



Corporate Responsibility Report

GARMIN 



MISSION

To be an enduring company by creating superior products for automotive, aviation, marine, outdoor and sports that are an essential part of our customers’ lives.

VISION

We will be the global leader in every market we serve, and our products will be sought after for their compelling design, superior quality and best value.

VALUES

The foundation of our culture is honesty, integrity and respect for associates, customers and business partners. Each associate is fully committed to serving customers and fellow associates through outstanding performance and accomplishing what we say we will do.

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STATEMENT FROM CLIFF PEMBLE, PRESIDENT AND CEO

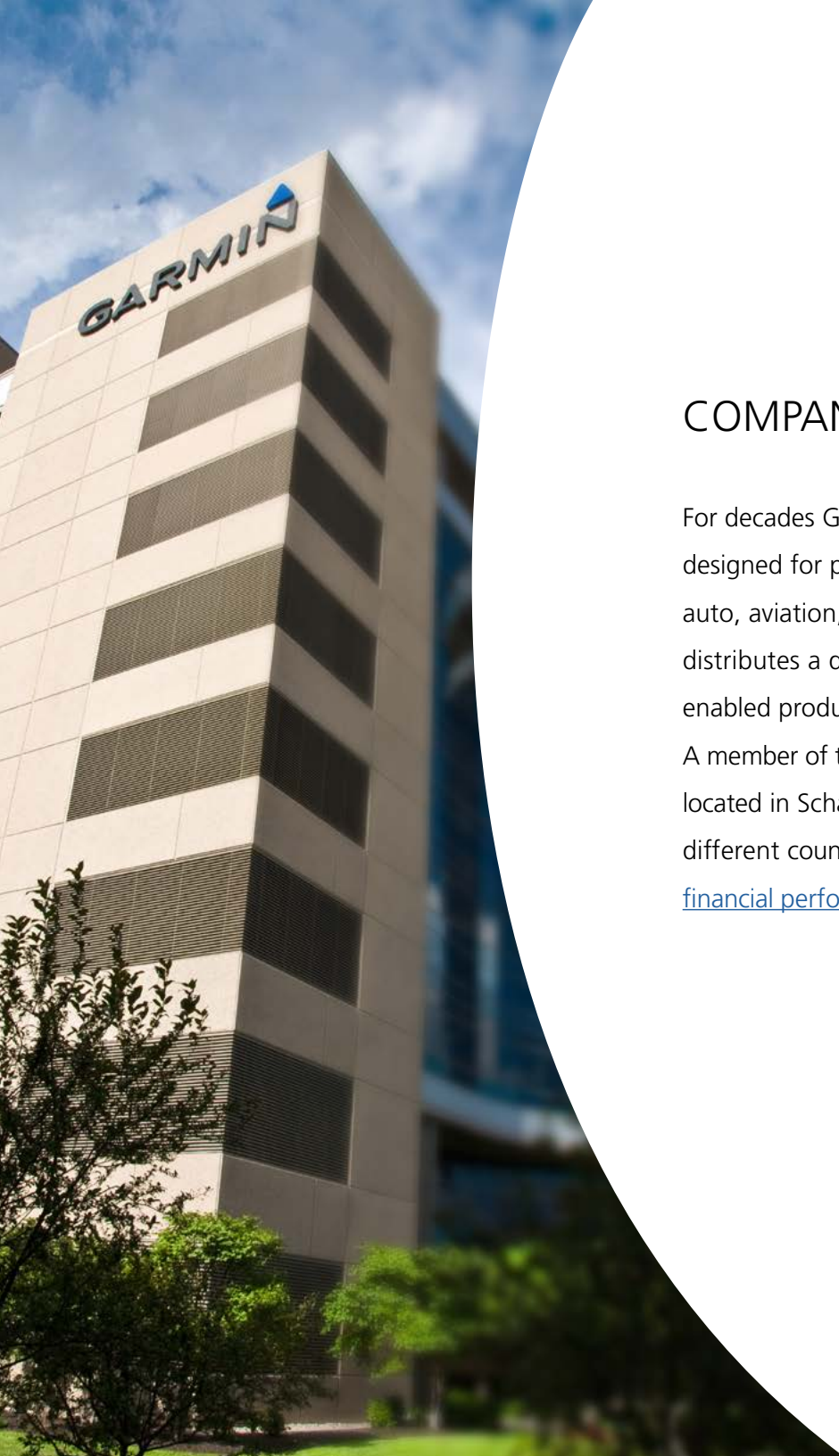
As I look back on the last two years, I reflect on our global efforts toward becoming a responsible corporate citizen and their foundation — our culture — which is based on the time-honored principles of honesty, integrity and respect for one another. As a technology company with worldwide reach, Garmin is uniquely positioned to make a positive difference. In the last two years, we have implemented a number of energy-saving and environmental initiatives to lessen our corporate footprint, have increased our charitable giving and have encouraged young people to pursue careers in science, technology, engineering and math by volunteering our time and knowledge. In addition, our employee wellness programs encourage our associates to engage in activities beneficial to their health and well-being.

Our associates work tirelessly to develop exciting products that promote an active lifestyle in all five of our business segments: outdoor, fitness, marine, aviation and auto. Our associates are also engaged in many initiatives to improve the communities around the world in which we live and work.

Garmin has embraced the philosophy of “beat yesterday,” which inspires a commitment to improve ourselves every day. We apply this same philosophy to our corporate citizenship and believe this results in better, purposeful products for our customers and higher levels of performance as a company.

As we continue to grow and evolve, we will embrace opportunities to reduce energy usage within our corporate footprint and within the products we deliver to our customers.

A handwritten signature in blue ink, appearing to read "Cliff Pemble", with a long horizontal line extending to the right.



COMPANY PROFILE

For decades Garmin Ltd. and its subsidiaries have pioneered devices and applications designed for people who live an active lifestyle. Garmin serves five primary business units, including auto, aviation, fitness, marine and outdoor. Garmin designs, develops, manufactures, markets and distributes a diverse family of handheld, wearable, portable and fixed-mount GPS-enabled products and other navigation, communications, sensor-based and information products. A member of the S&P 500 Index, Garmin Ltd. is incorporated under the laws of Switzerland and is located in Schaffhausen, Switzerland. Garmin has more than 11,500 associates spread across 34 different countries around the globe. More details about our [structure](#), [governance](#), [leadership](#) and [financial performance](#), as well as our [Code of Conduct](#) are available on garmin.com.

GARMIN

Reception
Visitors Parking

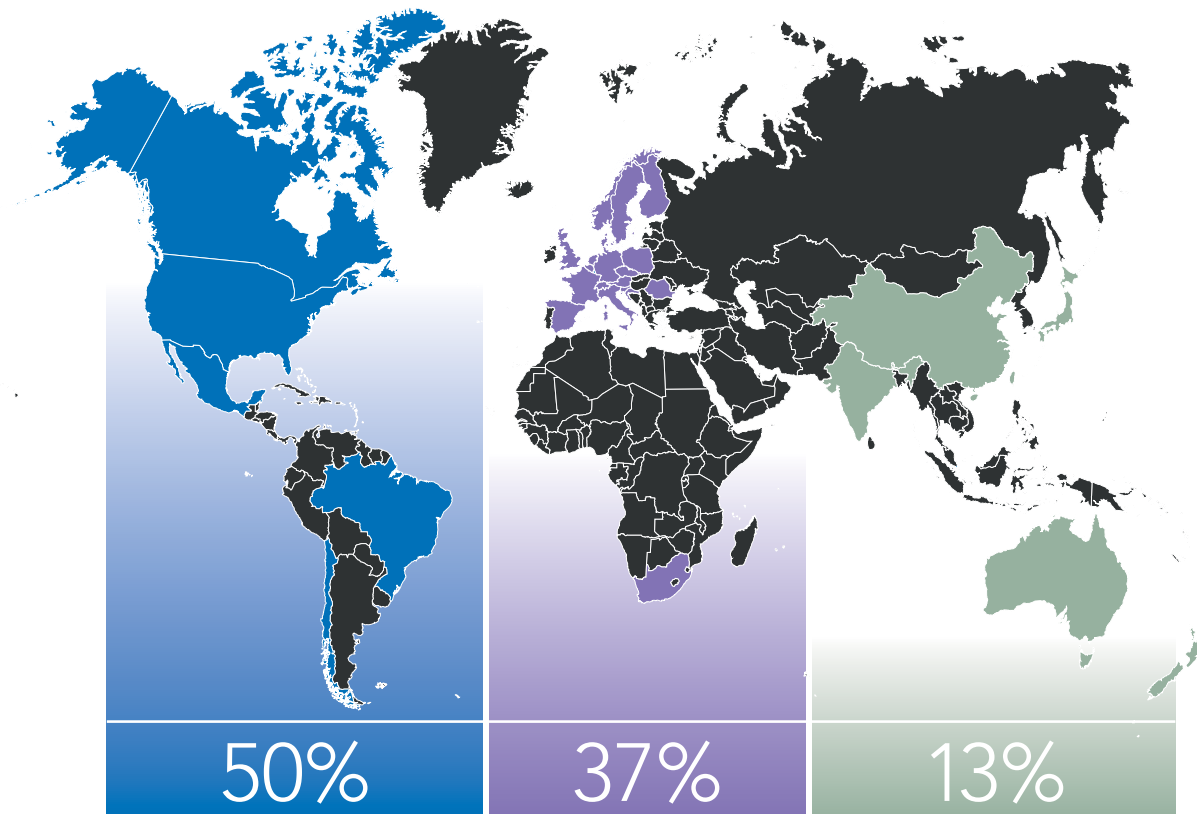
Deliveries
Drivers Reception

2016 IN REVIEW

- Recorded consolidated revenue of more than \$3 billion across our diverse segments and geographies.
- Generated nearly \$615 million of free cash flow.
- Invested \$468 million in R&D to support next-generation products and services.
- Returned \$574 million of cash to shareholders with five quarterly dividends totaling \$481 million and share repurchases of \$93 million.
- Introduced more than 100 exciting new products across our businesses to serve drivers, hunters, golfers, runners, triathletes, pilots, mariners, walkers and many others.
- Delivered more than 16.8 million products to our customers.

For more financial, regulatory and governance information, please refer to our [2016-10K](#) and [2017 Proxy Statement](#) filed with the SEC.

82 locations worldwide



revenue by geographic region



2016 revenue by segment

responsible products

RESPONSIBLE PRODUCTS

Garmin invests more than \$468 million annually in R&D. This investment focuses on the creation of superior products that are an essential part of our customers' lives. While doing this, we also focus on environmental responsibility and compliance related to product design, raw materials and energy use. These efforts also extend to packaging and shipping.

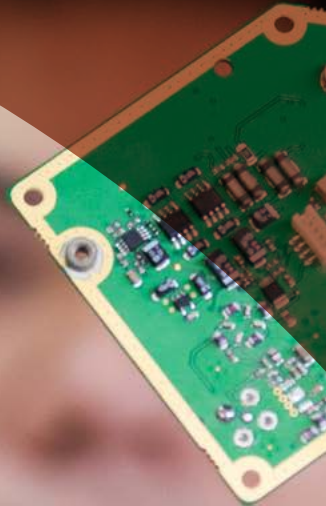


responsible products

PRODUCT DESIGN

Throughout the product design process, Garmin has various procedures in place to help reduce the use of hazardous materials in our products and to comply with the applicable environmental standards:

- Adoption of a precautionary approach, driving elimination of hazardous materials and substances from our products.
- Improvement of the energy efficiency of our products through a combination of software changes and hardware redesigns to conform to the most stringent energy-efficiency requirements and apply those standards globally.
- Implementation of a continual improvement approach whereby the product engineering and environmental compliance teams at Garmin routinely meet to review our product compliance programs and processes.
- Continual improvement of product design, making our devices thinner, lighter and more durable, which reduces the amount of materials without sacrificing the features that benefit our customers.
- Use of recycled materials in packaging.



responsible products

PACKAGING

With nearly 17 million products being shipped to customers in just one year, how we package our products is important to us and the environment. Plans for packaging begin at the start of a product's life cycle. As soon as the product is designed, our packaging team answers some important questions:

- How will this product be shipped and displayed?
- How efficient can we make the packaging?

In 2016, we started shipping new products using all-cardboard packaging made of greater than 80 percent recycled content. This has made our packaging as environmentally friendly as possible. California's Rigid Plastic Packaging Container (RPPC) program requires clamshell packages to consist of 25 percent or greater recycled content. Going above and beyond this standard, we have worked to produce a solution that is made up of 30 percent recycled content for accessories packaged in clamshell.



SUSTAINABLE SHIPPING

Each year Garmin ships hundreds of full-cockpit avionics sets to aircraft manufacturers throughout the Americas. In an effort to reduce waste, labor and inventory costs, Garmin worked with these customers to design reusable shipping containers. These standardized reusable containers are fitted inside with foam cutouts for placement of the various units associated with each cockpit.

These containers reduce labor for both Garmin and our OEM customers by significantly simplifying the packing and unpacking process.

The reusable containers reduce waste by eliminating the need for packaging materials that require energy and water for their respective recycling processes.

Finally, the reusable container process has reduced inventory levels at both Garmin and the OEM customers' sites. An empty container signifies the need to ship an additional set of cockpit avionics — allowing for a more controlled inventory process.

responsible products

MATERIALS

Garmin periodically reviews new product materials and evaluates their composition in order to reduce negative effects on health, safety and the environment. Garmin has developed a banned and restricted substances standard that is updated at least twice annually. Our standard currently prohibits or requires suppliers to disclose the use of more than 310 different substances and substance families. We have also developed a second standard for wearables, taking skin contact issues into account. This includes 378 substances and substance families.

ENERGY

Garmin designs its products to meet or exceed all applicable global energy-efficiency standards. We work to enhance the energy efficiency of existing products through hardware redesigns and software improvements that optimize battery usage and reduce the overall environmental impact. For example, devices in the vivoactive® family last several days on a single charge, while those from our competitors last about a day.

COMPLIANCE

Garmin has established product environmental compliance processes, substance tracking databases and component inspection programs to maintain compliance with the numerous applicable product laws, regulations and standards, as well as our customers' environmental and sustainability requirements. Garmin has instituted management and compliance programs for European Union directives such as Restriction of Hazardous Substances 2; Waste Electrical and Electronic Equipment; and Registration, Evaluation, Authorization and Restriction of Chemical Substances.

MOVING OFF THE GRID

"We have come a long way since the first-generation inReach® satellite communicator. Early models of the device relied on AA batteries for power. Sending messages into space requires a fair amount of power, and the boxes of spent batteries began to pile up around the office. As an environmentally conscious outdoorsman, I was unsettled by this.

When the inReach device power demands increased with new features, our engineering team made a decision to pursue an internal lithium-ion battery. This effort was partly to stabilize the power supply and ensure a reliable messaging experience, but it also allowed us to achieve significant battery life gains while creating smaller and more discrete inReach form factors. Our use of lithium-ion internal batteries has eliminated our dependency on disposable batteries and greatly reduced our environmental impact.

In addition, the Garmin team has worked hard to test the inReach device with a variety of solar panels and battery packs popular among outdoor users. With a solar panel and a solar-ready inReach, our customers can now go off the grid for extended periods of time without needing to replace batteries or plug into an outlet. I am proud of our efforts in this area."

Chip N.
Senior Product Manager, Consumer Segment

corporate responsibility

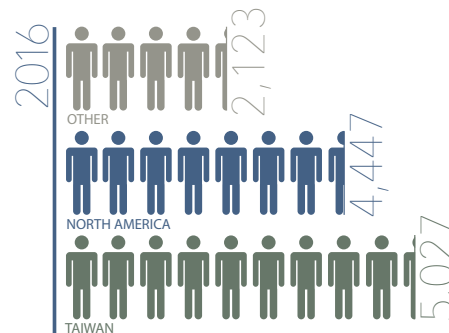
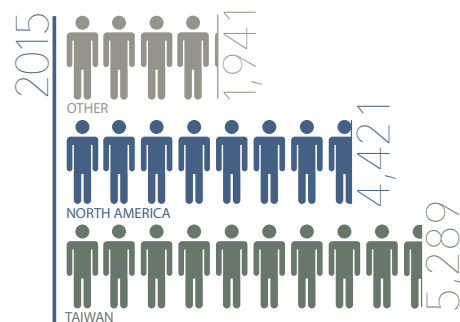
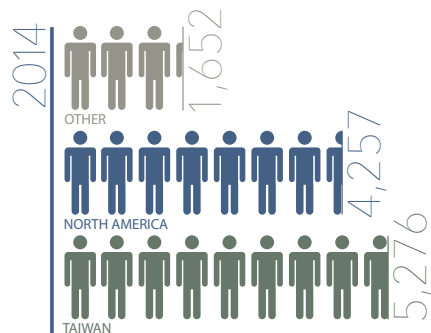
HUMAN RIGHTS

Garmin believes that protecting human rights is the ethical and responsible way to do business. We work to afford our associates the dignity, freedom, respect and acceptance that they deserve. This is outlined in our [Code of Conduct](#), which is provided to each associate upon hire and updated annually.

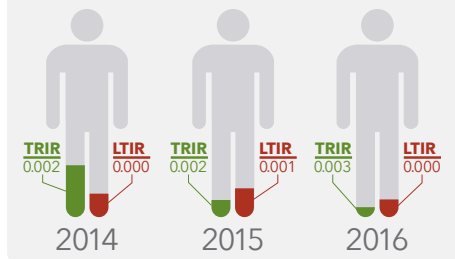
LABOR PRACTICES

Garmin has grown significantly in the past decade and now counts a global workforce of more than 11,500 associates. We aim to provide globally competitive benefits, as well as numerous programs focused on health and wellness and career development. We believe that healthy, happy associates are safer and more productive. In an effort to reduce work-related injuries, provide the safest operations and meet market expectations, we have certified our global production facilities under these recognized standards:

- [International Standardization Organization](#) (ISO) (14001 for environmental management systems)
- [Occupational Health and Safety Assessment Series](#) (OHSAS) (18001 for health and safety)



Garmin U.S. Injury Rate



Garmin maintained very low injury rates around the world and continues to focus on improving workplace safety for all associates.

TRIR=total recordable injury rate representing number of injuries per 100 workers as defined by OSHA.

LTIR=lost time injury rate representing number of injuries per 100 workers with one day or more away from work as defined by OSHA.

corporate responsibility

SOCIETY

Since its founding in 1989, Garmin has been committed to being a responsible corporate citizen in the communities in which our associates live and work. We promote ongoing efforts to improve education, the environment and the quality of life for our associates and neighboring communities:

- To ensure ethical and responsible business conduct by our associates, we provide annual training on our [Code of Conduct](#).

INCLUSION AND DIVERSITY

Garmin offers a supportive environment that follows all Equal Employment Opportunity practices.

In 2016, Garmin was recognized as Outstanding Disability Employment by the Taiwan Workforce Development Agency for hiring associates with severe physical impairment, such as those with spinal cord injuries. The company's hiring practices were used in research by Yuan Ze University, Taoyuan City, Taiwan, and presented during a conference in Vienna.

In addition, Garmin was honored with the Golden Wingspan award from the Taiwan Workforce Development Agency in recognition of hiring disabled persons and to encourage others to follow the example set by Garmin.

corporate responsibility

For the **HEALTH** of It!



SOCIETY (continued)

Garmin wants to improve the quality of life and well-being of its associates through awareness and engagement. At many of our locations, associates are encouraged to participate in company-sponsored health and nutrition education and exercise and fitness classes. In the United States, For the Health of It! offers educational resources and creative programming such as:

- Well-being rewards challenges
- Online health-risk appraisal
- On-site biometric screenings resulting in a personalized report
- Phone or online health coaching for high-risk participants
- Lifestyle coaching
- Weight management programs

- On-site flu shot clinics
- Support for walking and active meetings
- Fees waived and team support for recreation leagues, local races, nonprofit walks and National Walk @ Lunch Day
- Gym discounts and free trial memberships
- Monthly newsletter, lunch-and-learn sessions and intranet postings
- Free on-site fitness classes and personal assessments
- On-site yoga and guided meditation classes and mindfulness campaigns
- Financial fitness seminars

In addition, more green space has been added to the Olathe, Kansas, campus with full-size soccer fields, sand volleyball court, a gardening area and a walking trail around the campus.

corporate responsibility

SOCIETY (continued)

- Garmin recognizes the effect public policy has on our shareholders, associates and customers. As needed, we advocate for reasonable and responsible government policy that helps us achieve our business goals. We promote policies that facilitate growth and protect the interests of our customers, associates and shareholders.



U.S. INTERNSHIP PROGRAM

Internships at Garmin offices around the United States offer opportunities for valuable skills building and fun social interaction in diverse functional areas, including engineering, IT and operations.

A Garmin internship offers the following: Mentoring • Professional development • Social and charitable outings • Competitive rates of pay • Paid time off and paid holidays • Paid housing, for those who live more than 50 miles away, and stipends for field offices • 401(k) with company contribution • Fitness clubs and group activities • New product testing

The word is getting out. The program grew from 60 interns in 2011 to 132 in 2016. Plus, our program received the following accolades:

- 2016 Best Place to Work for Recent Grads, Symplicity
- 2016 Best Tech & Engineering Internships, Vault
- 50 Best Internships for 2016, Vault

"Garmin truly is the technological innovation center of the Midwest. It was the perfect place to use the skills I gained in college and continue my lifelong learning as an engineer."

—Scott, 2015 and 2016 Intern and currently Design Engineer 1



corporate responsibility

- Communicate Early and Often
- Have a Sense of Humor
- Work Hard & Stay Committed
- Be Fair
- Trust your Intuition
- For It!
- Do your Homework
- Celebrate your successes
- Talk about career goals
- "Sistas"!

Unwavering
Integrity

Strong
Culture

- Delegate
- Stay Calm
- take their
- Lead by ex
- Have a Po
- and Inspiri
- Ok to be h

SOCIETY (continued)

Women's Business Forum

Established in 2015, the Women's Business Forum focuses on providing women associates with opportunities for development, collaboration and learning. To that end, the forum hosts a variety of events for education, networking and philanthropy to promote an inclusive and healthy work environment.

The forum strives to be a catalyst for increased employee engagement and to use the benefits of diversity to identify product growth areas by aligning the network's strategies with the overall corporate strategies within five key areas: people, product, operations, growth and sustainability.



environmental practices

ENVIRONMENTAL PRACTICES

Garmin is committed to doing our part to protect the environment throughout all our business operations by offering products that meet or exceed applicable laws, regulations and standards. We strive to continually improve our performance and recognize the effect our activities have on the environment. Continual improvement includes the prevention of pollution, reduction in energy use and waste, improved recycling metrics and assurance of a safe and healthy workplace for our associates. Our manufacturing facilities in Olathe, Kansas; Yangzhou, China; and Taiwan, as well as our European distribution center in the United Kingdom, maintain current ISO 14001:2004 certifications. Our Taiwan manufacturing facility and European distribution center also maintain OHSAS 18001:2007 certifications. In addition, our manufacturing and distribution facilities have undergone several routine compliance audits by various governmental and third-party agencies. Garmin did not receive any environmental notifications, citations or fines at any location from 2014 to 2016.

environmental practices

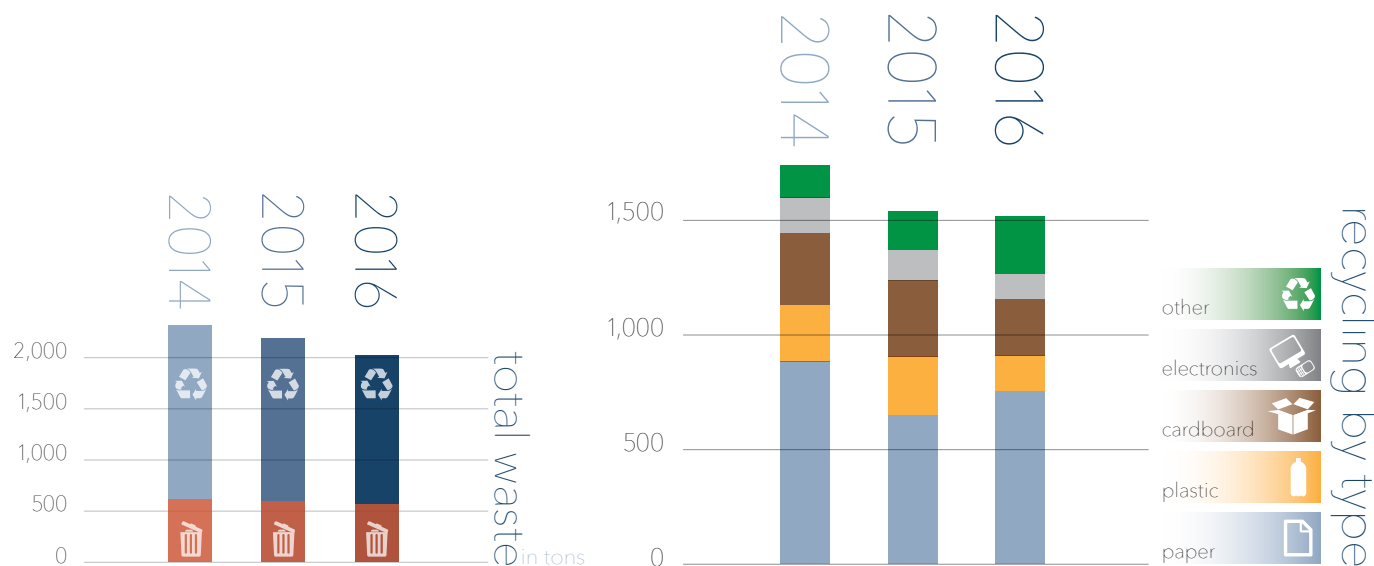
AIR

Our manufacturing processes are not a significant source of air emissions. We do not use Class I or Class II ozone-depleting substances in the manufacture of our products. In addition, we require our suppliers to provide declarations stating they do not use ozone-depleting substances in their products or manufacturing processes.

WASTE

Garmin has reduced annual waste output and currently recycles approximately 72 percent of its waste.

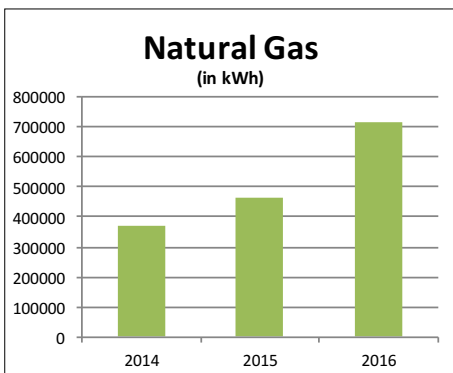
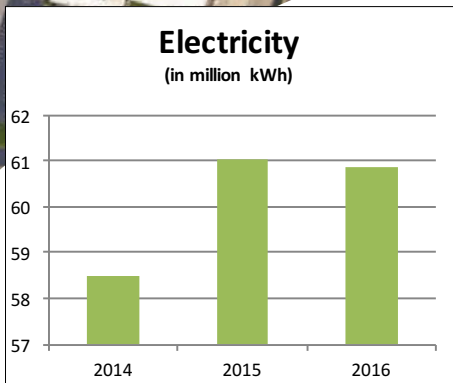
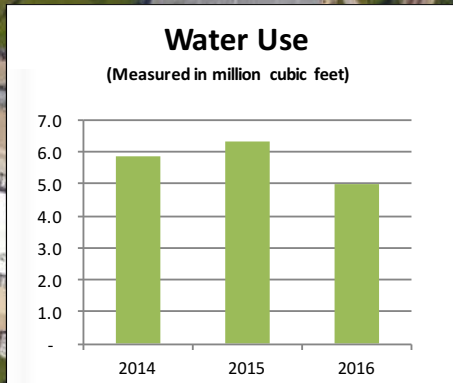
Garmin provides an annual electronics recycling event at Garmin headquarters to celebrate Earth Day. We collected approximately 18,000 pounds of electronic scrap during the most recent recycling event.



At our headquarters in Olathe, Kansas, we continue to look for more ways to be green. A partnership with a new recycling company expands our mixed recycling abilities and allows us to compost containers and utensils from our café, leading to a foam-container-free campus. We began recycling shrink-wrap from the warehouse, and continued to collect glass from associates and area residents for collection by a local glass recycler.

The Garmin Garden Club was expanded by adding more raised beds, which attracted new members. Our grounds crew replanted the dozens of mature trees temporarily displaced during recent construction.

green construction



GREEN CONSTRUCTION

Garmin continues to work toward reducing energy use. The construction of the new 720,000-square-foot manufacturing and distribution center in Olathe, Kansas, includes the following initiatives:

- Reducing the heat island effect by using reflective roofing materials to deflect solar radiation and planting trees and grasses in the medians, designed to shade the parking lots.
- Installing occupancy sensors in warehouse and office areas.
- Installing LED lighting throughout.
- Use of daylighting systems to reduce use of electrical lighting: Kalwall® system for warehouse. Light scoops used in manufacturing and main circulation corridors. South glass wall designed to lessen light fixtures load, glare and overall heat load.
- Building envelope with additional insulation and seams engineered to be tighter than most installations.
- Converted approximately 30 percent of the parking lot lights across the campus and all garage lights to LED lighting for an estimated savings of more than 1,000 kWh per day.
- Decrease water consumption: installation of low-flow toilets and urinals. More than 400 trees and 1,000 bushes and smaller plants were selected for low-water needs to eliminate the need for irrigation in most areas.
- Sealed concrete in majority of occupied space to make cleaning easier and cut down on using chemical cleaners as well as decrease VOC emissions, as compared to other materials.
- Located majority of HVAC systems inside the facility to prolong life and help with maintenance.
- Use more than 90 percent recycled steel.

green construction



GREEN CONSTRUCTION (continued)

The Garmin facility in Chandler, Arizona, contains both office and lab space and was certified Gold in December 2014 under the U.S. Green Buildings Council's Leadership in Energy and Environmental Design program. There are many aspects of the building that led to this certification:

- Solar panels provide an average of 70 percent of the energy needs for the facility.
- Construction techniques produced a building that is 40 percent more energy efficient than its peers.
- Building uses 30 percent less water.
- Diverted 75 percent of construction waste from landfills.
- Twenty percent of building materials were recycled materials.
- Low-emission materials used in construction, such as adhesives, paints, flooring and wood.
- Building is maintained with environmentally friendly cleaning supplies and a LEED-compliant janitorial service.

green construction



GREEN CONSTRUCTION (continued)

In 2015, Garmin completed a new facility in Yangzhou, China. The following green initiatives were included:

- Solar power system, which provides a renewable source for one percent of the factory's energy.
- LED lighting instead of fluorescent tubes, saving 9,350 kWh of electricity per day.
- Glass material to provide passive warmth during the winter and add year-round daylighting.
- Free charging stations for associates with electric vehicles.

giving back

GIVING BACK

Garmin actively contributes to not-for-profit organizations around the globe through charitable and in-kind contributions, and enables associates to volunteer. Some of these efforts include the following:

- In 2016, pledges to our largest annual campaign supporting the United Way totaled more than \$1 million, setting a company record. These funds support new and expanded initiatives throughout Greater Kansas City.
- In Taiwan, 190 Garmin associates volunteered to serve a free dinner on Chinese New Year to attendees who were invited because of their homeless, elderly, isolated, impoverished, single-parent or low-income status. They also cleaned up after the event.
- In July 2016, the Salem, Oregon-based office held a contest to benefit the Marion Polk Food Share, which focuses its hunger-relief efforts on providing emergency food assistance and increasing self-sufficiency for families living with limited resources. In total, associates collected nearly 2,500 pounds of food, which ranked as the second highest donation to the food bank in five years.
- At the end of July 2016, the Garmin Intern Service Committee collected household items and books at Olathe headquarters and the call center to donate to the Catholic Charities of Northeast Kansas' Refugee and Immigration Services. The donations filled five donation boxes, measuring in volume more than 81 cubic feet. In addition, more than \$1,100 in gift cards were donated.
- Garmin sponsored the Wings for Life World Run, a running competition that raises funds for the not-for-profit foundation Wings for Life, which was established by the two-time motocross world champion Heinz Kinigadner and the Red Bull founder Dietrich Mateschitz in 2004 to financially support research and studies regarding spinal cord injuries.



giving back

STEM OUTREACH

Garmin encourages engineering associates to share their knowledge of and passion for science, technology, engineering and math with K-12 students through outreach events such as mentoring, science clubs, robotics and science fair judging and college prep programs.

- The Olathe, Kansas-based Garmin STEM Outreach Committee, made up of members from human resources and engineering, coordinates multiple K-12 STEM outreach events in the greater Kansas City area. For the 2016-17 school year, 134 Garmin associates volunteered 1,798 hours in support of 67 different activities involving almost 7,000 students. These activities included, among others, mentoring and job shadowing; science, math and coding clubs; science and engineering fair judging; and several events sponsored by KC FIRST and PREP-KC.
- We hosted more than 330 kids at the Olathe, Kansas-based headquarters for Bring Your Child to Work Day, where they participated in engineering activities, such as programming code for a game app.



giving back

STEM OUTREACH (continued)

- During the 2016-17 school year, associates at the Salem, Oregon, office planned the 10th annual Future Engineers Day, attended the Eureka! STEM outreach program and Mid-Willamette Valley Future Engineers Day lunches, spoke to aviation engineers at the Portland Community College STEM Center, designed the engineering activity and presentation for the Bring Your Kids to Work Day, designed and presented an engineering project at Sumpter Elementary School in Salem, addressed the Girls Who Code Club, hosted students for job shadowing, participated in the ACM Council on Women in Computing's panel, "Support Future Women in Tech!" at Oregon State University and gave an office tour for attendees of the Museum of Flight summer camp.
- Mentored by associates from the Salem, Oregon-based office, the new robotics team at the Career Technical Education Center high school in Salem (pictured right) took fourth place within its division at the World Championship FIRST Robotics competition. Before that, the team, which acted as an alliance captain during the playoffs, was the highest-seeded rookie team in its division at the end of the qualification matches and took first place at the regional competition.



FIRST
ROBOTICS
COMPETITION
WINNER

worldwide giving



supply chain practices

SUPPLIER CODE OF CONDUCT

Garmin is committed to ensuring high standards of business, social and environmental responsibility throughout our supply chain. Our Supplier Code of Conduct is modeled after the code established by the Electronic Industry Code of Conduct (EICC) and covers the following criteria:

- Health and safety
- Preventing child labor
- Prevention of abuse
- Antidiscrimination
- Preventing excessive working hours
- Environmental impact
- Legal and regulatory compliance
- Fair wages and benefits
- Freedom of association
- Preventing forced labor and human trafficking
- Environmental compliance
- Development and training
- Resource conservation
- Environmental management system
- Ozone-depleting chemicals prohibition
- Conflict minerals compliance



supply chain practices

CONFLICT MINERALS

Garmin has established a Conflict Minerals Team and Steering Committee that includes representatives from legal, engineering, environmental compliance and purchasing, as well as high-level executives. Garmin:

- Supports an industrywide approach to addressing social responsibility throughout the supply chain,
- Is a paying and active member of the Conflict Free Sourcing Initiative (CFSI),
- Requires our suppliers to provide a Conflict Minerals Reporting Template (CMRT) to us regarding smelters and refineries in their supply chains, and
- Expects our suppliers to adopt a policy on the responsible sourcing of minerals.

[Garmin Conflict Minerals Policy](#) is incorporated into [Garmin Supplier Code of Conduct](#), which articulates our commitment to ethical business and environmental protection.

Garmin is committed to the principles of the Universal Declaration of Human Rights and United Nations' Global Compact, and we expect our suppliers and business partners to share these values. In line with this principle, Garmin expects suppliers to source materials only from socially and environmentally responsible sources. Garmin complies with applicable laws and participates in industry initiatives to support human rights and mitigate the risk that tin, tantalum, tungsten and gold (also known as 3TG) used in our products contribute to conflict in the Democratic Republic of the Congo or adjoining countries.

Garmin senior management reviews material impacts of our suppliers. If Garmin becomes aware of a supplier that is not in compliance with the expectations set forth in the Garmin Supplier Code of Conduct and Conflict Minerals Policy, then we will follow our escalation process and take the appropriate actions to remedy the situation, including possible termination of the supplier relationship.

Suppliers and other external parties are encouraged to contact their regular sourcing channel or Garmin representative if they wish to seek guidance on the application of this approach, or if they wish to report suspected abuse. Suppliers, other external stakeholders and associates may also report problems or concerns to the Garmin Conflict Minerals team and chief compliance officer by email at conflictmineralscompliance@garmin.com or by mail to Chief Compliance Officer, Garmin Ltd., Mühlenstrasse 2, CH-8200, Switzerland.

supply chain practices

Human Trafficking

Garmin values the human rights of our associates and all individuals throughout our supply chain. We condemn human trafficking and slavery in all forms. Garmin has a zero-tolerance policy regarding slavery and human trafficking, and we support suppliers who share our belief that fair labor practices and safe working environments are an inherent part of human rights.

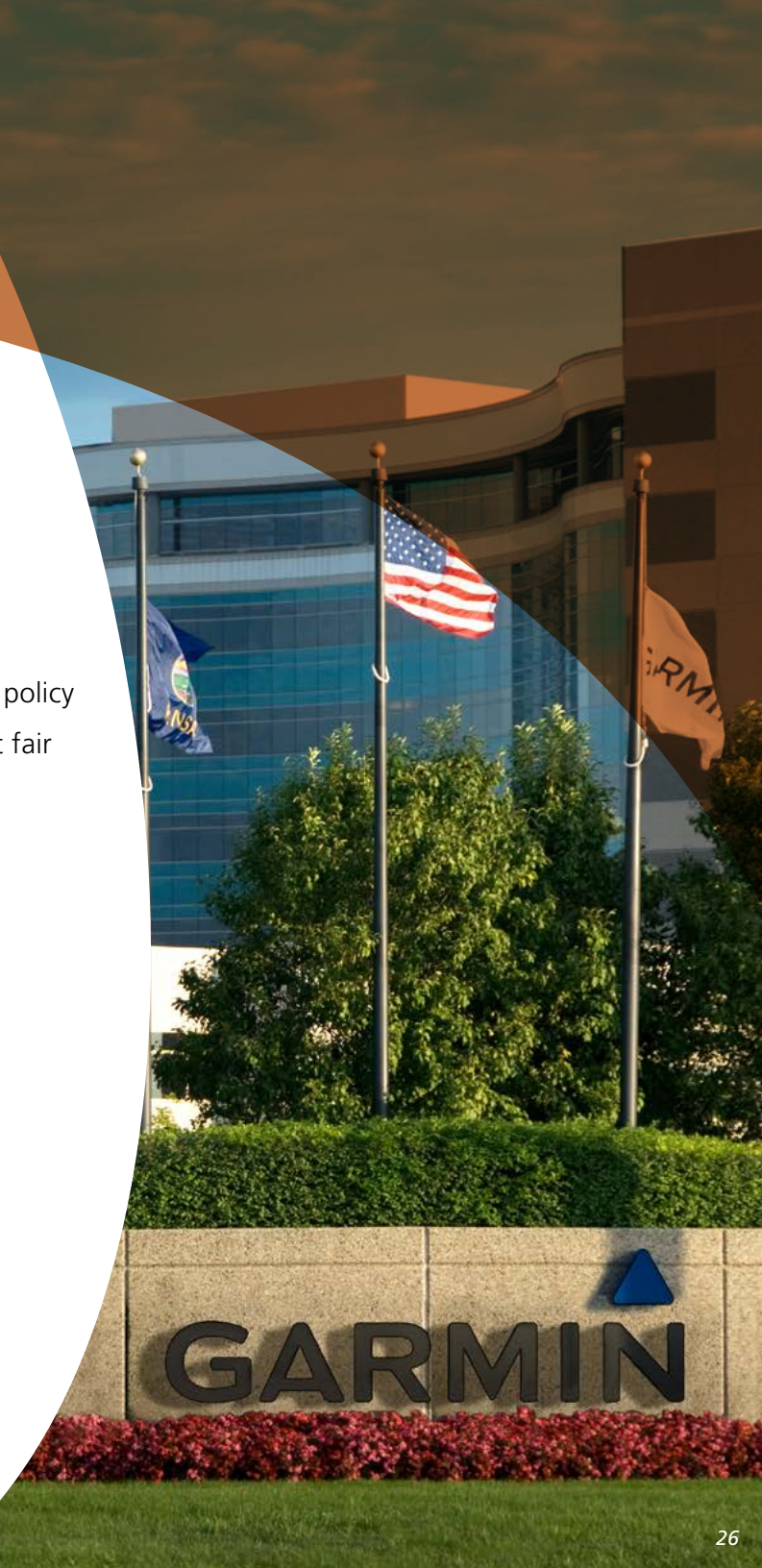
Additional information can be found at:

www.garmin.com/en-US/company/human-rights

www.garmin.com/en-GB/company/human-rights#modern-slavery-act

Supply Chain Audit Program

Supplier audits are managed by the company's global manufacturing sites. Our supplier audit process includes providing corrective actions to suppliers upon completion of the audit and possible re-auditing of suppliers to confirm corrections and improvements have been implemented.



REPORT SCOPE

The Garmin Corporate Responsibility Report was prepared using the Global Reporting Initiative's (GRI) sustainability reporting guidelines. This report for fiscal 2016 provides an overview of the company's social and environmental performance, as well as a forward-looking review of our conflict minerals initiatives.

The information presented is limited to our five largest sites (unless otherwise noted): Olathe, Kansas, United States; Southampton, United Kingdom; Xizhi, Taiwan; Jhongli, Taiwan; and LinKou, Taiwan.

CONTACT INFORMATION

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