

**GARMIN®**

# **GLOBAL POLICY STATEMENTS**

# 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.

# STRATEGIES

## PEOPLE

We hire the best talent and provide our associates with competitive compensation, generous benefits, career growth opportunities, and a fun and engaging culture that encourages long-term contributions.

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## 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.

## PRODUCTS

We offer products with essential utility, leading-edge technologies, compelling features and exceptional ease-of-use to create clear differentiators our customer appreciate and desire.

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## GROWTH

We relentlessly pursue innovation to create new products and markets that lead to growth opportunities.

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## SUSTAINABILITY

We continually reinvest in people, facilities and equipment to focus on long-term success and stability.

# POLICIES

## GARMIN MANAGEMENT SYSTEM POLICY

Each associate is committed to Garmin's Mission, Vision and Values through the innovation and improvement of products and processes to serve our business and customers.

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## HEALTH AND SAFETY POLICY

We are committed to providing a safe and healthy workplace that promotes the well-being of our associates and guests. We continually evaluate our processes to ensure they fulfill requirements and engage with our associates to implement improvements that prevent work-related incidents and illnesses, eliminate hazards and mitigate risks.

## ENVIRONMENTAL POLICY

We are committed to protecting the environment throughout all aspects of our business. We continually evaluate and improve our performance by establishing objectives that conserve resources, reduce our impact on the environment and fulfill requirements.

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## HUMAN RIGHTS POLICY

We are committed to upholding human rights and freedoms for all people, including the right to experience safe, fair and nondiscriminatory working conditions. We comply with all applicable laws and adhere to prevailing industry standards, and we expect the same of our suppliers.