2019 Gender Pay Gap Reporting

Garmin is a global company, leading the way in GPS navigation systems for marine, aviation, outdoor, fitness and automotive products. Our success depends on the people who innovate our new products and commit to growing our business responsibly.

Globally, we employ just over 15,000 associates, and in the UK, we employ 350, 126 females (36%) and 224 males (64%)

This Gender Pay Gap report is based on data as at 5th April 2019.

Pay Gap reporting

*Mean and Median gender pay gap*

| Gender Pay Gap | Mean 17.23% | Median 2.70% |

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 & female employees hourly pay, when divided into four equal sections.
Our planned approach to improve our gender pay gap

We have and 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.

Since the previous year’s gender pay gap report, there has been an increase in the % of pay that male employees earn compared to female employees. This is unfortunate however the increase is very small and is largely driven by the fact that there are more men in senior roles within the business than women. We will continue to monitor this situation.

We have seen a shift in the median rate of pay between male and female employees from a negative to a positive. While we have a respectable female representation of 36%, this reduces somewhat at very senior levels and this is reflected in the report.

Garmin are confident that male and female employees are paid equally for doing equivalent jobs across our business and that equal pay is not a contributing factor to our gender pay gap. The focus will be on improving representation at senior levels.

Garmin will continue to be fair to all our employees and will continue to work on opportunities that have arisen from the gender pay gap report. We are committed to creating an inclusive workplace culture where everyone can reach their full potential.

SIGNATURE OF SEAN BIDDECOMBE

Managing Director, EMEA

Date: April 2020