INFORMATION NOTICE

CONCERNING THE PROCESSING OF PERSONAL DATA

BY Garmin Nederland B.V.

Effective Date: May 1, 2026

This Information Notice concerning the processing of personal data is to inform you, as a candidate at Garmin, about the processing of your personal data. The data controller is Garmin Nederland B.V., Bramenberg 9-3, 3755 BT Eemnes, The Netherlands.

Categories of Personal Data

We may process the following personal data:

- Data related to internal investigations or through the Compliance Hotline;
- Data related to legal issues, proceedings, or filings;
- Data related to recruitment, such as name, address, qualifications, resume/CV content, phone number, email address, education, certifications or licensure, and employment history; or
- Data required for legal requirements or activities and benefits, such as name, gender, marital status, date of birth, country of birth, citizenship, nationality, national identification number or other equivalent, government-issued identifiers (e.g., national insurance number, social security number), and psychometric assessments.

Legal Grounds for Processing

The legal grounds for processing personal data of candidates are legitimate interests, which include evaluating whether the candidate is qualified for the position, verifying the candidate's experience and work history, or defending legal claims; legal obligations; consent (as detailed below in the "Retention of Personal Data" section); and, where an offer of employment has been made, contractual necessity.

Purposes of Processing

We use personal data of candidates for the following purposes:

- As required or expressly authorised by laws, regulations, or judicial authorisations applicable to Garmin's business or by government agencies that oversee or regulate our business;
- Background checks and verifications of references and qualifications, to the extent allowed under applicable law;
- Communications, including video conferencing;
- Compliance with various legal and regulatory obligations;

- Immigration filings and requirements;
- Legal proceedings and government investigations, including preservation of relevant data and use of data to defend and pursue legal claims;
- Problem resolution (e.g., internal reviews, grievances, issue resolution, etc.), internal investigations, auditing, compliance, and risk management;
- Provision of legal advice and review;
- Relocation; and
- Staffing (e.g., headcount planning, recruitment, termination, succession planning).

Transfer of Personal Data to Other Garmin Companies

Garmin may transfer personal data of candidates to other Garmin group companies (https://www.garmin.com/legal/garmin-companies/), including affiliated companies in the United States, as needed for the purposes listed above. Only the personal data that is necessary to accomplish these purposes will be transferred to other Garmin group companies.

Garmin will take appropriate technical and organisational actions to protect the transferred personal data against accidental or unlawful destruction, loss, alteration, disclosure, or unauthorised access, and any other form of unauthorised processing.

Where Garmin transfers personal data to other Garmin group companies, these transfers are governed by an intercompany data processing and transfer agreement that includes European Commission-approved model contractual clauses where required. Garmin's U.S.-based affiliates are certified under the EU-U.S. and Swiss-U.S. Data Privacy Frameworks, including the UK extension.

Categories of Recipients of Personal Data

To help increase business efficiency, we may use third-party service providers to help us operate our business or to administer activities on our behalf, such as data storage and other IT infrastructure and cloud-based human resource information systems. We may share personal data about you with such third-party service providers for the sole purpose of enabling them to perform their services. We require our service providers to respect and maintain the confidentiality of your personal data with appropriate security measures and permit them to process personal data only as we have authorised.

We may disclose personal data about you to others: (a) if we have your valid consent to do so; (b) to comply with a valid subpoena, legal order, court order, legal process, or other legal obligation; (c) to enforce any of our terms and conditions or policies; (d) as necessary to pursue available legal remedies or defend legal claims; or (e) as necessary to protect the vital interests of you or other persons. We may also transfer your personal data to an affiliate, a subsidiary or a third party in the event of any reorganisation, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of Garmin's business, assets or stock, including, without limitation, in connection with any bankruptcy or similar proceeding, provided that any such entity that we transfer personal data to will not be permitted to

process your personal data other than as described in this policy without providing you notice and, if required by applicable laws, obtaining your consent.

Retention of Personal Data

We will retain personal data of all candidates as long as required to satisfy legal obligations.

We will retain personal data of unsuccessful candidates up to 1 year after the candidate was notified that their application was unsuccessful for legal defence purposes.

In the event that a candidate is unsuccessful, but Garmin feels that the candidate has the potential to be suitable for a future opportunity with the company, we will retain the candidate's personal data up to 1 year following consent from the candidate to contact them regarding future opportunities. To revoke this consent, please send your request to the contact details in the "Your Rights" section.

In the event that a candidate rejects an offer of employment with the company, the company will retain the candidate personal data up to 1 year after the proposed employment effective date for legal defence purposes.

In case that the candidate becomes a Garmin employee, the candidate personal data may be included with the employee personal data as appropriate.

Your Rights

Subject to the limitation provided in applicable laws, you have the following rights in relation to the processing of your personal data:

(i) the right to be informed about the processing of your personal data;
(ii) the right to request access to your personal data;
(iii) the right to request the rectification or erasure of your personal data;
(iv) the right to object to the processing of your personal data;
(v) the right to request the portability of your personal data; and
(vi) the right to lodge a complaint with a supervisory authority.

If you wish to exercise these rights, you may send a request to:

Garmin Nederland B.V.

Attention: Human Resources Manager

Address: Bramenberg 9-3, 3755 BT Eemnes, The Netherlands

Telephone number: +31 (35) 539 3700

Email address: administratie@garmin.com