



UK MODERN SLAVERY ACT STATEMENT

GARMIN INTERNATIONAL, INC.
GARMIN (EUROPE) LTD.

This Statement has been prepared pursuant to the requirements of the UK Modern Slavery Act 2015 (the “Act”) for the fiscal year ended 27 December 2025 for Garmin International, Inc. (“Garmin International”), and Garmin (Europe) Ltd. (“Garmin Europe”) and its subsidiaries Global Lighting & Vision Systems Ltd. and Lumishore Ltd. (together, the “Subsidiaries”; collectively with Garmin International and Garmin Europe, the “Companies”, “we”, or “our”).

OUR STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

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Garmin International is incorporated under the laws of the State of Kansas and is domiciled in the United States. Garmin Europe and the Subsidiaries are incorporated and domiciled in the United Kingdom. The Companies’ ultimate parent is Garmin Ltd., a company registered in Switzerland. The principal business activities of Garmin (as defined below) and its subsidiaries are the design, manufacturing, importation, distribution, marketing and sale of navigation, communication, and information devices, applications, and services, many of which feature location technology such as the Global Positioning System. As of 27 December 2025, the Companies had approximately 7,700 employees.

The majority of the products the Companies sell are manufactured by Garmin Corporation, a Taiwanese company, Garmin International, or other subsidiaries of Garmin Ltd. (collectively, the “Garmin Group” or “Garmin”). Garmin-owned manufacturing operations are located in Taiwan, People’s Republic of China, the United States, Poland, the Netherlands, and the United Kingdom. Garmin purchases components from third-party suppliers from around the globe.

RISKS OF MODERN SLAVERY PRACTICES IN OUR BUSINESS AND SUPPLY CHAINS

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Human rights observers have identified the potential for modern slavery in the supply chains of electronic products. Because Garmin embraces a vertically integrated supply chain model, and direct employees of the Garmin Group manufacture the majority of its products, the Companies believe there is a very low risk of modern slavery practices in the production of Garmin products.

All individuals employed by the Garmin Group are subject to Garmin’s [Code of Conduct](#) and [Modern Slavery Policy](#). These documents and policies set forth Garmin’s position related to human rights issues and are enforceable at all levels of the organization.

Among other clauses, Garmin’s Code of Conduct:

- explicitly condemns and prohibits any act of human trafficking or modern slavery, which includes forced labour and child labour, within Garmin’s own operations and throughout Garmin’s supply chain; and
- establishes Garmin’s policy on respecting all employees’ rights to freedom of association and freedom of movement.

With respect to the production of components of Garmin’s products, Garmin (including the Companies) mitigates the risk of modern slavery by requiring upstream suppliers to comply with Garmin’s [Supplier Code of Conduct](#), which sets forth requirements on human rights and labour practices of Garmin suppliers.

Among other requirements, Garmin's Supplier Code of Conduct:

- prohibits use of child labour, involuntary, forced, prison, indentured or slave labour, human trafficking or the hiring of trafficking and debt bondage victims;
- requires that upstream suppliers guarantee employees freedom of movement and freedom of association; and
- mandates that upstream suppliers conduct due diligence to identify and prevent forced labour and human trafficking within their own supply chains.

MEASURES TAKEN TO ASSESS AND ADDRESS RISKS OF MODERN SLAVERY, INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

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The Companies follow the Garmin [Code of Conduct](#) and [Modern Slavery Policy](#). These principles and policies are established and enforced on a global scale and are reviewed on a regular basis by the highest levels of the organization. All Garmin employees must adhere to the Code of Conduct. The Code of Conduct includes policies covering human rights, human trafficking, modern slavery, freedom of association, and freedom of movement. We educate our workforce about modern slavery and human trafficking and ensuring compliance with applicable laws. In addition to internal audits, Garmin manufacturing facilities are subject to compliance audits to verify our compliance with applicable laws, regulations, and international labour and human rights standards.

Employees are required to report all suspected instances of modern slavery. Garmin promptly investigates any concerns relating to potential violations of our Code of Conduct reported through the methods set forth in our Code of Conduct and Modern Slavery Policy. Garmin's whistleblower policy provides confidentiality and protection against retaliation to any individuals who raise concerns.

Upstream suppliers to Garmin are required to follow the Garmin [Supplier Code of Conduct](#). Additionally, Garmin's standard supply agreements require suppliers to assure Garmin that products they supply are not produced, manufactured or packaged by forced, prison or child labour. Garmin conducts periodic assessments of our suppliers to assess and verify compliance with Garmin's Supplier Code of Conduct and other supply chain requirements. These assessments include evaluations of compliance with policies implemented to prevent forced labour, child labour, and other human rights issues. Instances of noncompliance are subject to action, which may include termination of relationship with the upstream supplier.

Garmin's anonymous compliance helpdesk is available for anyone, whether internal or external to the Companies, to report concerns or suspected violations. If any form of modern slavery were to be discovered in Garmin's own operations or in Garmin's supply chain, corrective action and remediation would be performed.



HOW WE ASSESS THE EFFECTIVENESS OF OUR MEASURES TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

The Companies continually evaluate the effectiveness of controls and processes concerning compliance with Garmin’s global policies on human rights and modern slavery. Garmin conducts a top-down governance model on corporate responsibility matters, including human rights and modern slavery, and regularly evaluates the effectiveness of actions and implements remediation plans when necessary. Audit results indicate the effectiveness of these measures. The audits conducted during the fiscal year ended 27 December 2025 did not identify instances of modern slavery.

BOARD OF DIRECTORS APPROVAL AND ATTESTATION

This Statement was approved in accordance with the UK Modern Slavery Act 2015 by the Board of Directors of Garmin (Europe) Ltd. and Garmin International, Inc. on 26 June 2026.

I attest that I have reviewed the information contained in this Statement on behalf of the governing bodies of the entities listed above, and that to my knowledge the information in this Statement is true, accurate and complete in all material respects for the year listed within this Statement.

Sean Biddlecombe
Managing Director, EMEA
Garmin (Europe) Ltd.
26 June 2026

Patrick Desbois
co-Chief Operating Officer
Garmin International, Inc.
26 June 2026
I have the authority to bind Garmin International, Inc.