
GARMIN.

**2022 CORPORATE
SUSTAINABILITY
REPORT**



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We make products that are engineered on the inside for life on the outside. We do this so our customers can make the most of the time they spend pursuing their passions. Our collective effort to design and deliver exceptional products is anchored in the Garmin mission, vision and values.

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.

Garmin ascribes to five corporate strategies that build upon our successes while pointing us toward the future. Each of these strategies drives to the heart of the best practices of sustainability and corporate responsibility. We use this report to spotlight sustainability efforts from the past year that are in alignment with our strategic pillars.

PEOPLE

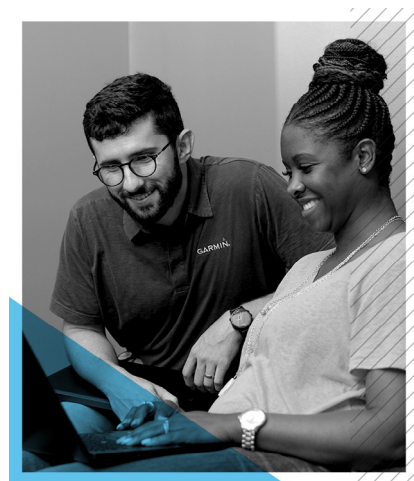
WE HIRE THE BEST TALENT AND PROVIDE OUR ASSOCIATES WITH COMPETITIVE COMPENSATIONS, GENEROUS BENEFITS, CAREER GROWTH OPPORTUNITIES, AND A FUN AND ENGAGING CULTURE THAT ENCOURAGES LONG-TERM CONTRIBUTIONS.

PRODUCTS

WE OFFER PRODUCTS WITH ESSENTIAL UTILITY, LEADING-EDGE TECHNOLOGIES, COMPELLING FEATURES AND EXCEPTIONAL EASE-OF-USE TO CREATE CLEAR DIFFERENTIATORS OUR CUSTOMERS APPRECIATE AND DESIRE.

OPERATIONS

WE EMBRACE A VERTICALLY INTEGRATED BUSINESS MODEL WITH STRATEGIC DESIGN, MANUFACTURING, DISTRIBUTION, SALES AND SUPPORT CENTERS AROUND THE WORLD TO MAXIMIZE OUR VALUE TO CUSTOMERS.



GROWTH

WE RELENTLESSLY PURSUE INNOVATION TO CREATE NEW PRODUCTS AND MARKETS THAT LEAD TO GROWTH OPPORTUNITIES.

SUSTAINABILITY

WE CONTINUOUSLY INVEST IN PEOPLE, FACILITIES AND EQUIPMENT TO FOCUS ON LONG-TERM SUCCESS AND STABILITY.



A glimpse inside our expanded headquarters facility in Olathe, Kansas.

FINANCIAL HIGHLIGHTS FOR FISCAL YEAR 2022:

\$4.86 BILLION CONSOLIDATED REVENUE

57.7%

Consolidated gross margin

\$1.03 BILLION

Consolidated operating income

21.1%

Consolidated operating margin

\$5.04 GAAP EPS

\$5.13 PRO FORMA EPS

For reconciliation of non-GAAP financial measures, please refer to our [2022 Earnings Form 8-K](#)

\$2.66 BILLION

Balance of cash, cash equivalents and marketable securities at the end of fiscal year

\$679.1 MILLION

Cash dividends paid in 2022

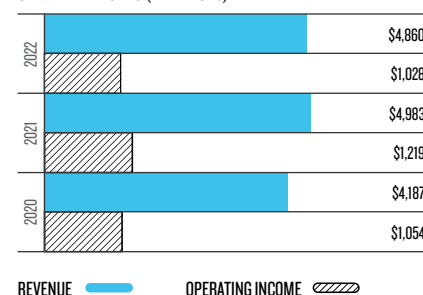
\$207 MILLION

Shares repurchased

\$0.00

Debt at the end of fiscal year 2022

OVERALL FINANCIALS (IN MILLIONS)



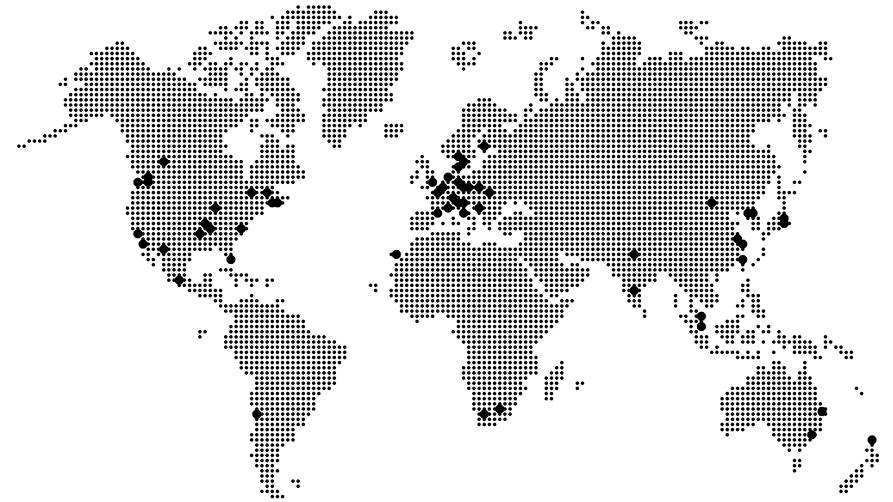
FINANCIAL STEWARDSHIP

Financial stewardship gives our stakeholders confidence that we will be able to continue to deliver value for them well into the future. Our lineup of innovative products coupled with our vertical integration strategy resulted in strong financial performance despite a challenging economic environment. This enables us to engage in many of the initiatives and programs that further our sustainability goals.

For more details on our fiscal year 2022 financial results, please visit our [Investor Relations website](#). Our quarterly and annual earnings reports and annual reports can be found on our [Investor Relations - Earnings website](#).

**“EXPANDING OUR
PROFESSIONAL
DEVELOPMENT
PROGRAM HELPS
UPHOLD OUR CULTURE
WHILE ENGAGING AND
RETAINING EMPLOYEES.”**

Gene Lampe
Senior Director, Human Resources



AMERICAS

6,600

EMPLOYEES

EUROPE, MIDDLE EAST AND AFRICA

2,600

EMPLOYEES

ASIA-PACIFIC

10,500

EMPLOYEES

Garmin was founded on the belief that if you take good care of your people, they will take good care of the business. Thirty-three years later, this principle still holds true.

We employ approximately 19,700 individuals in more than 30 countries, each of whom plays a role in our success as a company. As we continued to address the challenges of the COVID-19 pandemic, we welcomed our workforce back to the office. Garmin also expanded the mental health-related benefits for our employees and their dependents and offered a caregiver support resource. In 2022 Garmin was ranked among

the top 250 best-managed companies in a report published in the Wall Street Journal. The report, developed by the Drucker Institute, measures corporate effectiveness in the areas of customer satisfaction, employee engagement and development, innovation, social responsibility and financial strength. Garmin was also recently named to Glassdoor’s 100 Best Places to Work in America, based on employee reviews from 2022.

GARMIN CULTURE

Our culture is built on a foundation of shared values and vision. It's where ideas are big and egos are small. It's where leaders are accessible, and employees know there's no problem too big or too small to solve.

Garmin employees demonstrate much longer tenure and lower turnover rates than average, which is particularly unique for a technology company. The average tenure across the entire company for the most recent reporting period was approximately 5 years. Our 2022 U.S. turnover rate was approximately 13%, compared to the U.S. average turnover rate of approximately 19% for the high-tech industry based on research conducted by AON Radford¹.

HEALTH, SAFETY AND HUMAN RIGHTS

We follow rigorous health and safety standards and protocols to ensure

that all employees, contractors and visitors have a safe environment within our facilities. Our commitment to providing a safe and healthy workplace is documented in our [Global Health and Safety Policy](#).

MANUFACTURING SITES WITH ISO 45001 CERTIFICATION

WROCLAW, POLAND

OLATHE, KANSAS

NEW TAIPEI CITY, TAIWAN

TAOYUAN CITY, TAIWAN

YANGZHOU, CHINA

Our manufacturing site in Wroclaw, Poland, recently achieved certification

to ISO 45001, an internationally recognized certification for management systems of occupational health and safety. Our corporate headquarters in Olathe, Kansas, along with our manufacturing sites in Asia, have already achieved ISO 45001 certification and have continued to meet the rigorous protocols to maintain certification, ensuring the health and safety of employees.

As a reflection of Garmin health and safety practices, our Total Recordable Injury Rate (TRIR) is consistently well below industry averages. TRIR, as defined by the United States Occupational Safety and Health Administration, is the total number of recordable injuries and illnesses per 200,000 hours worked. In 2022 our TRIR among our manufacturing and distribution locations that have achieved ISO 45001 certification was approximately 0.23. This value is more than 3.5x² better than industry averages as provided by the U.S. Bureau of Labor Statistics.

“IF I CAN FLY OUT AND DEMO OUR PRODUCTS, THEN I CAN SELL THEM, BECAUSE I TOTALLY BELIEVE IN WHAT WE DO.”



DAVE BROWN:

NEARLY THREE DECADES WITH GARMIN AND STILL LIVING THE DREAM

His Garmin journey began in 1994, back when smartwatches were just watches and pilots depended on analog gauges to navigate through the clouds. Today, as senior business commercial aviation sales manager, Dave says he still has his dream job. Over the years, he has developed relationships with dealers and customers that go beyond product expertise and sales strategy. He's a bit of a celebrity among our aviation customers and is known as "Mr. Garmin" for starring in a long-standing series of customer training videos for our integrated flight decks. To this day, pilots will wait in line to talk to Dave at public events and trade shows.



LANA VIRON:

IMPACTING LIVES HALF A WORLD AWAY

When Lana, a policy analyst on the global data privacy team, first heard about the Russian invasion of Ukraine, she was worried about loved ones in her hometown of Odessa, Ukraine. She knew she couldn't let distance deter her from helping, so she reached out to a couple of local bakeries — Eclairs De La Lune in Independence, Missouri and Blackhole Bakery in Kansas City, Missouri — and asked if they could help raise funds. Lana's goal was to support her friends' restaurant in Odessa where they were feeding soldiers and starving people for free. In no time, the sweet collaboration between Lana, the bakeries and other volunteers netted more than \$30,000. Those dollars went a long way — providing supplies and sustaining people in need, half a world away.

CORPORATE CITIZENSHIP AND PHILANTHROPY

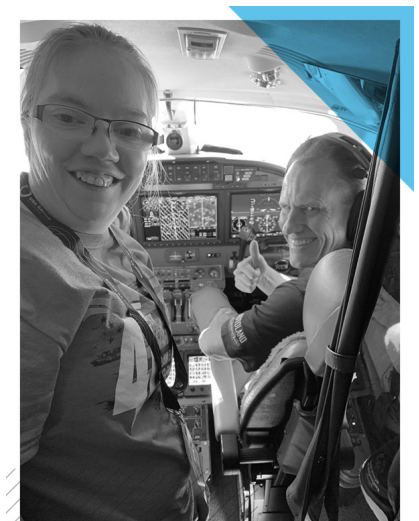
For Garmin employees, our corporate values are more than words on a page. It is a mindset that guides not only how we treat our customers and fellow associates, but also we care for our communities. In 2022 we continued our observance of Martin Luther King Jr. Day as a paid holiday for our U.S. offices, with employees across the U.S. donating their time, talent and finances to their communities to promote change and make a difference. Garmin matched all employee donations in support of MLK Day, and this giving, along with our annual United Way campaign, surpassed \$2.25 million. Garmin was recognized by the National MS Society for achieving \$250,000 in lifetime fundraising for Bike MS. Our involvement began in 2010 with a team of 12 cyclists raising \$3,500 through personal fundraising and has grown to more than 100 team members raising \$50,000 annually.

Around the world, our employees are involved in community outreach and volunteer efforts serving a broad range of organizations — from education to medical research to human services. In cooperation with Textron, Garmin supported a Special Olympics Airlift, flying athletes and their coaches by private jet to the competition in Orlando, Florida. Our global Garmin family came together to help provide humanitarian relief for refugees from the war in Ukraine. Through employee and Garmin matching contributions, we raised \$450,000 for the United for Ukraine Global Fund. Our European offices created a Pink October Challenge, encouraging smartwatch users to turn their activities into points,

which translated into donations to breast cancer charities. Twenty-three countries participated and Garmin donated a total of €100,000 across multiple charities.

“IT WAS AN HONOR TO TAKE PART IN THE SPECIAL OLYMPICS AIRLIFT ALONG WITH TEXTRON AVIATION. THOSE ATHLETES AND THEIR COACHES ARE TRUE HEROES.”

Phil Straub
Executive Vice President, Managing Director
Garmin Aviation



“I LOVE BEING ABLE TO APPLY THE BUSINESS CONCEPTS LEARNED FROM MY CLASSES TO MY CURRENT ROLE.”



KATHRYN YARNALL:

ADVANCING HER EDUCATION WHILE PROBLEM SOLVING FOR GARMIN

As an industrial engineer, Kathryn spends her days solving problems and identifying process improvements to support our global distribution centers. She spends her nights completing classes and coursework toward her MBA. Through the Garmin education assistance program, she’s able to work full time and receive tuition reimbursement. Kathryn said her studies have given her a greater understanding of how Garmin operates from an executive level and an appreciation for all the planning required to add value for customers and shareholders year after year.

CAREER GROWTH AND RETENTION

We attribute much of our success to our ability to hire the best employees. Our efforts don’t stop at recruiting and hiring. We believe in developing each employee’s skill set in order to retain top talent that fully support the Garmin mission, vision and values. We invest significant resources in our talent development programs to provide employees with the training and education they need to achieve their career goals, build relevant skills and bring value to their teams. To support this, we provide employee benefits (which may vary by country/region) such as education assistance as well as leadership and professional development courses. Employees are regularly provided with feedback through our performance evaluation processes and open lines of communication with their managers. Employees are also provided with structured career development to help enhance their skills and experience.

WORKPLACE INCLUSION

Garmin serves customers from all walks of life, experiences and backgrounds. We believe it’s important for our workforce to be diverse and inclusive in order to better serve our customers. At Garmin our values drive our behaviors, and respect for all individuals is a core value. With approximately 19,700 employees in more than 30 different countries, fostering a globally diverse and inclusive workforce has been a key to our success. Employees frequently collaborate with teammates in other offices around the world, so understanding and respecting

different cultures is essential to successful teamwork.

We continually look for new avenues to create a diverse and inclusive workforce. In the U.S., we have strategic investments to broaden our recruiting pipeline and have adjusted our outreach and community involvement to attract a more diverse recruitment pool. We also have important investments in STEM initiatives that encourage underserved and underrepresented groups to pursue careers within the science, technology, engineering and mathematics fields. In 2022 we hosted multiple STEM outreach field trips and held events that paired students with software engineers for coding activities. We believe that our investments in STEM will, in the long term, go a long way in promoting diversity across our workforce.



Over the past six years, Garmin has been elevating the stories of inspirational changemakers through our Women of Adventure series of short films. In 2022 we introduced our tenth story in the series, featuring adaptive athlete Kiana Clay (pictured above). Other women highlighted in the series range from a geoscientist leading teams of women documenting disappearing sea ice in the Arctic to athletes advocating for body equality in health and fitness and many more.

Business Resource Groups (BRGs) are a tool we use for promoting inclusion. Garmin currently has seven BRGs that provide employees a forum to connect, share experiences and provide mentorship. Our newest group, the Caregiving Alliance for Resources, Education and Support (C.A.R.E.S.), began hosting discussion groups and forums with outside experts. We also host diversity- and inclusion-focused workshops and provide peer mentorship through our BRGs. More information on resource groups at Garmin and other diversity and inclusion efforts can be found on our [Careers - Diversity and Inclusion website](#).

BUSINESS RESOURCE GROUPS

BLACK ENTERPR.I.S.E.

C.A.R.E.S.

EMERGING PROFESSIONALS

GPSVETS

JUNTOS

LGBTQ+ ALLIES

WOMEN’S BUSINESS FORUM

**“OUR WOMEN OF
ADVENTURE CAMPAIGN
HIGHLIGHTS THE
AUTHENTIC STORIES OF
WOMEN AROUND THE
WORLD WHO RELY ON
GARMIN PRODUCTS
TO ENHANCE THEIR
OUTDOOR PURSUITS.”**

Audra Ratliff
Associate Director,
Marine and Outdoor Marketing

Mirna Valerio
Ultrarunner and Garmin
woman of adventure





“THE GARMIN HEALTH ECOSYSTEM OFFERS RESEARCHERS EVERYTHING THEY NEED TO CONDUCT BEST-IN-CLASS STUDIES.”

Jörn Watzke
Garmin Health Senior Director B2B Sales

Every Garmin product is developed with the customer in mind. We tirelessly explore new and emerging technologies to create innovative products, all with the end goal of delighting our customers.

HEALTH AND WELLNESS

Our products offer customers a broad range of tools that allow them to achieve their fitness, health and wellness goals. Our wearables provide insightful health metrics such as heart rate, respiration rate and sleep tracking³. More advanced features like Pulse Ox⁴, VO2 max and daily suggested workouts are also available on select devices. We strive to bring our customers useful and helpful health metrics through innovative research and design. Our Garmin Connect IQ™ platform also allows us, as well as external developers, to create innovative ways to use our products. In 2022 we introduced the FDA-cleared and clinically validated Index™ BPM smart blood pressure monitor, providing our customers with accurate blood pressure and heart rate readings that can be viewed on the built-in display. With the option to sync data to their Garmin Connect™ account, users can view readings, history and trends on a compatible smartphone.

As a global community, Garmin fitness users stepped it up across multiple activity categories in 2022. Our 2022 Garmin Health and Fitness Data Insights is a report on trends among users of the Garmin Connect app. View the [full report](#) to see where and how Garmin customers moved.

Garmin Health is a team that collaborates with health and wellness partners to find ways to better their customers' lives with data from Garmin devices. In 2022 we announced the debut of Garmin Health Research Solutions, an online resource featuring more than 500 research projects and third-party studies that successfully demonstrate how Garmin wearable devices and the Garmin Health connected ecosystem are used to measure activity and biometrics to help advance health research. Our strong global reputation and flexible data interfaces enable the Garmin Health team to support thousands of collaborators across different verticals and diverse use cases.

IN 2022 WE INTRODUCED THE FDA-CLEARED INDEX™ BPM SMART BLOOD PRESSURE MONITOR.

SAFETY-ENHANCING TECHNOLOGY

We create products that enable our customers to pursue their passions, whether that's diving to great depths, soaring to new heights or exploring worlds in between. Customers benefit from safety-enhancing features found in our products. Garmin continues to be recognized for our safety-enhancing aircraft avionics solutions. In 2022 we received the General Aviation Safety Award from the Aircraft Owners and Pilots Association of our innovative Autonomi® system. This suite of potentially lifesaving technologies includes our renowned Autoland system, which can help land a plane in the event of pilot or aircraft incapacity⁵. We bring preflight, in-flight and postflight aviation tools to pilots' wrists with our lineup of aviator wearables, which includes our new D2 Air X10 smartwatch.

Our inReach® satellite communication products provide global two-way messaging and potentially lifesaving SOS capabilities⁶. We reached a milestone in 2022 with more than 10,000 SOS incidents logged in total. Garmin ResponseSM, our global emergency response coordination center, fields these SOS incidents with a professionally trained team working 24/7. Read about our 10,000th SOS response and other stories at our [Saved by Garmin blog](#).

MORE THAN 10,000 SOS INCIDENTS LOGGED WITH THE GARMIN RESPONSE TEAM.

Helping promote safety and improve lives has always been a goal a Garmin, so we look for ways to do that through education, event sponsorship and other opportunities. One example is our collaboration with Dersu, an organization of professional mountaineers. We helped organize events and webinars to educate the community of mountaineers on accident protocol

and how technology can help. We also collaborated with FIA, the governing body of world motor sport, and data analytics company Greater Than to promote safe and eco-friendly driving with stats from Garmin Catalyst™, our driving performance optimizer. Our consumer automotive navigators prioritize driver awareness with features such as driver alerts, hands-free calling and voice assist. In addition, Garmin offers backup cameras and dash cams, allowing our customers to add awareness and other capabilities to any vehicle. In Taiwan, Garmin is working with the government to collect data and implement driver alerts through our navigators in areas where leopard cats have been sighted. These efforts aim to keep both drivers and the endangered species safe.

Our commitment to fostering safer environments extends to our family of cycling products. Our Edge® bike computers provide cyclists with information to help guide and inform their ride, including turn-by-turn navigation, sharp turn warnings, and climb and descent information. Incident detection and assistance features can also

alert emergency contacts in the event of an incident. Also, our Varia™ series helps riders see and be seen with smart lights and the rearview radar, which detects approaching cars and alerts the cyclist. In 2022 we introduced our first rearview radar with integrated camera, which continuously records a cyclist's ride and provides proof should an incident occur.

Sea Tow Foundation

NATIONAL BOATING INDUSTRY SAFETY AWARD

For the second year in a row, Garmin was awarded the National Boating Industry Safety Award from Sea Tow Foundation, honoring our commitment to boating safety through product innovation and dedicated promotion efforts. We received top honors for work aligned with National Safe Boating Week 2022, using our social media channels to drive awareness for the sources, programming and training opportunities available to boaters.



RYAN CIANCILO:

D2™ AIR X10 SMARTWATCH: ALERTING PILOT TO ABNORMAL AIR PRESSURE

Pilot Ryan Cianciolo chose the Garmin D2 Air X10 smartwatch for its long battery life. On April 23, 2022, Cianciolo was flying an Embraer E145 when he wore his D2 Air X10 on its inaugural flight. Just before getting on the plane, Cianciolo set his new watch for the low altitude oxygen level to be 8,000 feet. During flight, after leveling off at 34,000 feet, his watch started vibrating. Cianciolo showed his first officer and checked the plane's onboard controls, which confirmed the cabin pressurization was at 8,100 feet and climbing. After contacting ATC, they started their descent and were able to reverse the trend before having to declare an emergency.

THE ROLES OUR PRODUCTS PLAY IN ENVIRONMENTAL STEWARDSHIP

Innovation and sustainability make great partners in the technology space. In 2022 we continued to expand our solar charging Power Glass™ technology to more of our products. The addition of solar charging benefits customers who can do what they love longer without worrying about frequent charging. For example, the Forerunner® 955 Solar in smartwatch mode uses up to 33% less energy⁷. All Garmin wearables are engineered with energy efficiency in mind while aiming to satisfy customer demands for rich features.

SOLAR PRODUCTS INTRODUCED IN 2022:

DESCENT™ G1 SOLAR DIVE COMPUTER

FĒNIX® 7 SOLAR WATCH

EDGE® 1040 SOLAR CYCLING COMPUTER

EPIX™ MULTISPORT WATCH

ENDURO™ 2 MULTISPORT WATCH

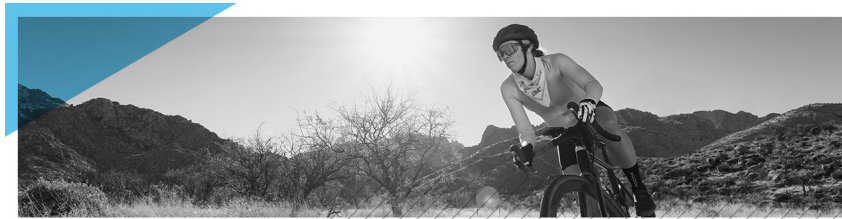
FORERUNNER® 955 SOLAR RUNNING WATCH

INSTINCT® 2 SOLAR WATCH

INSTINCT® CROSSOVER HYBRID SMARTWATCH

QUATIX® 7X SOLAR EDITION SMARTWATCH

TACTIX® 7 PRO EDITION SMARTWATCH



WORLDWIDE, WE SHIPPED 1.6 MILLION SOLAR PRODUCTS IN 2022.

In the marine market, Garmin is active in environmental preservation through participation in ocean and sea clean-ups. With the use of our products such as chartplotters and our Descent™ dive computers and Descent T1 tank transmitters, we collaborated with various lake and ocean conservation initiatives and organizations around the world in 2022, including a volunteer-driven initiative in Spain to clean up the Mediterranean Sea. Another conservation group using Garmin dive computers and chartplotters for their cleanup efforts is 4ocean. This organization recently set a world record by clearing 25 million pounds of trash from the ocean in five years. In Taiwan, our Panoptix™ with LiveScope™ sonar has been applied in scientific research in efforts to help resolve an ecological imbalance in Sun Moon Lake.

“OVER 5 DAYS, WE TRAVELED 530 MILES THROUGH THE SONORAN DESERT AND SPENT 35 HOURS PEDALING. I FINISHED THE TRIP WITH 23% BATTERY LIFE ON MY EDGE 1040 SOLAR.”

Russell Finsterwald
Garmin Customer



DAVID HUMENCZUK:

EXPLORING UNFORGIVING TERRAIN BY BIKE

Unbelievable, but achievable. In August 2022, Garmin employee David Humenczuk completed the Silk Road Mountain Race. This bikepacking race takes riders through the mountains of Kyrgyzstan for 1,900 kilometers with 37,000 meters of climbing. Riders have no external support during the multi-day event. David used the Edge® 1040 Solar, preloaded with the course for navigation guidance, plus Varia™ radar, smart lights and other Garmin sensors. All riders were provided Garmin inReach® satellite communicators so race officials could track their progress and make sure all participants had a line of communication plus SOS capability should an emergency arise in the remote regions.

PRODUCT SAFETY AND DURABILITY

Our products are built to last and be safe to use. Product safety and testing are critical elements of our vertically integrated processes, including product design, development, manufacturing, supply chain and product support. We ensure that every one of our products achieves high safety, quality and durability standards. We continually review new standards and evaluate product performance in seeking to ensure the safety of our customers using our products. We are very selective in the materials and components we use. For example, surgical-grade stainless steel is used in our wearable products where skin contact occurs, while the display lenses for our wearables are made with strengthened glass to reduce the risk of scratching. Our marine products are factory-sealed to ensure proper water resistance to protect against the elements. During manufacturing, products are carefully assembled and then rigorously tested to make sure they do what they are designed to do. We invest in state-of-the-art equipment and laboratories to conduct compliance testing and durability testing. The ability to conduct these tests within our own facilities ensures that our products not only meet but also exceed our standards. We continue to iterate on product designs and use lessons learned to make them more reliable and safer for customers. Furthermore, we continually work to earn our customer trust and maintain the safety reputation that we've built.

“I SWITCHED OVER TO THE RALLY™ XC PEDALS ON THE MTB AND GRAVEL BIKES THIS YEAR AND HAVE BEEN SUPER IMPRESSED. EASY TO SWAP FROM BIKE TO BIKE AND SO DURABLE.”

Ryan Standish
Garmin cycling ambassador

PRODUCT PACKAGING

Packaging plays an important role in delivering our products to customers, and it is important that our products are protected during transport. We continually look to improve our product packaging and use more sustainable materials. Our consumer products are currently shipped in cardboard packaging with an average of 80% or greater recycled content. When partnering with certain aircraft manufacturers, we ship our avionics equipment in bulk using reusable shipping containers. For new products released since 2017, we've completely eliminated the use of plastic windows in our packaging design. In 2022 we implemented a 57% reduction in the plastic used in packaging for our recertified wearables.

PRODUCT PRIVACY AND SECURITY

Garmin follows a privacy and security by design approach. We are transparent about the types of personal data we process and the ways we use it, in compliance with applicable privacy laws and regulations. We believe personal data belongs to our customers, who control what can be shared, and we never sell customers' personal data to anyone. In 2022 our fitness products were designated the best of category in the Mozilla Foundation's annual Privacy Not Included report for how we handle the privacy and security of all the personal data our fitness trackers collect. A customer recently emailed to thank us for our clearly worded privacy policy and stated that she feels confident using her new Forerunner® watch and storing personal data with Garmin.

We also have a responsibility to be good stewards of that data, and we protect it in accordance with best practices in cybersecurity frameworks. Our privacy and security teams are updated on current trends and practices through annual trainings and collaboration with industry groups, and we engage independent parties to perform annual assessments of our cyber security programs for continuous improvement. To learn more about our privacy practices, visit our [website](#).

**WE ELIMINATED MORE
THAN 24,000 METRIC TONS
OF CO₂e¹ THROUGH THE USE
OF RENEWABLE ENERGY.**

Being good stewards of resources is a priority that extends to every corner of our global operations. As our business expands, we find new opportunities to invest in facilities that balance sustainability, workflow needs and long-term value.

ENVIRONMENTALLY FRIENDLY OPERATIONS

We believe the most impactful and accountable approach to lowering carbon emissions is to eliminate the use of carbon where possible. More than 90% of our carbon emissions is from the use of electricity. This provides the opportunity to directly reduce carbon emissions through available renewable electricity sources. In 2022 our 20-year agreement with our local utility company in Kansas continued to provide our Olathe, Kansas, campus with 8.6 megawatts of renewable wind energy, resulting in 100% renewable energy utilization for this site. More than a dozen of our facilities and offices around the world utilize renewable energy sources. These solutions dramatically reduce our carbon emissions and support our climate-related goals.

Our investments in renewable energy are not all that we are doing. Our manufacturing and distribution facility in Olathe, Kansas, features abundant natural light and a lighting control management system with LED fixtures. The building also has higher efficiency HVAC equipment and low-flow water systems. New construction projects have similar environmental design elements factored in as well. We also offer electric vehicle charging stations at our Olathe campus for employees and guests to use, providing convenient access while supporting our goals of environmental stewardship.

SITES THAT UTILIZE 100% RENEWABLE ENERGY:

OLATHE, KANSAS

SALEM, OREGON

PREMSTÄTTEN, AUSTRIA

JYVÄSKYLÄ, FINLAND

GARCHING, GERMANY

OEGSTGEEST, NETHERLANDS

WROCLAW, POLAND

UDDEVALLA, SWEDEN

NEUHAUSEN, SWITZERLAND

NOTABLE ENVIRONMENTALLY FOCUSED FACILITIES WE HAVE AROUND THE WORLD:

BREA, CALIFORNIA, OFFICE IS LEED GOLD CERTIFIED

An international green building certification

CHANDLER, ARIZONA, OFFICE IS LEED GOLD CERTIFIED

An international green building certification

WROCLAW, POLAND, MANUFACTURING FACILITY IS BREEAM CERTIFIED

An international green building certification

MULTIPLE OFFICES IN THE U.S., EUROPE, AUSTRALIA AND AFRICA HAVE ELECTRIC VEHICLE CHARGING STATIONS

Additionally, our manufacturing facilities in Taiwan, where the majority of our products are produced, have achieved ISO 50001 certification for energy management systems.

We support our customers' wishes to responsibly recycle Garmin products that have reached the end of their useful life. Customers can ship their device to Garmin, and we take steps

to ensure the devices are responsibly shredded and recycled. In addition, if a customer returns a device through our product support system, we follow a process for refurbishing or reclaiming parts. Over the past five years, our main refurbishing facility averages an 83% refurbish rate for returned damaged products. For high-volume products such as our multisport smartwatches, we are able to reuse approximately 96% of components from returned damaged items.

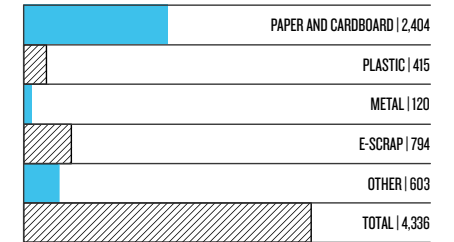
OPERATIONAL AND MANAGEMENT CERTIFICATIONS

We have integrated best practices and achieved internationally recognized certifications for our business processes and operations. These areas of certification include occupational health and safety, environmental management systems and quality management systems. These certifications support our sustainable business measures, reduce risks, and ensure focus on continuous innovation and improvement. For a comprehensive list of certifications achieved and locations for which they are applicable, please refer to [our Sustainability website](#).

RECYCLING AND WASTE MANAGEMENT

Recycling has been a focus for Garmin for many years. We've seen the positive effects of encouraging our employees to reuse and recycle whenever possible. This effort has led to minimizing waste and increased recycling at our offices. During 2022 we collected and recycled approximately 4,336 metric tons of materials, including paper, cardboard, plastic and electronic waste, from our facilities.

RECYCLING BY MATERIAL (TONS)



In addition to encouraging employees to recycle, we have multiple locations that divert waste to waste-to-energy providers. Waste-to-energy streams are utilized to convert nonrecyclable waste into electricity through means of combustion. This alternative solution to traditional waste treatment greatly reduces the amount of methane, a potent greenhouse gas, that would otherwise be produced by landfill waste. We've also increased the amount of composting. These strategies support our commitment and goal of being landfill-free.

CELEBRATING EARTH DAY WITH ACTION

Employees from our Environmental Health and Safety team organized a recycling and e-scrap day in April to help associates contribute to electronic or paper waste reduction. Garmin employees at our Olathe, Kansas, campus dropped off 25,600 pounds of e-scrap and 8,900 pounds of paper. Together our recycled materials saved 24 trees, 225 gallons of oil, more than 1.2 million hours of electricity and 7,126 gallons of water. Garmin employees in our Chandler, Arizona, and Salem, Oregon, offices joined in the annual event for the first time, recycling more than 2,200 pounds of e-scrap.

VERTICAL INTEGRATION

Our vertically integrated business model is a clear differentiator for us. It allows our business to be adaptable and resilient. In light of the rapidly changing risks that businesses face, such as supply chain disruptions, accelerated adaptation of new technologies and evolving consumer preferences, we are well positioned to face these challenges. Vertical integration enables us to better serve our customers, while also giving us the ability to explore and deliver unique products to niche markets. To provide us with these capabilities, we employ thousands of employees across a wide range of departments.

While many technology companies outsource functions such as prod-

uct support, Garmin has found more success by keeping this critical function in house. Our strong commitment to outstanding support is recognized by industry leaders. For 19 consecutive years, Garmin has been ranked first in product support for our aviation products. We also look for every opportunity to handle business-critical functions such as compliance testing right on site. In 2022 our EMC (Electromagnetic Capability) lab became fully operational, allowing us to do in-house testing for product accreditations, including immunity test standards and emissions testing.

Our vertical integration model also allows specialized experts such as logistics planners and industrial engineers to support the needs of our warehouse, distribution and manufacturing teams.

These experts are able to problem solve at every step in the process, ensuring our distribution center runs efficiently and meets our standards.



“OUR TEAMS CONTINUE TO INNOVATE TO MEET CUSTOMER DEMANDS AND MAINTAIN OUR SHIPPING PERFORMANCE LEVELS WHILE INCREASING VOLUME YEAR AFTER YEAR.”



SARA HAUSBACK:

THE GARMIN DISTRIBUTION CENTER IS IN GOOD HANDS ... HERS

It's a good thing Sara Hausback isn't daunted by big numbers or big challenges. As director of the Garmin Distribution Center Command Center, she and her team have plenty of both to contend with daily. Sara oversees our industrial engineering, inventory and command center teams. These teams set up inventory and processes to make the Garmin distribution center as efficient as possible. That includes tracking thousands of finished goods and raw material parts. In 2022 Garmin maintained low order cycle times while continuing to improve shipping performance and accuracy year over year.

WE EXPERIENCED DOUBLE-DIGIT GROWTH IN THE NUMBER OF ACTIVE USERS OF THE GARMIN CONNECT™ APP IN 2022.

New product categories and new markets led to growth and relevance.

COMMITMENT TO INNOVATION

Our strategy to relentlessly pursue innovation leads to growth opportunities and enables us to focus on the long term while investing heavily in research and product development. Investing in ourselves ensures we can continue developing creative ideas that lead to innovative products that become essential parts of our customers' lives. In 2022 our research and development expense was 17% of total consolidated net sales.

R&D EXPENSE (IN THOUSANDS)

2022	17% OF NET SALES	\$834,927
2021	16% OF NET SALES	\$778,750
2020	16% OF NET SALES	\$652,342

NEW PRODUCTS AND NEW MARKETS

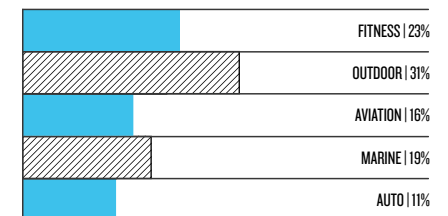
We introduce approximately 100 new products annually across our diverse operating segments, reflecting our commitment to R&D. Exploring new, specialized markets has resulted in additional growth opportunities. Our employees are passionate participants, which allows them to provide intimate understanding of customer expectations in these markets and gives Garmin a unique ability to enter new categories and new markets. In 2022 we introduced our first FDA-cleared device, the Index™ BPM smart blood pressure monitor. We also announced Bounce™, our first LTE-connected kids smartwatch. Bounce gives kids two-way text and

voice messaging and parents peace of mind, allowing them to stay in touch with their kids and keep an eye on their location.

DIVERSIFIED MARKETS

Diversification of our business has resulted in steady and sustained growth for our company. Our revenue comes from five reported segments – fitness, outdoor, aviation, marine and auto. This allows us to have multiple paths to consolidated company growth, which is particularly important in years where certain segments may experience headwinds. Our commitment to innovation and exploration has opened opportunities in a variety of new markets. This continued exploration will allow us to bring innovative and disruptive technologies to the marketplace.

2022 PERCENT TOTAL SALES BY SEGMENT



“OUR HEADQUARTERS EXPANSION IS A MAJOR MILESTONE AS WE CONTINUE TO PUT OUR GREATEST ASSET FIRST — OUR PEOPLE.”

Patrick Desbois
Executive Vice President, Operations

We invest and reinvest in our people, facilities and equipment in order to create a strong business that is sustainable for the future.

MANUFACTURING AND OPERATIONS

Having our own manufacturing facilities allows us to have more control of our output and be in a better position to react to any changes in the marketplace. In the face of continued component shortages and supply chain constraints, we used our resources to implement product redesigns to continue supplying products to customers along with software updates that brought new feature sets to our existing customers.

9 FACILITIES | **2.7 MILLION** SQUARE FOOTAGE OF MFG FACILITIES

INVESTMENTS FOR OUR FUTURE

Reinvesting in the business provides the infrastructure to support growth. Our strong balance sheet allows us to invest in opportunities we believe will lead to long-term success. When making major decisions, we consider the long-term needs of all stakeholders in order to create a business that is both successful and sustainable for the future.

CAPITAL INVESTMENTS

To continue building the next generation of Garmin products, we also invest heavily in our own production capabilities. In 2022 we continued the expansion of our headquarters facility in Olathe, Kansas — a project that began in 2016 and adds 540,000 total square feet. The expansion includes office and lab space, an aviation visitor’s center and amenities including a café and well-being center that features gyms, fitness equipment and rooms for on-site classes.

CAPITAL EXPENDITURES (IN THOUSANDS)

2022	\$244,286
2021	\$307,645
2020	\$185,401



GARMIN.

**WE WILL STAY TRUE TO OUR MISSION.
MAKE DECISIONS WITH AN EYE ON
LONG-TERM SUCCESS. BE GOOD STEWARDS
OF OUR ENVIRONMENT AND SOCIETY.
AND OF COURSE, NEVER STOP INNOVATING.**

ASSOCIATE CODE OF CONDUCT

Our associate code of conduct is written to help guide expectations of our associates. These individuals represent Garmin inside and outside of our buildings, and they must acknowledge reading the code of conduct yearly. A copy of the associate code of conduct can be found on [our website](#).

SUPPLIER CODE OF CONDUCT

We hold our suppliers to a high level of standards. From issues such as ethical sourcing to human rights, we want our suppliers to conduct themselves in a manner that aligns with our corporate values. A copy of our supplier code of conduct can be found on [our website](#).

CONFLICT MINERALS

We comply with all regulations pertaining to the use of minerals sourced from conflict regions. To view the Garmin conflict minerals report, please view [our website](#).

PRODUCT DESIGN AND MATERIALS

We comply with all applicable regulations, such as the European Union's Restriction of Hazardous Substances (RoHS) and Regulation, Evaluation, Authorization, and Restriction of Chemicals (REACH), governing materials and substances included in our products. For additional information on our product design and material standards, please visit [our website](#).

MODERN SLAVERY POLICY

Garmin values the human rights of our associates and individuals throughout our supply chain. We condemn modern slavery in all forms. A copy of our modern slavery policy can be found on [our website](#).

FORWARD-LOOKING STATEMENTS

This Corporate Sustainability Report contains forward-looking statements that are based on management's current expectations. Such statements can often be identified by the use of forward-looking terminology, such as "may," "believe," "hope," "anticipate," "goal," "forecast," "intended," "estimate," and similar words or phrases. No forward-looking statement can be guaranteed, and actual results may differ materially. Forward-looking statements speak only as of the date on which they are made, and Garmin undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

¹Based on industry data from June 1, 2021 to June 1, 2022

²Based on other communications equipment manufacturing (NAICS: 334290)

³See [Garmin.com/ataaccuracy](#)

⁴This is not a medical device, and data presented is intended to be a close estimate of metrics tracked. Pulse Ox not available in all countries.

⁵See [Garmin.com/ALuse](#) for Autoland system requirements and limitations

⁶Active subscription required; jurisdiction restrictions may apply

⁷Assuming all-day wear with 3 hours per day outside in 50,000 lux conditions

⁸CO₂e calculated using conversion factors available from the United States Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID)