


GARMIN®


EXPLORE OUR BENEFITS




WHEN YOU LOVE YOUR JOB,
YOU HIT THE SNOOZE BUTTON A LOT LESS.

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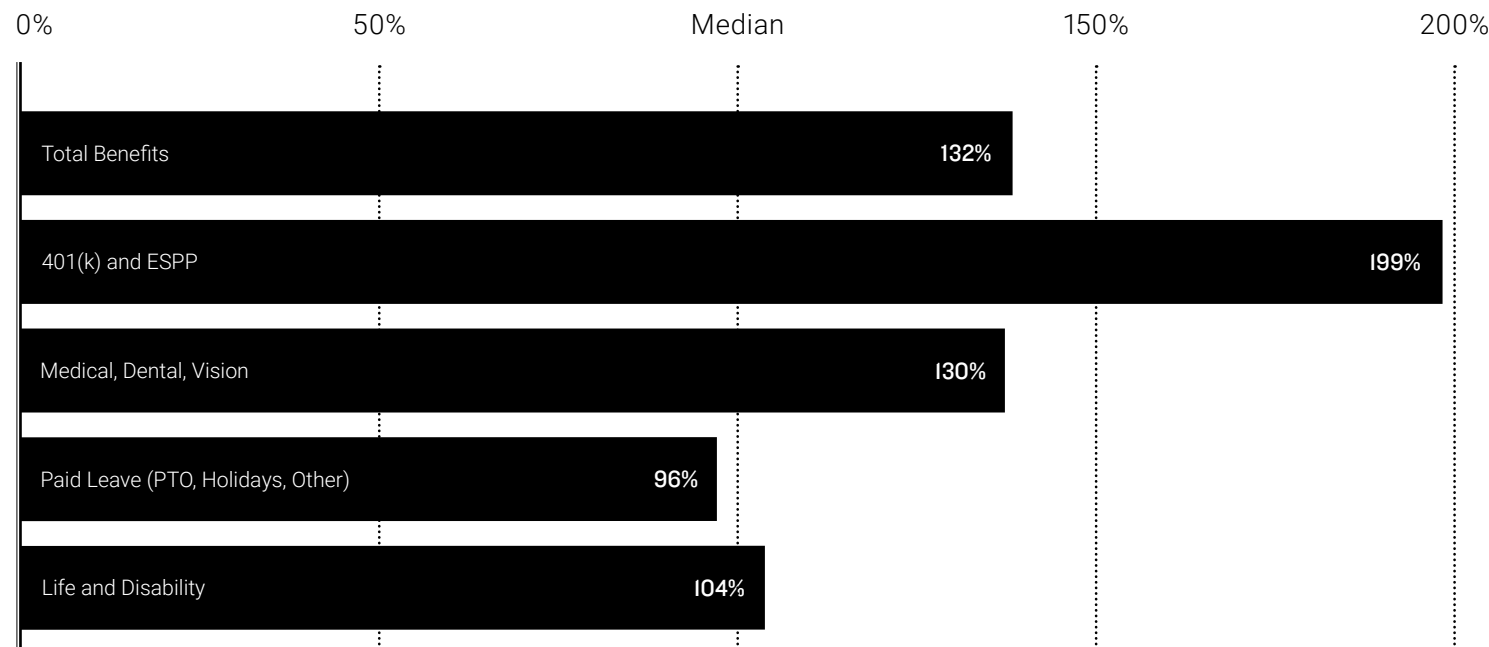
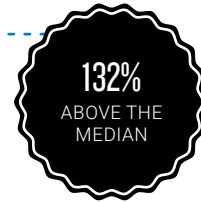
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EXPLORE OUR BENEFITS

We make products that empower our customers to follow their passions. We want the same for our associates. Garmin benefits are selected to allow our associates to do what they love. That's why we provide some of the most valued and competitive benefits in the industry.

GARMIN BENEFITS LEAD THE INDUSTRY

In a survey on market competitiveness, the Garmin benefits package rated 132% above the median.



HEALTH AND WELLNESS

MEDICAL PLANS

Garmin offers a choice of medical plans through Blue Cross and Blue Shield of Kansas City (Blue KC). Associates in the Kansas City area may choose among the Blue Saver CDHP, Preferred Care Blue PPO and KC BlueSelect Plus (KC BSP). Those outside the Kansas City area may choose between the Blue Saver CDHP and Preferred Care Blue PPO. All medical plans include prescription drug coverage and access to live, on-demand video visits with doctors, mental health therapists and psychiatrists on your computer, laptop or phone. Health insurance eligibility begins the first of the month following an associate's date of hire.

DENTAL PLANS

Associates may choose between two dental plans from Delta Dental. The Dental Base Plan has a \$1,000 maximum annual allowance per person per year and a \$1,000 maximum lifetime orthodontia benefit per dependent under age 19. The Dental Plus Plan allows a \$2,000 maximum allowance per person per year and a \$2,000 maximum lifetime orthodontia benefit per person.

Associate healthcare premiums for exempt and nonexempt, full- or part-time work 30+ hours.

	CDHP	PPO	KC BSP	Dental Base Plan	Dental Plus Plan
Associate Only	\$0.00	\$28.49	\$35.10	\$1.21	\$5.62
Associate and Spouse	\$0.00	\$59.82	\$73.71	\$2.70	\$12.55
Associate and Spouse with RCP	N/A	\$129.05	\$142.94	N/A	N/A
Associate and Children	\$0.00	\$51.28	\$63.18	\$2.67	\$12.42
Family	\$0.00	\$82.61	\$101.79	\$4.55	\$21.18
Family with RCP	N/A	\$151.84	\$171.02	N/A	N/A

Replacement Coverage Provision (RCP): If you plan to enroll your spouse, who has access to coverage under an employer-provided plan, in either the PPO or the KC BSP plan, you will pay an additional \$69.23 pretax per paycheck.

VISION PLAN

Garmin provides premium-free vision coverage for you and your family through Surency Vision, which partners with EyeMed vision provider networks. All associates use the EyeMed Insight network of providers, except for those at Garmin AT, who use the EyeMed Access A network of providers.

HEALTH SAVINGS ACCOUNT

Associates enrolled in the CDHP medical plan may elect to enroll in the health savings account (HSA) — a tax-advantaged medical savings account. Once enrolled, an HSA account will be opened in the associate's name with Optum Financial. Garmin contributes annually to the HSA based on your coverage tier. You can also contribute your money, pretax, each pay period.

Garmin HSA Contributions

Associate Only: \$500 • Associate + Spouse: \$1,000 • Associate + Child(ren): \$1,000 • Family: \$1,200

FLEXIBLE SPENDING ACCOUNT

We offer three types of FSA accounts. The medical FSA account can be used for qualified out-of-pocket medical, dental and vision expenses. The dependent daycare FSA can be used for qualified dependent daycare expenses. Commuter benefits may help you reduce your expenses related to commuting. By setting aside pretax dollars for these expenses, you reduce your taxable income by the amount you contribute.

HELP WITH HEALTHCARE DECISIONS

Blue Connect concierge team is designed to connect you with even more information to provide a truly customized experience for all your healthcare needs. The dedicated team can help with finding care, answering questions about benefit, claims, and prescriptions, and more.

GUIDANCE RESOURCES PROGRAM

The Guidance Resources program, through ComPsych, provides confidential support, resources and information for personal and work-life issues. Associates have up to six visits per concern to assist with confidential counseling, work-life solutions, legal support and financial information.

CAREGIVER SUPPORT

Garmin partners with Cariloop to offer a program that gives associates and their families access to an experienced Care Coach who can help navigate caregiver issues. Garmin covers the full cost of working with a Care Coach so you can stress less about caring for your loved ones and remain present, both physically and mentally, at work and at home.

WELL-BEING PROGRAM

For the Health of It! is the voluntary, company-wide program that offers educational resources and creative programming so that Garmin associates wanting to do so may improve their health and well-being. The mission of the program is to inspire and empower individuals to take responsibility for their own health by supporting and encouraging physical, social, emotional and mental renewal or purpose-driven behavior, and to foster a culture that supports healthy lifestyle choices and overall balanced well-being that will increase productivity for all participating Garmin associates.

Here are just a few opportunities provided through the For the Health of It! program:

Well-being classes

On-site flu vaccine clinics

Fitness challenges

Fitness room with equipment and free classes at Olathe headquarters

Access to thousands of fitness facilities, one-on-one personal training, on-demand and live-streamed virtual classes, nutrition resources and mental health apps through Gympass

Discounted local races (run, cycle, multi-sport) and a variety of on-site rec leagues available.

Lifestyle coaching through Blue KC

Nutrition education and campaigns

Resilience programs

Monthly newsletter, lunch-and-learn sessions and intranet postings

On-site guided meditation classes and mindfulness campaigns



FINANCIAL

COMPENSATION PHILOSOPHY

Garmin rewards associates for their individual performance, contributions and commitment to our mission, vision and values. As a result, we strive to provide a compensation package that is competitive and internally equitable.

We align associate compensation with our business strategies so that our associates' long-term interests are joined with those of our shareholders through stock-based rewards, such as the Employee Stock Purchase Program (ESPP) that all associates can partake in and restricted stock units for top-performing associates.

RETIREMENT PLAN

The Garmin retirement plan is designed to help associates reach financial security and make a worry-free, enjoyable retirement possible.

Garmin contributes a base contribution amount equal to 5% of an associate's annual salary, whether or not the associate contributes to the 401(k) plan. In addition to the generous base contribution, for every dollar an associate contributes to their 401(k) plan, Garmin matches \$0.75, up to 10% of the associate's salary. Associates can contribute up to 50% of their annual salaries, subject to IRS limits.

VESTING SCHEDULE

1 year	20%
2 years	40%
3 years	60%
4 years	80%
5 years	100%

EMPLOYEE STOCK PURCHASE PLAN

Through the ESPP, associates may purchase Garmin stock at a significant discount from the market price. Twice a year, associates can use from 1-10% of their base pay, after taxes, per payroll period to purchase shares of Garmin Ltd. On the last trading day of the plan period, shares will be bought at a purchase price equal to the lesser of 85% of the NYSE closing price on the first trading day of the plan period or 85% of the NYSE closing price on the last trading day of the plan period, whichever is lower.

LIFE AND DISABILITY INSURANCE

Garmin provides basic life insurance and accidental death and dismemberment insurance, administered through New York Life, to full- and part-time associates. You may also elect optional life insurance coverage for yourself, as well as coverage for your spouse and dependents.

Short-term disability coverage, also administered by New York Life, is provided to eligible employees who are medically unable to work due to pregnancy/childbirth, injury or illness. This policy provides coverage for up to 12 weeks of disability. Those disabled for more than 12 weeks may be eligible for their disability income to be continued through the long-term disability plan. The benefits begin after 90 days of disability and provide coverage for as long as you continue to meet New York Life's definition of disability.

ADOPTION ASSISTANCE

Garmin provides adoption assistance reimbursement to assist with expenses incurred for a qualified adoption, such as public or private agency fees, court costs and legal fees. The maximum reimbursement is \$5,000 per adoption. There is no maximum number of adoptions for which an associate may receive reimbursement.

NEXTGEN SCHOLARSHIP

The NextGen Scholarship program provides a one-time \$5,000 award to multiple high school seniors or college students who are dependents of current U.S.-based Garmin associates with 3 years of service, if dependent is selected during the application process.



CAREER

PROFESSIONAL DEVELOPMENT

We want you to contribute in meaningful ways throughout your career at Garmin. That's why we believe in encouraging our associates to take on new challenges and learn new skills. We offer the following:

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| Job training | Career paths with advancement based on merit |
| Internal promotions | Technical and leadership development |
| Mentors, career coaches and resident experts | Interpersonal relationship and workplace navigation seminars and classes |

EDUCATIONAL REIMBURSEMENT

Garmin advocates lifelong learning and assists associates who want to develop or enhance skills that are relevant to their employment. Garmin offers reimbursement for tuition and fees up to \$400 per credit hour for undergraduate-level courses and up to \$500 per credit hour for graduate-level courses (up to \$7,000 per calendar year) for full-time associates. Accredited online courses are eligible. Associates can begin taking advantage of this benefit as early as their first day of employment for future qualifying classes if approved.

PILOT CERTIFICATION

We offer \$3,000 for reimbursement for pilot certification, \$200 for ground school and \$35 dollars per flight hour logged during ground school, to a maximum of \$3,000 per year, for all full-time associates. In addition, several vendors and clubs offer discounts on hourly rental rates for Garmin associates. Associates can begin taking advantage of this benefit as early as their first day of employment for future programs if approved.

TIME AWAY

PARENTAL LEAVE

Garmin provides parental leave to enable associates time to care for and bond with a newborn or newly adopted child. Parental leave will run concurrently with FMLA and any other applicable company, federal and state accommodations or entitlements. Associates are eligible for two weeks of paid leave at 100% of the associate's base salary (pro-rated for part-time associates) following a birth or adoption. Parental leave must be taken on a consecutive basis within 12 months of the date of birth (consistent with FMLA guidelines) or adoption. One parental leave is entitled for eligible associates in a rolling 12-month period.

PAID TIME OFF

Time away from work re-energizes our associates. Full-time associates earn paid time off (PTO) at rates corresponding to years of employment. Associates can roll over up to 560 hours of accrued PTO.

1-4	YEARS OF EMPLOYMENT	=	17	DAYS/YEAR (5,234 HOURS/PAY PERIOD)
5-9	YEARS OF EMPLOYMENT	=	22	DAYS/YEAR (6,8 HOURS/PAY PERIOD)
10+	YEARS OF EMPLOYMENT	=	27	DAYS/YEAR (8,334 HOURS/PAY PERIOD)

PAID HOLIDAYS

Garmin observes the following U.S. holidays:

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|--|----------------------------|
| New Year's Day | Labor Day |
| Dr. Martin Luther King Jr. Day/
Garmin Day of Service | Thanksgiving Day |
| Good Friday | The day after Thanksgiving |
| Memorial Day | Christmas Eve Day |
| Independence Day | Christmas Day |

<p>*****</p> <p>ADDITIONAL BENEFITS AND PERKS</p> <p>*****</p>	ASSOCIATE AND FAMILY EVENTS AND ACTIVITIES	ASSOCIATE REFERRAL BONUS	PATENT INCENTIVE	SERVICE AWARDS	RETIREMENT AWARDS
	PEER RECOGNITION PROGRAMS	GARMIN PRODUCT DISCOUNTS	DISCOUNTS FROM SELECT BUSINESSES AND VENDORS	HOLIDAY GIFT	WELL-BEING AND RESILIENCY PROGRAMS
	APPROVED WAREHOUSE CLUB ANNUAL MEMBERSHIP	BIRTHDAY GIFT	NEXTGEN SCHOLARSHIP	NO DRESS CODE	PRODUCT TESTING
	COMMUNITY PHILANTHROPIC PROGRAMS	MATCHING GIFT PROGRAMS	ENVIRONMENTAL AND GREEN INITIATIVES	LEARNING AND CAREER DEVELOPMENT	NETWORKING OPPORTUNITIES





COMMUNITY

INVOLVEMENT

Garmin associates connect with each other and our communities through clubs and activities. There are currently 40-plus involvement groups active at Garmin. Love the arts, public speaking, music or gardening? There's a club for each of those interests ... and many more!

PHILANTHROPY

Throughout the year, Garmin offers opportunities to give back to the community. Every January, we volunteer with great causes during the Garmin Day of Service. Later in the year, associates are invited to donate to the annual United Way Campaign, and Garmin matches their contributions dollar-for-dollar.

K-12 OUTREACH

We strive to spark the curiosity of the next generation of innovators through activities and programs such as FIRST Robotics, Engineers in the Classroom, Engineering Day Camp, Aviation Electronics high school program, Aviation Electronics, Installation and Maintenance Apprenticeship programs, Alternate Technical Pathway electronics positions and high school seasonal training to enter the workforce directly upon graduation. We believe in sharing our curiosity and knowledge with students and educators.

DIVERSITY AND INCLUSION COMMITTEE

We acknowledge the different experiences of our associates and seek to challenge conventional thinking, understand different perspectives and overcome bias.

BUSINESS RESOURCE GROUPS

Garmin associates are encouraged to further our culture of belonging by sharing their life experiences and connecting with other associates and performing community outreach through BRGs.

Women's Business Forum

Emerging Professionals

Juntos

LGBTQ+ Allies

GPSVETS

Black EnterpR.I.S.E

C.A.R.E.S.



GARMIN®

**ENGINEERED ON THE INSIDE
FOR LIFE ON THE OUTSIDE.**

[CAREERS.GARMIN.COM](https://careers.garmin.com)

Information in this guide is summarized from the Garmin Associate Handbook. For more information about Garmin policies and benefits, contact Human Resources. Garmin is an Equal Opportunity Employer. We hire, promote and compensate without regard to any characteristic protected under applicable federal, state and local laws.