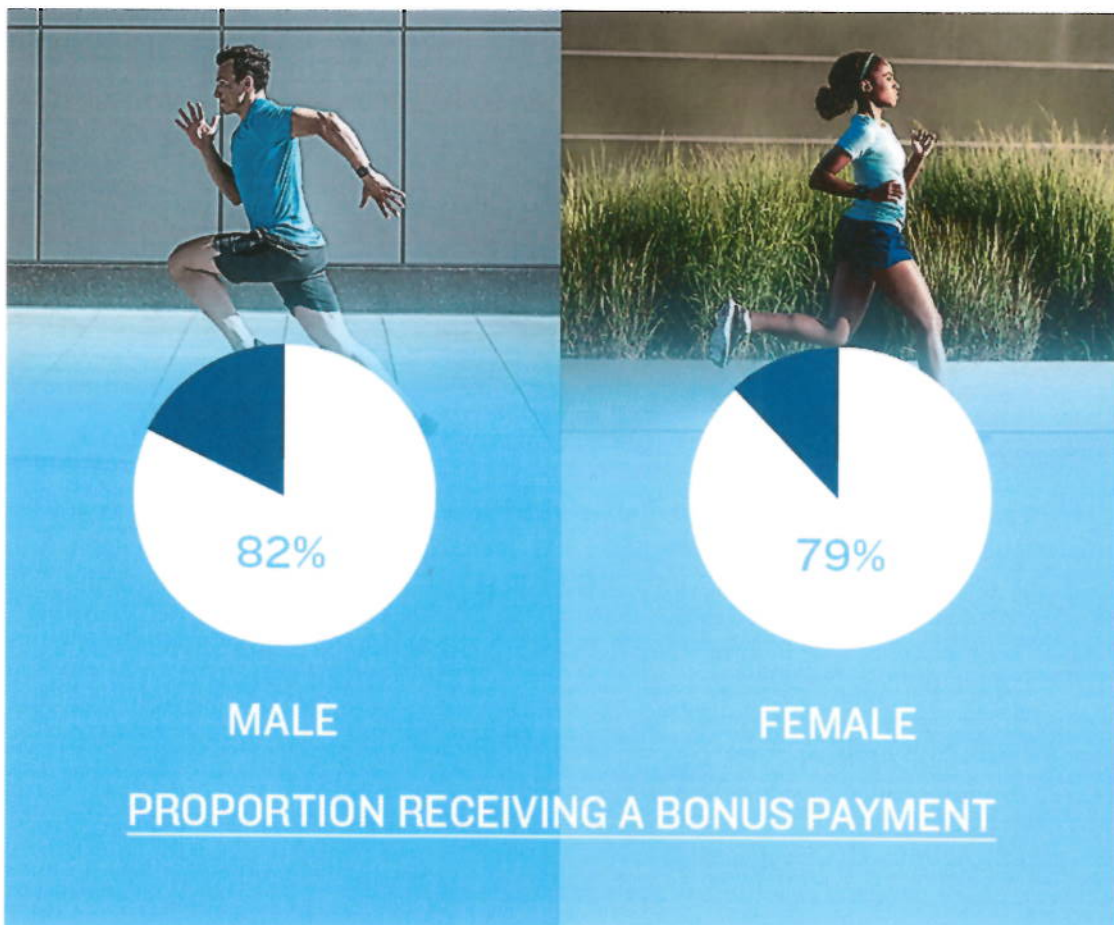
The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay that male and female employees receive.



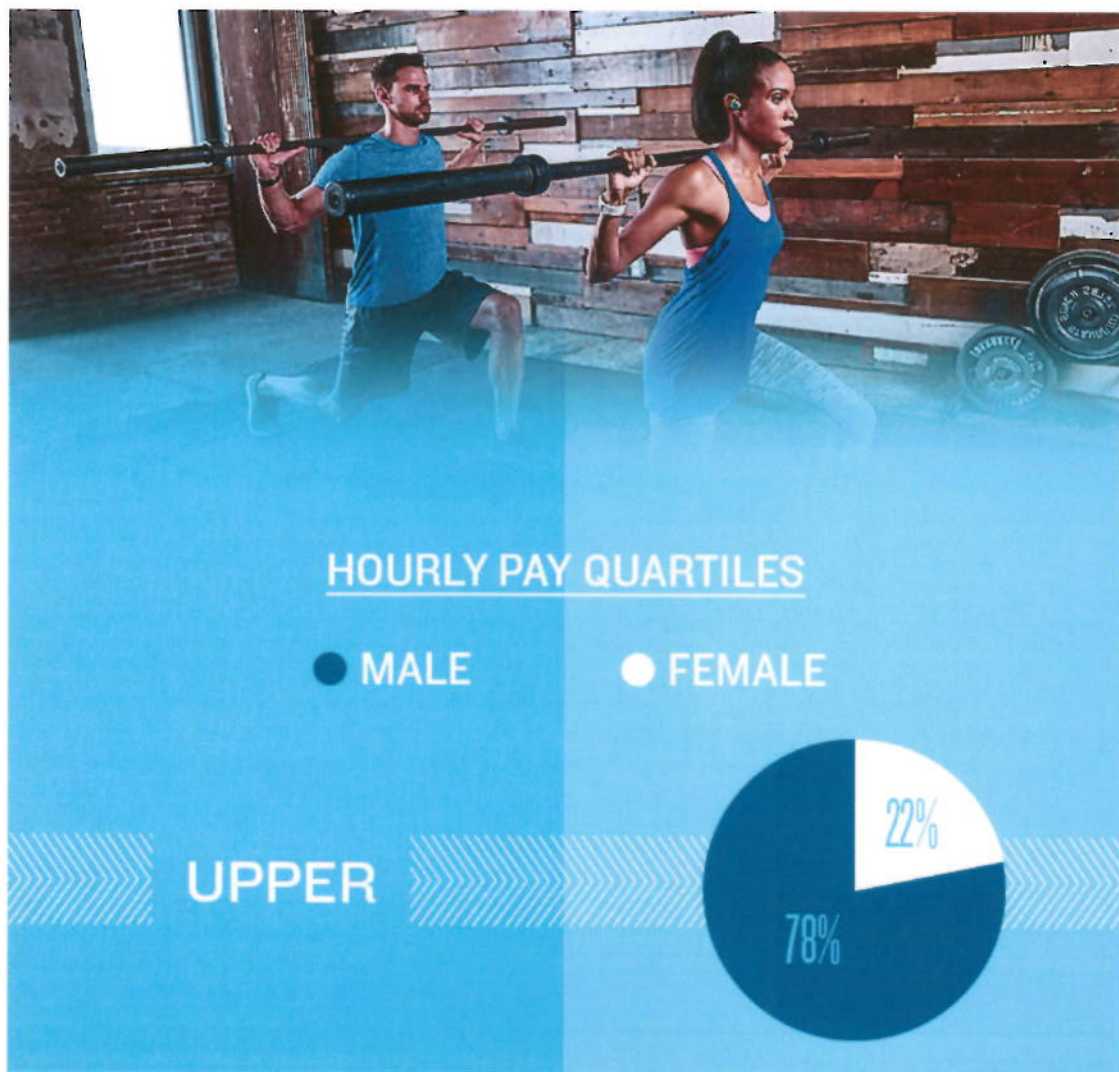
Proportion of males and females receiving a bonus

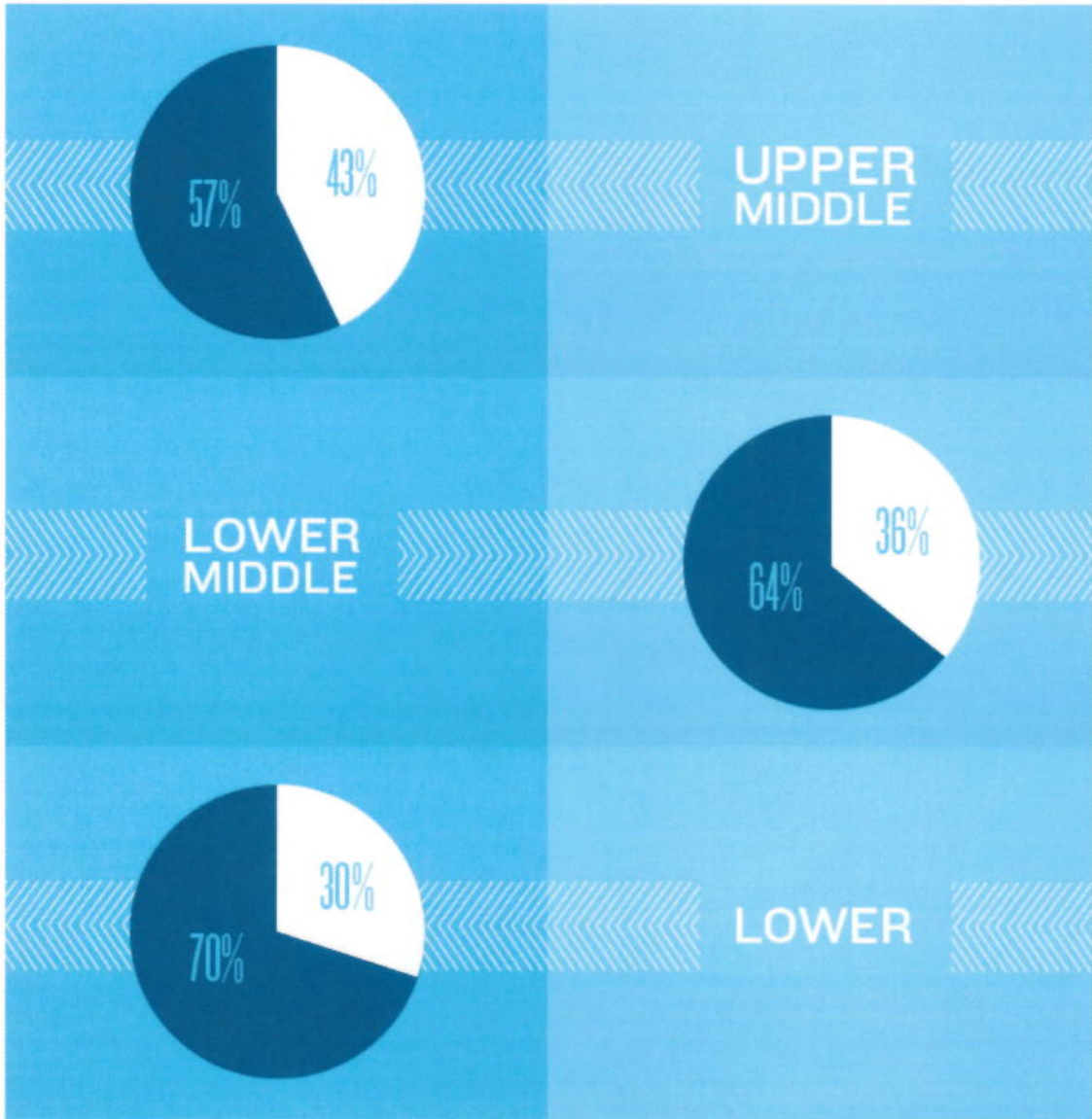
This is the percentage of male and female employees who received a bonus payment in the 12 months leading up to the snapshot date of 5th April.



Proportion of males and females when divided by pay quartiles

This is the percentage of male and female employees hourly pay, when divided into four equal sections.





Our planned approach to improve our gender pay gap

We will continue to remove any potential barriers that prevent females reaching senior positions and review our recruitment approach to ensure it remains fair and consistent. Garmin are committed to being fair to all our employees and will be actively working on the opportunities that have arisen from the gender pay gap report.

SIGNATURE OF SEAN BIDDLECOMBE: Sean Biddlecombe
 MANAGING DIRECTOR, EMEA

DATE: 3 April 2018