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Zebra Conflict Minerals Due Diligence Process Statement

Zebra is committed to ethical business principles and promotion of human rights. This includes responsible manufacturing of our products and responsible sourcing of materials. Zebra's Supplier Code requires our suppliers to share in this commitment and defines our expectations that our suppliers conduct business in a legal, ethical, and responsible manner.

We consider mining activities that fuel conflict as unacceptable, and support the humanitarian goal of ending violence in the DRC and surrounding countries. We are committed to the responsible sourcing of "conflict minerals" and continue to comply with the underlying SEC regulations throughout our supply chain.

Our due diligence efforts related to conflict minerals are aligned to the work of the Responsible Minerals Initiative (RMI), formerly known as Conflict-Free Sourcing Initiative (CFSI) and its Responsible Minerals Assurance Process (RMAP), focusing on smelter identification and auditing as well as creating standardized tools for conflict minerals information collection and reporting.

A handwritten signature in black ink, appearing to read 'Lunde'.

Tillmann Lunde
Senior Manager, EHS

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