

INDEPENDENT LIMITED ASSURANCE STATEMENT



To: The Stakeholders of Zebra, Inc.

Introduction and objectives of work

Apex Companies LLC (Apex) has been engaged by Zebra, Inc. (Zebra) to provide limited assurance of select environmental data to be incorporated into its external corporate reporting activities. This independent assurance statement applies to the related information included within the scope of work described below.

This information and its presentation are the sole responsibility of the management of Zebra. Our sole responsibility was to provide independent assurance on the accuracy of information included.

Scope of work

The scope of our work was limited to assurance over the specific data presented below for the period January 1, 2024 to December 31, 2024 (the 'Subject Matter'). Our assurance does not extend to any other information reported by Zebra.

Zebra requested Apex to provide assurance of the following:

- Total water withdrawal¹

As part of the scope of work, Apex reviewed and evaluated the following:

- Appropriateness and robustness of underlying reporting systems and processes used to collect, analyse, and review the reported environmental information; and
- Evaluation of the reported data against Zebra's internal reporting procedures.

Reporting Boundaries

The following are the boundaries used by Zebra for reporting sustainability data:

- Operational Control
- Worldwide Operations

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period; and
- Water consumption at locations where Zebra does not receive actual water consumption data.

This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other measurement arrangements employed at site level, not addressed as part of this assurance. This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

¹ The total water withdrawal includes data from 26 of Zebra's 129 locations. These 26 locations make up 65% of Zebra's physical footprint.



Responsibilities

This preparation and presentation of the data are the sole responsibility of the management of Zebra. Apex was not involved in the development, tracking, or reporting of the environmental sustainability data. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Stakeholders of Zebra.

Assessment Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of ± 5 -percent was set for the assurance process.

Summary of Work Performed

As part of our independent assurance, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
2. Conducting interviews with relevant personnel of Zebra;
3. Reviewing the data collection and consolidation processes used to compile Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
4. Reviewing documentary evidence provided by Zebra;
5. Agreeing a selection of the Subject Matter to the corresponding source documentation;
6. Reviewing Zebra systems for quantitative data aggregation and analysis; and,
7. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information.

Reported Data

Type	Units	Value
Total Water Withdrawal	Gallons	16,245,404

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and
- It is our opinion that Zebra has established appropriate systems for the collection, aggregation and analysis of quantitative data.



Statement of Independence, Integrity and Competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Zebra, its Directors or Managers beyond that required of this assignment. We have conducted this assurance assignment independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability data.

Attestation:

A handwritten signature in blue ink, appearing to read 'Jessica Jacobs'.

Jessica Jacobs, Lead Assuror
ESG Program Manager
Apex Companies, LLC

A handwritten signature in blue ink, appearing to read 'Mary E. Armstrong-Friberg'.

Mary E. Armstrong-Friberg, Technical Reviewer
ESG Senior Program Manager
Apex Companies, LLC

September 10, 2025

This independent assurance statement, including the opinion expressed herein, is provided to Zebra, Inc. and is solely for the benefit of Zebra, Inc. in accordance with the terms of our agreement. We consent to the release of this statement to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.