2024
SASB report

ZEBRA

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ZEBRA

About this disclosure

References in Zebra's 2024 SASB Disclosure ("Disclosure") to "Zebra," "the Company," "we," "us," or "our" refer to Zebra Technologies Corporation and its subsidiaries, unless the context specifically indicates otherwise. This Disclosure is comprised of reporting presented in accordance with the SASB Standard for Technology and Communications—Hardware Industry (short form "TC-HW"). Effective beginning in 2024, we adopted version 2023-12 of SASB's TC-HW industry standard.

Sustainability Accounting Standards Board

SASB is an independent non-profit organization that sets standards to guide companies' disclosure to their investors of financially material sustainability information.

The SASB reporting standards are sector specific, covering environmental, social and governance reporting criteria for 77 different industries. Each SASB standard defines a minimum set of sustainability-related topics that are reasonably likely to affect a company's long-term performance based on the industry in which it operates.

Zebra's sustainability governance

Zebra's Board of Directors (the "Board") oversees the Company's sustainability program. Zebra has established a cross-functional Sustainability Council with executive sponsorship to advance sustainability initiatives and reporting. The Sustainability Council provides program oversight, coordinates goals, and ensures accurate and centralized internal and external reporting.

The Board and the Executive Leadership Team members receive quarterly updates on sustainability matters and as relevant matters arise. More details regarding the Board oversight are available in the 2025 Proxy Statement.

Limited assurance

Zebra engaged "Apex Companies, LLC" ("Apex") to perform assurance related to specified metrics in this Disclosure as of, and for, Zebra's fiscal year ended December 31, 2024. Apex's report can be found at the end of this Disclosure.

Constant Evolution

The sustainability landscape continues to evolve with new information and greater standardization. We encourage our stakeholders to provide feedback on this Disclosure by contacting Investor Relations at ESG@Zebra.com or (847) 518-6432.

Safe Harbor Statement

Statements made in this Disclosure that are not statements of historical fact are forward-looking statements and are subject to the safe harbor provisions created by the Private Securities Litigation Reform Act of 1995. Actual results may differ from those expressed or implied in Zebra's forward-looking statements. Zebra may elect to update forward-looking statements but expressly disclaims any obligation to do so, even if our estimates change. These forward-looking statements are based on current expectations, forecasts and assumptions and are subject to the risks and uncertainties inherent in our industry, market conditions, general domestic and international economic conditions, and other factors beyond our control, and actual results may differ materially from those expressed or implied in such forward-looking statements. In addition, such forward-looking statements are subject to our ability to execute on our strategic roadmap and meet our long- term financial goals. Descriptions of the risks, uncertainties and other factors that could affect our future operations and results can be found in our filings with the Securities and Exchange Commission. In particular, please refer to Zebra's latest filing of its Form 10-K and Form 10-Q.
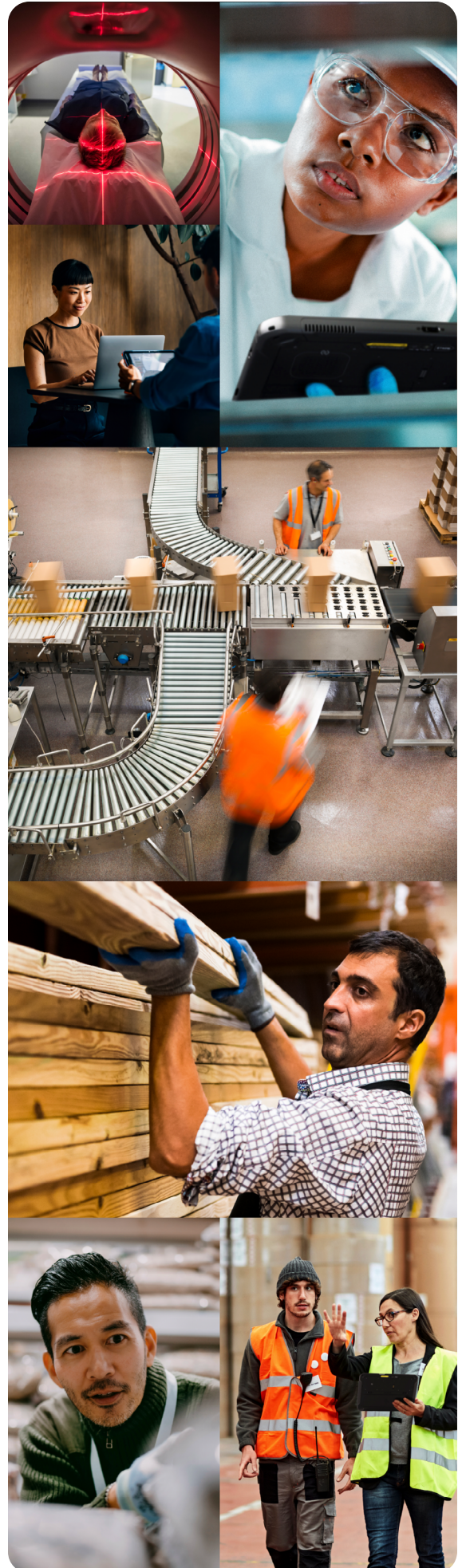
About Zebra

We are a global leader in the Automatic Identification and Data Capture ("AIDC") industry. The AIDC market consists of mobile computing, data capture, radio frequency identification devices ("RFID"), thermal barcode printing, and other workflow automation products and services. The Company's products, services, and software solutions ("offerings") are proven to help our customers and end-users digitize and automate their workflows to achieve their critical business objectives, including improved productivity and operational efficiency, optimized regulatory compliance, and better customer experiences.

We design, manufacture, and sell a broad range of AIDC offerings, including: mobile computers, barcode scanners and imagers, RFID readers, specialty printers for barcode labeling and personal identification, real-time location systems ("RTLS"), related accessories and supplies, such as labels and other consumables, and related software applications. We also provide machine vision and robotics automation solutions; a full range of services, including maintenance, technical support, repair, managed and professional services; as well as cloud-based software subscriptions. End-users of our offerings include those in retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. We operate in 114 facilities with approximately 9,900 employees worldwide. We provide our offerings globally through a direct sales force and an extensive network of over 10,000 channel partners, operating in approximately 176 countries.

We continue to advance our vision: every asset and frontline worker visible, connected, and fully optimized. Through continual innovation, we have expanded beyond the traditional AIDC market to transform activities such as factory production, packages moving through a supply chain, retail shopping, the hospital patient journey and first responders addressing public safety and emergency situations. Data from enterprise assets, including status, condition, location, utilization, and preferences, is analyzed in the cloud to provide prioritized actionable insights. As a result, our offerings enable enterprises to "sense, analyze, and act" more effectively to optimize their activities.

The need to transform workflows is being driven by secular trends in technology, which include the internet of things ("IoT"), cloud-based data analytics, automation, mobility, computer vision, as well as artificial intelligence and machine learning. The IoT enables the real-time exchange of an increasingly broad set of information among a proliferation of smart, connected devices. The continued rapid growth of mobile computing devices and application software is also significantly expanding use cases throughout enterprises and supply chains. With these expanded capabilities, end-users can consume and act upon dynamic enterprise data and information anytime and anywhere. Leveraging artificial intelligence through machine learning can analyze real-time data for increased visibility into workflows. Additionally, computer and machine vision technology, which enables the automatic extraction and understanding of useful information from a digital image or video, provides a key element in many of our offerings.

SASB hardware disclosure topics and metrics*

Topic	Metric	Category	Criteria
Product security	Description of approach to identifying and addressing data security risks in products	Discussion and analysis	SASB Standards: TC-HW-230a.1
Our people	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Quantitative	SASB Standards: TC-HW-330a.1
Product lifecycle management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	SASB Standards: TC-HW-410a.1
	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative	SASB Standards: TC-HW-410a.2
	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Quantitative	SASB Standards: TC-HW-410a.3
	Weight of end-of-life products and e-waste recovered, and percentage recycled	Quantitative	SASB Standards: TC-HW-410a.4
Supply chain management	Percentage of Tier 1 supplier facilities audited in the Responsible Business Alliance (RBA) Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantitative	SASB Standards: TC-HW-430a.1
	Tier 1 suppliers' (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non- conformances and (b) other non-conformances	Quantitative	SASB Standards: TC-HW-430a.2
Materials sourcing	Description of the management of risks associated with the use of critical materials	Discussion and analysis	SASB Standards: TC-HW-440a.1

Activity metric	Category	Criteria
Number of units produced by category	Quantitative	SASB Standards: TC-HW-000.A
Area of manufacturing facilities	Quantitative	SASB Standards: TC-HW-000.B
% of production from owned facilities	Quantitative	SASB Standards: TC-HW-000.C

* Excerpt from the SASB standard Version 2023-12

Product security

TC-HW-230a.1 | Description of approach to identifying and addressing data security risks in products.

Approach:

Zebra considers security as an integral part of the full product development life cycle and follows security-by-design. Security tools and processes are most effective when integrated throughout the development process instead of only being considered at the end. Zebra has an information security management system supported by a set of policies that directly align with ISO 27001. Additionally, cybersecurity and privacy considerations are a key part of our product design, and we regularly stress-test for security vulnerabilities leveraging internal and external resources.

Board oversight:

Zebra's Audit Committee provides risk oversight related to cybersecurity. In connection with this oversight, the Audit Committee monitors the quality and effectiveness of Zebra's cybersecurity program covering the security of its internal information technology systems and its products and solutions, as well as Zebra's cyber incident response plan and resources. Management also briefs the Audit Committee on cybersecurity matters quarterly, including consequential security events, and the full Board as needed. Zebra has a documented policy for timely communication to the Audit Committee.

Standards

Zebra's methodology focuses on redundant controls that prevent and mitigate impacts to the confidentiality, availability, and integrity of customer data and services. Zebra products and solutions are designed to provide enterprise-grade security for our customers, complying with the controls and standards set forth in the National Institute of Standards and Technology ("NIST") 800-53, Rev. 4 and the Open Web Application Security Project (OWASP) Software Assurance Maturity Model (SAMM) Ver 2.0. Zebra aligns its enterprise security processes and policies to ISO 27001 standards with formal certification for select cloud-based software solutions based on customer security preference. Several Zebra software solutions have achieved ISO 27001 certification, with more in the pipeline, and Zebra's Android™ 11 mobile computers have achieved Common Criteria product certification.

Enhanced data security

Zebra's applications encompass security controls designed for the customer to provide role-based and secure application access. Zebra's encryption solutions protect sensitive data. Database keys are encrypted and stored separately, with access restricted to authorized individuals. Data is securely backed up utilizing enterprise-grade encryption. More information on integrated product security can be found on our mobility extensions site.

Process

Zebra utilizes an agile process that allows security to be addressed at each phase of the software development cycle and all stages of the product lifecycle, including, but not limited to, product design, the manufacturing supply chain, product distribution, the product use-phase, and end-of-life management. Zebra has a governing policy, and metrics for measuring all products and solutions against this policy. In the early phases of development, tools are incorporated into the process for security assessments, threat modeling, security testing, and penetration testing. Depending on their nature, products and solutions go through security checks such as Static Application Security Testing ("SAST"), Software Composition Analysis ("SCA"), and penetration testing. Our service provider and embedded software contracts include requirements for patching, scanning, and remediation of vulnerabilities. Findings of security vulnerability reviews are rated according to the Common Vulnerability Scoring System ("CVSS v3") and handled according to their risk. Our customers sign up for security notifications to stay current on product alerts and updates. The security patches are generally available up to two years past the device's end-of-sale date. We also offer optional value-added solutions such as LifeGuard™, PrintSecure™, and Zebra DNA™ for extended security updates and support. If the security patch would impact the stability and interoperability of an outdated Operating System, Zebra provides remediation recommendations in lieu of a patch or update.

Disclosure

Vulnerability disclosure is a vital component of our security approach, enabling our customers to manage risk timely and properly through awareness and guidance. Please see our Zebra Vulnerability Disclosure page for more information. Zebra delivered software includes the ability to provide a Software Bill of Materials (SBOM), supporting transparency and compliance with industry standards.

Our people

TC-HW-330a.1 | Percentage of (1) gender and (2) diversity group[1] representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees.

Global gender representation

Employee category[2]	Female	Male
Executive management[3]	19%	81%
Non-executive management[3]	23%	77%
Technical employees[4]	20%	80%
All other employees	41%	59%
Global total	35%	65%

Fostering a culture of belonging

Zebra is committed to attracting, developing and retaining talent to enable our strategic vision and purpose. This commitment directly shapes our approach to fostering a culture of belonging and advances employee engagement. It is Zebra's policy to provide equal employment opportunity to all applications and employees. Our vision is to leverage the workforce where employees can bring their best selves to work, and to be a workspace where all employees are seen, heard, valued and respected.

Our Inclusion, Belonging and Community Advisory Council, comprised of Executive Leadership Team members, People Team leadership, and leaders of our Employee Resource Groups (ERGs) oversees our strategy on this culture of belonging. Zebra has ten Employee Resource Groups, each of which is open to all employees.

We measure effectiveness of our programming and employees' experiences through our recurring employee engagement survey. Employee engagement within the company is consistently high and measures above relevant benchmarks for technology companies.

We believe that our strong company culture is a contributor to our success. Following the refresh of Zebra's values (Lead Through Innovation, Deliver Excellence with Agility, Think and Act Customer First, Succeed as One, and Make a Positive Impact) in 2023, we launched our culture reinvigoration campaign in 2024. The campaign's action-based workshop, experienced virtually or in person, provides employees an opportunity to learn and share experiences relating to the importance of Zebra's culture and values. Furthermore, as recognition of the Company's strong culture and commitment to its employees, Zebra was ranked #78 on Newsweek's list of Global Most Loved Workplaces, and #51 on Fast Company's list of the Best Workplaces for Innovators.

The wellbeing of Zebra's employees remains a core focus, and we have dedicated benefits reflecting this commitment, in addition to our various other competitive benefits. Our wellbeing focused benefits include Z-Day (a paid, Company-wide day off for all eligible Zebra employees), summer hours and Focus Fridays (which encourage meeting-free time on Friday afternoons).

1. We have omitted information related to diversity groups, because the collection of and reporting on such data is legally prohibited in certain countries in which we operate, thereby restricting our ability to disclose such information on a comprehensive basis.

2. Temporary employees were included in the population.

3. Zebra defines Executive Management as leaders at the Vice President level and above and Non-Executive Management as leaders at the Director and Senior Directors levels to ensure consistency with our internal reporting.

4. Zebra defines Technical Employees as professional employees below a Director level who are categorized in our internal job codes as responsible for technical development, science, or engineering to ensure consistency with our internal reporting.

Our people

Empowering our workforce: commitment to talent development and growth

Zebra is committed to creating an environment that fosters continuous learning. We believe that effective career development happens when employees and managers have open discussions regarding their development plans and how best to use Zebra's resources to support their learning and career growth. These resources include the Zebra Education Network, an online learning platform available to all employees offering a wide variety of learning content that employees can connect to their individual development plans. We also offer annual training and certification programs, including mandatory compliance training. We also have structured mentorship programs for our employees.

Zebra's Global Learning and Leadership Roadmap outlines our development programs and is supplemented through various functional and business unit offerings, focused on functional development needs. The Roadmap invites all employees to participate in their development at any stage of their career.

New employees complete our Foundations course where they learn about Zebra, our vision, purpose, culture, and available resources, all taught through hands-on experiences and interactive presentations. Employees who are new to leading people can complete our Leadership Essentials and our Inclusive Leadership courses, which are designed to foster their leadership and management skills. Senior Zebra leaders can also nominate employees for a series of leadership programs and experiences designed to advance the nominees' development at critical stages of their careers. We connect these nominations to our annual talent review and succession planning process, which includes an assessment of our future leadership pipeline so that we can proactively develop our high potential employees for the future.

Making a positive impact

We have established partnerships with external organizations to attract, retain and develop talent within Zebra and the communities we operate. These community outreach partnerships help build Zebra's talent pipeline while providing employees and community members the opportunity to connect and learn from one another through workshops, site visits, mentorship and more.

Our employees actively participate in volunteering activities, supported through our Zebra Gives programs. We create opportunities for worldwide employee participation while promoting and supporting localized efforts for individuals and teams. Zebra offers every full-time employee globally four days of paid time off to volunteer. Employees can also earn a donation for eligible charities they support through volunteerism—Zebra will gift $200 for every eight hours of volunteer time, up to $800 for 32 hours of service annually per employee.

The mission of our philanthropic and volunteer activities is to help improve the local communities where we live and work through the contribution of our time and resources. We take a comprehensive approach in engaging Zebra's global talent and resources to make investments and create partnerships in these four priority areas: Science, Technology, Engineering and Math (STEM), Education, Healthcare and Disaster Relief.

Through philanthropy, outreach and shared learning experiences, we further enrich the communities where we live and work, and maintain our leadership in the market.

Product lifecycle management

TC-HW-410a.1 | Percentage of products by revenue that contain IEC 62474 declarable substances.

Zebra's product portfolio is compliant with the IEC 62474 standard for declarable substances. Zebra requires full material disclosures from suppliers to understand the presence and the concentration of declarable substances identified under the European Union ("EU") Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH"), and the EU Restriction of Hazardous Substances ("RoHS") Directive regulations. 100% of electronic products may contain trace amounts of chemicals on the IEC 62474 declarable substance list and claim an exemption, are reported per regulatory requirements, or are below the regulatory limit.

Product compliance and ecodesign approach: Zebra uses the full product formulation disclosure data to ensure compliance. We provide detailed disclosures on declarable substances at a product level, ensure a proactive approach to substitute substances of future concern without compromising ruggedness/product performance, and promote e-waste reduction by launching proactive battery replacement and circular economy device refurbishment and reuse programs that augment B2B customers' e-waste initiatives. Click to view detailed disclosures regarding compliance with REACH, RoHS, and Waste Electrical and Electronic Equipment (WEEE) at a product level here.

We also formed alliances with battery suppliers to explore innovations that might extend useful life. Zebra took measures to limit polyvinyl chloride (PVC) plastics by switching to thermoplastic polyethylene (TPE) and thermoplastic polyurethane TPU (TPU) and stopped using polydioctylfluorene (PFO), and perfluorooctanoic acid (PFOA) ahead of the proposed regulations. Zebra eliminated halogen flame retardants from printed circuit boards in select mobile computer devices. Zebra's print supplies are Bisphenol A (BPA)-free. Zebra also launched the industry's first compostable print cartridges from potato starch for the small office home office market. A shared cradle design innovation allows interchangeable charging slots without changing the electronics for new and older products. Click here to view detailed Zebra disclosures regarding prioritizing and proactively substituting substances of concern.

TC-HW-410a.2 | Percentage of eligible products, by revenue, meeting the requirements for EPEAT® registration or equivalent.

EPEAT is a comprehensive voluntary sustainability ecolabel that helps purchasers identify sustainable technology products and services. EPEAT registered products must meet criteria in multiple performance categories, such as energy efficiency, material selection, design for end-of-life, and packaging.

All of Zebra's tablet products are in scope of EPEAT's Computers and Displays product category. In addition, we have included Zebra's mobile touch computers with Wide-Area Network (WAN) capabilities within the scope of EPEAT's Mobile Phone product category.

Currently, thermal printers (i.e., printers made by Zebra) are out of scope for EPEAT registration. Approximately 94% of eligible tablets, and 61% of eligible mobile computers, by revenue, meet the requirements of EPEAT under the product category definition. All new products in 2024, that were eligible for EPEAT, were certified.

TC-HW-410a.3 | Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria.

Approximately 99% of eligible products, by revenue, meet the requirements of Energy Star.

With customer-centric product lifecycle innovations, Zebra aspires to be an industry leader in reducing electronic waste. Because we offer durable devices and extended service arrangements, Zebra is favorably positioned to address the increased focus on product sustainability, including device life span, in an increasingly digital economy.

The ruggedized design of our purpose-built enterprise-grade devices and the bundled service and security plans allow enterprise customers to extend the lifecycle of their devices, while our Circular Economy program encourages reuse for different customer use cases when devices reach end-of-sale/service/life. The Circular Economy program includes the buy-back of select Zebra-branded devices, sale or rental of Zebra-certified refurbished devices, and recycling services for devices no longer in use.

As of 2024 year end, we have taken back more than 600,000 devices through our circular economy buy-back and recycling programs since the program's 2020 inception. To explore ways to further scale the program, we established a partnership with Ellen MacArthur Foundation. Many of Zebra's customers are also part of the Ellen MacArthur Network.

Zebra is committed to science-based targets and reducing carbon emissions across our value chain. We are doing so through investments to reduce emissions in our own operations, including purchases of renewable energy and actions to reduce energy consumption in key facilities, as well as through supplier engagement. Click here for more information on Zebra's validated science-based targets.

Zebra's Green Product Council helps to drive sustainable products and packaging initiatives. We utilize Lean Six Sigma tools to jointly develop manufacturing processes with our suppliers and drive continual improvement through smart digitization to reduce both waste and cost. For certain products that are eligible, we have obtained sustainability ecolabel certification for differentiating our offerings. In 2024, we introduced 10 products made with recycled plastics, two of which also incorporated recycled glass. Additionally, all 10 products featured packaging that was over 90% biodegradable, and three of them with 100% biodegradable packaging.

Product lifecycle management

TC-HW-410a.4 | Weight of end-of-life products and e-waste recovered, percentage recycled.

Accounting metric	Performance
Weight of end-of-life products and e-waste recovered[5]	500 metric tons
Percentage Recycled[6]	95-98%

5. Rounded to the nearest 100 metric tons.

6. The percentage recycled is based on an estimate provided by our primary third-party recycling partners and varies depending on the quality and composition of comingled waste entering their facilities.

Supply chain management

TC-HW-430a.1 | Percentage of Tier 1 supplier facilities audited in the Responsible Business Alliance (RBA) Validated Audit Process (VAP) or equivalent, by (1) all facilities and (2) high-risk facilities.

Accounting metric	Performance
Percentage of Tier 1 supplier facilities audited in the RBA VAP or equivalent, by all facilities[7]	57%
Percentage of Tier 1 supplier facilities audited in the RBA VAP or equivalent, by high-risk facilities[8]	100%

Management approach:

Zebra takes a holistic approach to driving short-term and long-term supplier performance against our strategic objectives, including cost, quality, delivery, and sustainability.

Our multi-faceted supplier engagement process includes social audits, onsite presence, joint development of manufacturing processes, Lean Six Sigma deployment, smart factory digitization, quarterly business reviews, supplier sustainability scorecards, and contract management. We use RBA tools, EcoVadis software, and supply chain mapping, monitoring and resiliency tools to assess, prioritize, and monitor supply chain sustainability performance. Zebra achieved a silver EcoVadis sustainability rating.

We have also integrated climate considerations into our supplier engagement strategy to reduce carbon emissions related to purchased goods and vulnerability to physical climate risks. Actions included: (1) collecting carbon-related information for the last three years from all of our Tier 1 suppliers, (2) assessing opportunities for emissions reduction, (3) encouraging suppliers to adopt science-based targets, and (4) evaluating climate-related physical risk management practices.

SILVER | Top 15%

ecovadis

Sustainability Rating

MAR 2025

7. Tier 1 supplier facilities refer to outsourced manufacturing facilities. The percentage includes new audits performed in FY 2024. Note: 93% of Zebra Tier 1 supplier facilities were audited over two years from Jan 1st, 2023-Dec 31st, 2024. Our aspirational target is 100% physical onsite audits of all our Tier 1 manufacturing facilities once every two years under normal operating conditions, leveraging all the above mechanisms.

8. RBA defines high-risk facilities as having a priority non-conformance in child labor, forced labor, bonded labor, inhumane treatment, imminent health and safety. There was one priority non-conformance identified in 2024.

Audit process:

Zebra is a member of the RBA industry coalition dedicated to advancing corporate social responsibility in global supply chains. We provide suppliers the flexibility to pursue SA8000 certification developed by Social Accountability International or independent and objective social audits performed by industry coalitions like the RBA or Telecom's Joint Audit Cooperation.

RBA VAP audits are valid for two years. The SA8000 social audit certification is valid for three years with third-party surveillance audits semiannually. In addition to these third-party audits, Zebra performs risk-based physical surveillance audits of our Tier 1 suppliers to ensure compliance with Zebra's code of conduct, and to verify the timely resolution of any corrective actions. Zebra's Corporate Internal Audit function also conducts periodic onsite contract compliance reviews of our strategic suppliers using the Committee of Sponsoring Organizations of the Treadway Commission ("COSO") Controls Framework.

Supply chain management

TC-HW-430a.2 | Tier 1 suppliers' (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances.

The priority non-conformance rate is defined as the number of priority non-conformances divided by the number of high-risk Tier 1 facilities. The priority non-conformance rate is 0.13 findings on average per facility, reflecting a finding with one supplier that has since been corrected timely in accordance with RBA standards.

The other non-conformance rate is defined as the average number of major and minor nonconformance per Tier 1 facility. The other non-conformance rate is approximately 4 findings on average per facility. The associated corrective action rate is defined as the number of timely closed non-conformances (i.e., within 90 days for a major conformance and 270 days for a minor conformance) divided by the total number of nonconformances. The corrective action rate associated with other non-conformances is 59% timely completion. All other non-conformances were subsequently remedied in 2025.

Materials sourcing

TC-HW-440a.1 | Description of the management of risks associated with the use of critical materials.

Zebra does not source critical materials directly. We manage the indirect risks of using critical materials in sourced components by (1) qualifying multiple suppliers, (2) focusing on unique or sole-source component sourcing, and (3) understanding climate-related risks.

For components that may be subject to supply restrictions, we manage risks through inventory controls (e.g., vendor- managed inventory, buffer stock agreements, die banking, safety stock, etc.) and process innovations to identify and act on shortages early.

Given the high degree of complexity and uncertainty associated with climate-related risks, we collaborated with scientists at the U.S. Department of Energy to refine physical climate risk scenario analysis and gain better insights for preparedness at both tactical and enterprise levels. For more information, please see Zebra's latest CDP disclosure and detailed disclosure on the U.S. Department of Energy's Solutions Center here.

As a Responsible Minerals Initiative ("RMI") member, we support the industry initiatives around the due diligence of smelters and refiners that improve regulatory compliance and support responsible sourcing from conflict-affected and high-risk areas. For more information, please see Zebra's 2024 Conflicts Minerals Report.

Accounting metric	Disclosure
TC-HW-000.A—Number of units produced by product category[9]	Not disclosed due to the nature of our application-specific workflow automation solutions. We believe the total Company's net sales of $4,981 million allow for better comparability than units by product category.
TC-HW-000.B—Area of manufacturing facilities	Not applicable. Zebra outsources its technology hardware product manufacturing to Tier 1 suppliers. Our in-house manufacturing represents a single-digit percentage of Zebra's total revenues and is not covered by the SASB hardware product categories. Zebra's in-house manufacturing is primarily limited to supplies/consumables (such as print ribbons, labels or wristbands). Other Zebra-operated facilities are for device repair and not manufacturing.
TC-HW-000.C—Percentage of production from owned facilities	Not Applicable.

9. SASB hardware product categories include communications equipment, components, computer hardware, computer peripherals, computer storage, consumer electronics, printing and imaging, and transaction management systems.

Apex assurance letter

INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of Zebra Technologies Corporation

Introduction and objectives of work

Apex Companies, LLC (Apex) has been engaged by Zebra Technologies Corporation (Zebra) to provide limited assurance of its Sustainability Accounting Standards Board (SASB) Report for the calendar year ending on December 31, 2024 (2024 SASB Report). This assurance statement applies to the Subject Matter included within the scope of work described below.

The Subject Matter information and its presentation in the 2024 SASB Report are the sole responsibility of the management of Zebra. Apex was not involved in the drafting of the 2024 SASB Report. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter.

Scope of work

The scope of our work was limited to assurance over the following Sustainability Disclosure Accounting Metrics included within the 2024 SASB Report for the period Calendar Year 2024 (the 'Subject Matter'):

- TC-HW-230a.1
- TC-HW-330a.1
- TC-HW-410a.1
- TC-HW-410a.2
- TC-HW-410a.3
- TC-HW-410a.4

- TC-HW-430a.1
- TC-HW-430a.2
- TC-HW-440a.1
- TC-HW-000.A
- TC-HW-000.B
- TC-HW-000.C

Data and information supporting the accounting metrics were in some cases estimated rather than historical in nature. Data and information supporting TC-HW-230a.1, TC-HW-330a.1, and TC-HW-440a.1 were in some cases subjective rather than objective in nature.

Our assurance does not extend to any other information included in the 2024 SASB Report.

Reporting Boundaries

The boundaries used by Zebra for reporting sustainability disclosure accounting metrics are global.

Reporting Criteria

The Subject Matter needs to be read and understood together with the Hardware Sustainability Accounting Standard published December 2023 by the International Sustainability Standards Board (ISSB) of The International Financial Reporting Standards (IFRS) Foundation.

Limitations and Exclusions

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

- Activities outside the defined assurance period; and
- Information disclosed beyond the metrics listed in the scope of work.

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 may be dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Subject Matter in the Report are the sole responsibility of the management of Zebra.

Apex was not involved in the drafting of the Report or of the Reporting Criteria. 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 Directors of Zebra.

Apex assurance letter

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 verification, 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 related to the Subject Matter; and

7. Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information.

Conclusion

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

- Nothing has come to our attention to indicate that the Subject Matter has not been properly prepared, in all material respects, in accordance with the Reporting Criteria; and

- It is our opinion that Zebra has established appropriate systems for the collection, aggregation and analysis of quantitative data related to the Subject Matter.
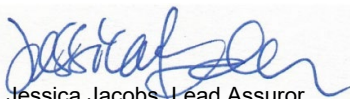
Statement of Independence, Integrity and Competence

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 Technologies Corporation, its Directors or Managers beyond that required of this assignment. We have conducted this assurance 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, and 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:

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

Trevor Donaghu, Technical Reviewer
ESG Director
Apex Companies, LLC
Pleasant Hill, California

September 18, 2025

This assurance statement, including the opinion expressed herein, is provided to Zebra and is solely for the benefit of Zebra 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.