ZEBRA CAPTURE YOUR EDGE

2021
SASB REPORT

The Sustainability Accounting Standards Board (SASB)
Reporting for the year ended December 31, 2021

Table of Contents

About this Disclosure

References in Zebra's 2021 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 & Communications–Hardware Industry (short form "TC-HW").

Sustainability Accounting Standards Board

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

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

Zebra's ESG Governance

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

The Board and the Executive Leadership Team receive a quarterly update on ESG matters. More details regarding the Board oversight are available in the 2022 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, 2021. 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 which 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 road map 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 providing Enterprise Asset Intelligence ("EAI") solutions in the Automatic Identification and Data Capture ("AIDC") industry. The AIDC market consists of mobile computing, data capture, radio frequency identification devices ("RFID"), barcode printing, and other workflow automation products and services. The Company's solutions 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 products, 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 a full range of services, including maintenance, technical support, repair, managed and professional services, as well as cloud-based software subscriptions and robotics automation solutions.

End-users of our products, solutions and services include those in the retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. We provide our products, solutions and services globally through a direct sales force and extensive network of over 10,000 channel partners, operating in approximately 180 countries, with 128 facilities and approximately 9,800 employees worldwide as of fiscal year-ended December 31, 2021. Through continual innovation of our technologies, we are leading an evolution of the traditional AIDC market into EAI, which encompasses solutions that sense key operational information such as packages moving through a supply chain, equipment in a factory, workers and robots in a warehouse, shoppers in a store, and patients in a hospital. Data from enterprise assets, including status, condition, location, utilization, and preferences, is then analyzed to provide prioritized actionable insights.

Finally, with the benefits of cloud computing and connectivity, these insights and directives can be delivered to the right user at the right time to drive the best next action. As a result, our solutions enable enterprises to "sense, analyze, and act" more effectively throughout their workflows. The evolution of the AIDC market to transform workflows is being driven by strong underlying secular trends in technology, which include the internet of things ("IoT"), cloud-based data analytics, intelligent 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. Cloud computing and expanded data analytics are allowing enterprises to make better business decisions through improved timeliness and increased visibility into workflows. While traditional AIDC solutions sporadically capture limited amounts of data and populate static enterprise systems, newer solutions that can leverage artificial intelligence through machine learning can analyze real-time data from many sources to generate actionable insights. The continued rapid growth of mobile devices and application software are also significantly expanding mobile computing 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. Additionally, computer vision (including 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 solutions.

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
Employee Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) 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	Unit of Measure	Criteria
Number of units produced by category	Quantitative	Number	SASB Standards: TC-HW-000.A
Area of manufacturing facilities	Quantitative	Square feet (ft²)	SASB Standards: TC-HW-000.B
% of production from owned facilities	Quantitative	Percentage (%)	SASB Standards: TC-HW-000.C

* Excerpt from the SASB standard published October 2018.

Product Security

- **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 build process instead of only being considered at the end of the development process. 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 services, as well as Zebra's cyber incident response plan and resources. Management also briefs the Audit Committee on cybersecurity matters, including consequential security events, quarterly 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 currently designed based upon the controls and standards set forth in the National Institute of Standards and Technology ("NIST") 800-53, Rev. 4 to provide enterprise-grade security for our customers. Zebra aligns its security processes and policies to ISO 27001 standards with certain products and solutions pursuing official certification. Zebra's Android 10 mobile computing product line has achieved Common Criteria certification and has several Android rugged device models certified through the ioXt Certification Program.

- **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 its nature, each product or solution must go through Dynamic Application Security Testing ("DAST"), manual penetration testing, or both. Our service provider contracts 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 severity. Our customers sign up for security notifications to stay current on product alerts & 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™, 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.

Employee Diversity and Inclusion

TC-HW-330a.1 | Percentage of gender and racial/ethnic group representation for (1) Leaders, (2) Technical Employees, and (3) All Other Employees.

Gender Representation (Global)

Employee Category[1]	Female	Male
Management[2]	19%	81%
Technical Staff[3]	20%	80%
All Other Employees	40%	60%
Global Total	**33%**	**67%**

Racial/Ethnic Group Representation (US Only)

Employee Category[1]	Asian	Black or African American	Hispanic or Latino	Other[4]	Two or more Races	White
Management[2]	17%	1%	4%	0%	1%	77%
Technical Staff[3]	33%	3%	5%	0%	2%	57%
All Other Employees	13%	4%	15%	0%	2%	66%
US Total	**18%**	**4%**	**12%**	**0%**	**2%**	**64%**

Please find Zebra's 2021 EEO-1 data here. Zebra has been recognized by multiple organizations as an employer of choice, including recently being added to Forbes' Best Midsize Employer List for a fourth consecutive year as well as being named in the top quartile of Newsweek's Most Loved Companies. Zebra is committed to attracting, developing, and retaining diverse and engaged talent to advance our strategic vision. This commitment directly shapes our approach to fostering a culture of inclusion and diversity and ensuring each employee can reach their potential. We take proactive steps to ensure that this culture continues to permeate throughout our organization by embedding expectations for inclusion behavior in our Code of Conduct, partnering with our Inclusion Networks and offering learning and development resources through our Zebra Education Network. Employee engagement within Zebra is consistently high, with the most recent measures scoring above relevant benchmarks for technology companies.

1. Temporary employees were included in the population.
2. Zebra defines Management as leaders at the director level and above to ensure consistency with our internal reporting.
3. Zebra defines Technical Staff 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.
4. Other includes American Indian or Alaska Native and Native Hawaiian or other Pacific Islander (less than 0.5%).

Note: Totals may not add to 100% due to rounding.

Employee Diversity and Inclusion

Advancing Inclusion and Diversity

We further expanded our Inclusion and Diversity (I&D) program in 2021, after formalizing the program in 2018. In 2020 we launched our I&D Advisory Council, comprised of Executive Leadership Team members and others from across the organization to oversee our strategy and governance. In 2021 we launched Inclusion Champions to support the I&D Council Leads within their respective function or region. We have also set aspirational program goals, striving to increase the representation of women and ethnic racial minority groups within the United States by 5 percentage points each across the total organization and achieve 25% representation for both groups for leadership roles (director level and above) by the end of 2025. To support these goals, we routinely review progress on diverse candidate slates, succession diversity, and voluntary turnover, and drive shared accountability across the organization.

Fostering a Culture of Belonging

We believe that the best way to sustain diversity is to foster a culture of innovation. We want to ensure that all employees can be their true, authentic selves. We harness employees' unique talents and perspectives to advance innovation.

We have eight employee-led inclusion groups: Women's Inclusion Network (WIN); Zebra Equality Alliance, our LGBTQ+ group ("ZEAL"), Veterans group ("VETZ"), Hispanic Inclusion Network ("UNIDOZ"), Zebras of African Descent ("ZAD"), Empowering Dynamic Generational Employees ("EDGE")–geared toward early careers professionals, Zebras of All Abilities ("ZOAA"), and Asian Inclusion Network ("A2Z"). Each group is sponsored by one or more members of our Executive Leadership Team. We are focused on increasing employee participation and expanding allyship across the organization.

We provide a variety of I&D training, including unconscious bias awareness training for all employees, interviewing bias awareness training for hiring managers, and a mandatory Inclusive Leadership workshop for all people leaders. Additionally, our inclusion groups host a wide variety of events focused on increasing cultural competency.

Increasing Representation at All Levels

To increase diversity at all levels of our organization, Zebra focuses on both talent recruitment and development. We strive to create a diverse slate of candidates wherever possible. We have established partnerships to forge meaningful relationships with diverse communities outside of Zebra, intending to expand our access to historically underrepresented groups. For example, we have partnerships with Society of Women Engineers (SWE), Hispanic Alliance for Career Enhancement (HACE), National Society of Black Engineers (NSBE), U.S. Chamber Hiring Our Heroes, STEM, and Disability:IN. These partnerships are intentionally aligned to those areas where we feel we have the most opportunity to increase representation, most notably within our technical positions.

Finally, we continue to focus on ensuring equity throughout our talent process and provide structured development programs, as well as resources for people leaders and employees to ensure we develop and retain the top talent we already have here at Zebra. As part of this focus, we collaborated with some of our inclusion groups to offer structured mentorship programs, and in 2021, expanded our leadership development efforts with a focus on developing diverse talent. A Cohort of diverse employees and their managers participated in a Landit Development Program pilot. The participants engaged in a 9-month program focused on their development goals. The program included executive coaching sessions, personalized tools and support.

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 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%—All electronic products may contain trace amounts of chemicals on the IEC 62474 list.

Zebra uses the full product formulation disclosure data to ensure compliance, proactively restrict substances of future concern, and drive material substitutions to further product differentiation and eco-labeling opportunities across the board. For example, Zebra took measures to limit polyvinyl chloride (PVC) plastics by switching to thermoplastic polyethylene (TPE) and thermoplastic polyurethane TPU (TPU) and ceased the use of polydioctylfluorene (PFO), and perfluorooctanoic acid (PFOA) ahead of the proposed regulations. Zebra has eliminated halogen flame retardants from printed circuit boards in select mobile computer devices. Zebra's print supplies are Bisphenol A (BPA)-free and phenol-free. Zebra also launched the industry's 1st 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.

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. Only Energy Star certified products are EPEAT eligible. In addition to being Energy Star certified, EPEAT registered products must meet criteria in multiple performance categories, such as material selection, design for end of life, and packaging. Imaging Equipment and Computers/Displays with a diagonal screen size greater than 6.5 inches are the two EPEAT categories applicable for Zebra's products.

Approximately 13% of eligible products, by revenue, meet the requirements of EPEAT. None of Zebra's printers are EPEAT registered, as Energy Star certification remains the dominant ecolabel differentiator for imaging equipment in business-to-business transactions. We will consider the optional EPEAT registration for printers if customer preference changes.

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

Approximately 94% of eligible products, by revenue, meet the requirements of Energy Star.

5.   The Circular Economy program includes the buy-back of select Zebra-branded mobile computing devices, sale or rental of Zebra-certified refurbished devices, and recycling services for devices no longer in use.

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.3   In 2021, the Business Intelligence Group recognized the Zebra Circular Economy Program with a Sustainability Service of the Year award.

Zebra is committed to science-based targets and reducing carbon emissions across our value chain. To this end, we are focused on scaling the Circular Economy program that we launched in 2020 for mobile computers, which is our largest product category. Click here for more information on Zebra's validated science-based targets.

Zebra established a Green Product Council in 2020 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 of our products that are eligible, we have obtained sustainability ecolabel certification for differentiating our offerings. In 2021, we also launched a cloud-connected label printer featuring compostable supply cartridges made of potato starch.

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[6]	600 metric tons[6]
Percentage Recycled[7]	93-99%

6. Rounded to the nearest 100.
7. 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[8]	50%[9]
Percentage of Tier 1 supplier facilities audited in the RBA VAP or equivalent, by high-risk facilities[10]	Not applicable

- **Management Approach:** Zebra takes a holistic approach in 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 recently 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.

- **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 either the VAP audit developed by RBA, or SA8000 certification developed by Social Accountability International for independent and objective Tier 1 supplier social audits.

   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 RBA VAP & SA8000 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 timely resolution of any corrective actions. Zebra's Corporate Internal Audit team also conducts onsite contract compliance reviews of our strategic suppliers using the Committee of Sponsoring Organizations of the Treadway Commission ("COSO") Controls Framework. Our target is 100% physical onsite audits of all our Tier 1 manufacturing facilities once every two years under normal operating conditions leveraging all the audit mechanisms listed above. There are no high-risk Tier 1 suppliers in Zebra's portfolio.[10]

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

For Tier 1 suppliers, the priority non-conformance rate is zero. The other non-conformance rate is low at four (i.e., an average of four findings per facility). The corrective action rate is 100%, implying timely completion of a corrective action plan for each identified non-conformance.

8. Tier 1 supplier facilities refer to outsourced manufacturing facilities.
9. The RBA VAP audit is valid for two years. See our audit target below.
10. RBA defines high-risk facilities as having a priority non-conformance in child labor, forced labor, bonded labor, inhuman treatment, imminent health and safety.

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.

Manufacturing redundancy in multiple Southeast Asian countries and business continuity drills focused on pandemic response, even before the coronavirus pandemic commenced, helped Zebra better manage rolling coronavirus country restrictions.

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 the tactical and enterprise level. For more information, please see Zebra's 2021 CDP disclosure.

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 2021 Conflicts Minerals Disclosure.

Activity Metric	Disclosure
TC-HW-000.A - Number of units produced by product category[11]	Not disclosed due to the nature of our application-specific workflow automation solutions. We believe the total Company's net sales of $5,627 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 limited to supplies/consumables such as print ribbons, labels, wristbands, and autonomous mobile robots. Other Zebra-owned facilities are for device repair and not manufacturing.[11]
TC-HW-000.C - Percentage of production from owned facilities	Not Applicable. Zebra outsourced all of its technology hardware product manufacturing in 2021.

11. SASB hardware product categories include communications equipment, components, computer hardware, computer peripherals, computer storage, consumer electronics, printing & 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 to provide limited assurance of its Sustainability Accounting Standards Board (SASB) Report for the year ended December 31, 2021 (2021 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 2021 SASB Report are the sole responsibility of the management of Zebra Technologies Corporation. Apex was not involved in the drafting of the 2021 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 2021 SASB Report for the period of Calendar Year 2021 (the 'Subject Matter'):

TC-HW-000.A

TC-HW-000.B

TC-HW-000.C

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

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 and TC-HW-440a.1 were in some cases subjective rather objective in nature.

Our assurance does not extend to any other information included in the 2021 SASB Report.

Reporting Boundaries

The boundaries used by Zebra Technologies Corporation 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 October 2018 by SASB.

Apex Assurance Letter

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 Technologies Corporation.

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 Technologies Corporation.

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 Technologies Corporation;
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 Technologies Corporation;
5. Agreeing a selection of the Subject Matter to the corresponding source documentation;
6. Reviewing Zebra Technologies Corporation 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.

Apex Assurance Letter

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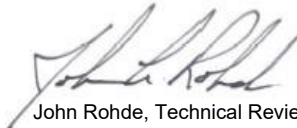
Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

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 verification 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 verification of greenhouse gas emissions data.

Trevor Donaghu, Lead Assuror

Apex Companies, LLC

Pleasant Hill, California

John Rohde, Technical Reviewer

Apex Companies, LLC

Lakewood, Colorado

November 1, 2022