2018 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 employee just over 13,000 associates, and in the UK, we employee 304, 96 females (32%) and 208 males (68%)

This Gender Pay Gap report is based on data as at 5th April 2018.

Pay Gap reporting

*Mean and Median gender pay gap*

![Gender Pay Gap Chart]

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.

<table>
<thead>
<tr>
<th>BONUS GENDER PAY GAP</th>
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<tbody>
<tr>
<td><strong>MEAN</strong> 56.85%</td>
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<tr>
<td><strong>MEDIAN</strong> 0%</td>
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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.

MALE
83%

FEMALE
87%

PROPORTION RECEIVING A BONUS PAYMENT
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 have and will continue to remove any potential barriers that prevent females reaching senior positions and have reviewed and updated our recruitment approach to ensure it remains fair and consistent.

Since our first gender gap report, we are pleased to highlight a 5% decrease in the mean average and remain with a negative % for the median gender pay gap. We can also highlight an increase in the proportion of females receiving a bonus has increased from 79% to 87%.
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.

SIGNATURE OF SEAN BIDDLECOMBE

Managing Director, EMEA

Date: April 2018