Zebra Technologies Corp.

2024 CDP Corporate Questionnaire

Contents

C1. Introduction

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

☑ Publicly traded organization

(1.3.3) Description of organization

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"), 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 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 products, solutions and services include those in the retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. We operate in 122 facilities with approximately 9,750 employees worldwide. 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 185 countries. We continue to advance our Enterprise Asset Intelligence ("EAI") vision: every asset and front-line 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, and the hospital patient journey. 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 solutions 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 are 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 and actionable insights. 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 solutions.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/30/2023	☑ Yes	☑ No

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	☑ Yes

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

US9892071054

CUSIP number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

989207105

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

ZBRA

SEDOL code

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

BP4YBN2

LEI number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

PO0I32GKZ3HZMMDPZZ08

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

049015696

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

☑ No

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	☑ No, we do not have this data and have no plans to collect it	-

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

☑ Upstream value chain
☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

☑ Tier 2 suppliers

(1.24.4) Highest supplier tier known but not mapped

☑ Tier 4+ suppliers

(1.24.7) Description of mapping process and coverage

We have started the value chain mapping as the preparation of the CSRD reporting directive. We have very clear visibility of Tier 1, Tier 2 suppliers

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	☑ No, and we do not plan to within the next two years	☑ Not an immediate strategic priority	*We are mapping other priorities regarding SBTi and renewable energy in our supply chain.*

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Necessitates immediate action and considered as part of the Company's annual budgeting process.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

May necessitate immediate action and considered as part of the Company's mid-range planning process.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Considered as part of the company's long-range planning process.

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	☑ Yes	☑ Both dependencies and impacts

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	☑ Yes	☑ Both risks and opportunities	☑ Yes

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

☑ Dependencies
☑ Impacts
☑ Risks
☑ Opportunities

(2.2.2.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain
☑ End of life management

(2.2.2.4) Coverage

☑ Full

(2.2.2.5) Supplier tiers covered

☑ Tier 1 suppliers
☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

☑ Annually

(2.2.2.9) Time horizons covered

☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.10) Integration of risk management process

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

☑ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ Other commercially/publicly available tools, please specify :EcoVadis

Enterprise Risk Management

☑ Enterprise Risk Management

Other

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Cyclones, hurricanes, typhoons

☑ Drought

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Tornado

Chronic physical

☑ Sea level rise

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

Market

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

☑ Uncertainty in the market signals

Technology

☑ Transition to lower emissions technology and products

☑ Unsuccessful investment in new technologies

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

☑ NGOs

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

☑ No

(2.2.2.16) Further details of process

Zebra identifies, assesses, and manages environmental-related risks through its broader enterprise risk management process, which includes feedback from stakeholders across all functions of Zebra's business. Any significant environmental dependencies and/or impacts identified through this process are considered along with Zebra's climate scenario analysis. Flooding has been determined to be Zebra's primary climate risk, with much of Zebra's outsourced manufacturing being located in the Asia-Pacific region. Zebra actively engages with its key suppliers in that region to understand better how they manage climate-related risks.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

The Company is dependent on suppliers concentrated in certain locations, primarily in the Asia-Pacific region, and is therefore subject to higher climate risk in that region. The Company continues to establish and monitor resiliency plans along with its suppliers, such as diversifying its manufacturing footprint.

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations
☑ Areas of high ecosystem integrity

(2.3.4) Description of process to identify priority locations

We are active member of Resilinc and EcoVadis. We use their system for the risk management.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

☑ Qualitative

(2.4.6) Metrics considered in definition

☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring

(2.4.7) Application of definition

At the enterprise level, we define "substantive" risks as having a high impact and high level of vulnerability for Zebra. We consider climate-related risks emerging based on our in-depth climate scenario analysis and Zebra's carbon-light/asset-light profile. Zebra does not assign a single numeric value to quantify a substantive financial impact as each event requires evaluation of the relevant context and circumstances.

Opportunities

(2.4.1) Type of definition

☑ Qualitative

(2.4.6) Metrics considered in definition

☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring

(2.4.7) Application of definition

At the enterprise level, we define “substantive” opportunities as those providing significant revenue opportunities, such as new solution offerings or market expansion, as well as significant cost savings opportunities. Zebra does not assign a single numeric value to quantify a substantive financial opportunity, as each depends on the circumstances.

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	Please explain
	☑ No, we do not identify and classify our potential water pollutants	*We do not use water in our production processes*

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

While we have identified climate risk (most particularly flooding) to be present, this has not substantively affected our organization thus far and is not anticipated to substantively effect our organization in the foreseeable future.

Water

(3.1.1) Environmental risks identified

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☑ Not an immediate strategic priority

(3.1.3) Please explain

Water is not integral to Zebra's operations.

Plastics

(3.1.1) Environmental risks identified

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

☑ Not an immediate strategic priority

(3.1.3) Please explain

While we have plastic related risks, this has not substantively affected our organization thus far and is not anticipated to substantively effect our organization in the foreseeable future.

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	☑ No	*Our organization was not subject to any fines, enforcement orders, or penalties for water-related regulatory violations.*

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

While our organization has environmental opportunities, including market opportunities related to our circular economy program, such opportunities do not currently have a substantive effect on our business as a whole.

Water

(3.6.1) Environmental opportunities identified

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

☑ Judged to be unimportant or not relevant

(3.6.3) Please explain

Based on the nature of the company's operations, water is not material to Zebra or its outsourced manufacturing suppliers.

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ Increased availability of products with reduced environmental impact [other than certified products]

Climate change

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

☑ Executive directors or equivalent
☑ Non-executive directors or equivalent
☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

☑ Yes, but it is not publicly available

(4.1.5) Briefly describe what the policy covers

The Nominating and Governance Committee seeks to have a Board composed of directors with diverse backgrounds and qualifications that create a composite mix of experience, knowledge and skillsets that will allow the Board to fulfill its responsibilities. Although the Board does not have a specific diversity policy, the Nominating and Governance Committee Charter includes a stated commitment to diversity, providing the Nominating and Governance Committee will consider race, ethnicity, gender, nationality, age, cultural background, professional experience and Board tenure in evaluating Board candidates and in nominating existing directors for reelection. As part of our pursuit for diverse candidates, Zebra will instruct any search firm it engages to present candidates who will contribute to such diversity. The Board believes that a variety of view points contributes to a more effective decision making process.

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	☑ Yes		*Rich text input [must be under 2500 characters]*
Water	☑ No, and we do not plan to within the next two years	☑ Judged to be unimportant or not relevant	*Not material given that we are a carbon-light/asset-light business*
Biodiversity	☑ No, and we do not plan to within the next two years	☑ Judged to be unimportant or not relevant	*Not material given that we are a carbon-light/asset-light business*

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

☑ Director on board
☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

☑ No

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

(1) Board of Directors: responsible for oversight, reviewing and guiding strategy and risk management policies. Board received quarterly Sustainability reports from the Sustainability Core Groups. (2) Audit Committee: Provides assistance to the Bord in fulfilling its oversight functions with respect to matters involving: (a) the integrity of Zebra's financial statements and internal control over accounting and financial reporting, (b) the independant public accounting firm's qualitficaitons and independance, (c) the performance of the internal audit and the independant auditors, (d) Zebra's compliance with legal and regulatory requirements, and (e) the assessment and management of risks. (3) the Compensation and Culture Committee assists the Board with its responsibilities regarding the compensation of our executive officers and non-employee directors.(4) The Nominating and Governance Committee assists the Board with its responsibilities regarding the company's corporate governance practices, Board and committee composition as well as Board performance and refreshment.

(4.2) Does your organization’s board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

☑ No, and we do not plan to within the next two years

(4.2.4) Primary reason for no board-level competency on this environmental issue

☑ Other, please specify **:**We are a carbon-light/asset-light business

(4.2.5) Explain why your organization does not have a board with competence on this environmental issue

Because Zebra is a carbon-light/asset-light digitization and workflow automation company, we do not list climate competency as a separate category for the Board's competencies. Zebra's Board is composed of 10 highly qualified directors whose experience, skillsets, tenure and personal characteristics complement those of fellow directors to create a balanced Board with diverse viewpoints and deep expertise.

Water

(4.2.1) Board-level competency on this environmental issue

☑ No, and we do not plan to within the next two years

(4.2.4) Primary reason for no board-level competency on this environmental issue

☑ Judged to be unimportant or not relevant

(4.2.5) Explain why your organization does not have a board with competence on this environmental issue

Because Zebra is a carbon-light/asset-light digitization and workflow automation company, we do not list climate competency (or specifically water) as a separate category for the Board's competencies. Zebra's Board is

composed of 10 highly qualified directors whose experience, skillsets, tenure and personal characteristics complement those of fellow directors to create a balanced Board with diverse viewpoints and deep expertise.

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue	Primary reason for no management-level responsibility for environmental issues	Explain why your organization does not have management-level responsibility for environmental issues
Climate change	☑ Yes		*Rich text input [must be under 2500 characters]*
Water	☑ No, and we do not plan to within the next two years	☑ Judged to be unimportant or not relevant	*Because Zebra is a carbon-light/asset-light digitization and workflow automation company, water is not a relevant sustainability priority.*
Biodiversity	☑ No, and we do not plan to within the next two years	☑ Judged to be unimportant or not relevant	*Because Zebra is a carbon-light/asset-light digitization and workflow automation company, biodiversity is not a relevant sustainability priority.*

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.3.1.6) Please explain

Reporting frequency is issue dependent

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ General Counsel

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Products & Solutions Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Supply Chain Officer

(4.3.1.2) Environmental responsibilities of this position

Other

☑ Other, please specify :Integrating climate-related issues into the strategy Setting climate-related corporate targets Monitoring progress against climate-related corporate targets Increasing value chain visibility (traceability, mapping, transparency)

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

Non-monetary goals are set for management on an annual basis, which may include environmental issues, and are tied to non-monetary incentives. All Management/leaders have annual performance goals related to driving our sustainability operationalization against three priorities: climate, resource conservation, human capital.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

Water has not been determined to be a relevant priority based on Zebra's carbon-light/asset-light business operations.

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	☑ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

☑ Climate change

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

zebra-policy-environment-en-us.pdf

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

☑ Yes

(4.10.2) Collaborative framework or initiative

☑ Ellen MacArthur Foundation Global Commitment
☑ Science-Based Targets Initiative (SBTi)
☑ Other, please specify

(4.10.3) Describe your organization's role within each framework or initiative

Other - partnership with US Department of Energy in Better Plants and Better Climate programs.

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

	External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment	Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals	Indicate whether your organization is registered on a transparency register
	☑ Not assessed	☑ No, and we do not plan to have one in the next two years	☑ No

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

☑ In other regulatory filings

(4.12.1.3) Environmental issues covered in publication

☑ Climate change

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Value chain engagement
☑ Dependencies & Impacts

(4.12.1.6) Page/section reference

Pages 3 - 8 (Strategic Report)

(4.12.1.7) Attach the relevant publication

ZTEL 2023 filed SFS.pdf

(4.12.1.8) Comment

Zebra has also published environmental-related disclosures as part of the statutory financial statements of Zebra Technologies Europe Limited.

Row 2

(4.12.1.1) Publication

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

☑ Climate change

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Governance
☑ Risks & Opportunities
☑ Value chain engagement
☑ Emission targets

(4.12.1.6) Page/section reference

Pages 19-23, 25 ("Our Environmental Impact", "Our Supplier Impact", "Sustainability Governance")

(4.12.1.7) Attach the relevant publication

sustainability-report-industry-esg-en-us (13).pdf

(4.12.1.8) Comment

Zebra has also published environmental-related information as part of its voluntary Sustainability Report, published in November 2023

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

☑ Yes

(5.1.2) Frequency of analysis

☑ Every three years or less frequently

Water

(5.1.1) Use of scenario analysis

☑ No, and we do not plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

☑ Judged to be unimportant or not relevant

(5.1.4) Explain why your organization has not used scenario analysis

Water use is not material to our business based on quantities used in our own facilities and by our outsourced manufacturers

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The best-case scenario was analyzed in terms of average global temperate rising to 2C, while the worst-case scenario was analyzed in terms of average global temperature rising by 4C by 2100. The IPCC has generated several future climate scenarios based on this measure, referred to as the Representative Concentration Pathways (RCPs). The RCP 2.6 and 8.5 scenarios roughly align with the best- and worst-case scenarios analyzed by Zebra.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 8.5

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Because there are no guarantees in how businesses and individuals will reduce or mitigate greenhouse gas emissions in the coming decades, and consequently how much warming will occur, Zebra picked the lower and upper-warming bands for the best-case and worst-case scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios
☑ IEA 2DS

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Zebra has more opportunities than risks under the gradual or rapid climate transition scenarios, as explained below. Risks: With Scope 1 and 2 emissions accounting for less than 1% of the total carbon footprint, Zebra is less exposed to energy cost variations and direct impacts of emerging carbon tax policies under the gradual or rapid transition risk climate scenarios. Zebra's transportation Scope 3 emissions account for less than 10% of the total carbon footprint. So there is some exposure from potential indirect freight-related carbon tax in the future but none with the potential to have a substantive financial or strategic impact on business in the next ten years, the typical time horizon for Zebra's long-term risk assessment. Zebra does not assign a single numeric value to quantify a substantive financial impact as each event requires evaluation of the relevant context and circumstances. There is uncertainty in determining Zebra's indirect risk exposure to second-order and third-order broader societal implications related to climate transition. Opportunities: We foresee a correlation between heightened climate awareness and the demand for our solutions, including our low-carbon products and circular economy products, that provide real-time operational visibility and sustainability benefits. Approximately 85% of eligible products, by revenue, already meet the requirements of Energy Star. 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-life. Zebra continues to make strategic investments to advance the enterprise asset intelligence to digitize and automate workflows. We established a Green Product Council in 2020 to accelerate the creation of greener products and technology solutions to help our customers transition to a low-carbon, circular, on-demand digital economy.

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

☑ Risk and opportunities identification, assessment and management
☑ Strategy and financial planning
☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Zebra has identified flooding as the predominant climate hazard within the next 20-30 years and sees flooding potentially impacting lower-lying areas of Southeast Asia, which includes coastal China, Taiwan, Vietnam, Thailand, Singapore, and Malaysia, where Zebra's suppliers have a physical presence. The analysis examined climate hazard level, exposure, and vulnerability under the best- and worst-case climate scenarios, and covered all significant facilities as of FY2021. Zebra's climate risk analysis included locations operated by Zebra and those outsourced, indirect suppliers and customers. In the 2C best-case scenario, there are elevated/moderate risks around low-lying areas in Southeast Asia, where Zebra has third-party operated warehouses, direct and indirect supplier facilities. In the 4C worst-case scenario, climate risks increase to moderate levels at more locations, including an engineering facility in India and indirect supplier facilities in parts of coastal Asia. The warehouse facilities near the shipping ports remain at moderately elevated levels of overall climate risk. While overall climate risks remain at moderate levels at third-party facilities within Zebra's value chain, most of the company's core operations do not show levels of climate risk that exceed low to moderate, as they are either located in areas with lower hazard levels within North America and Europe or lower levels of business criticality. Additional hazards that could impact Zebra under the 4C scenario include coastal exposure to more frequent and intense extreme weather events combined with rising sea levels. Modeling of these hazards is not well understood, so they were not factored into overall climate risk at this time. Zebra expects to monitor such hazards more broadly, should they become significant, and may include them as necessary in subsequent disclosures. Please click on the link here for more information: https://betterbuildingssolutioncenter.energy.gov/implementation-models/zebra-technologies-corporation-climate-related-physical-risk-characterization.

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

There is no specific, practical way to sustain Zebra's business while entirely ceasing spending. Zebra remains a relatively carbon light company.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

☑ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Feedback mechanisms include ESG Investor engagements. Zebra's low-carbon transition plan includes science-based targets (SBT), supplier engagement to reduce emissions related to purchased goods, product innovations to reduce energy during customer use, and a partnership with the U.S. Department of Energy Better Climate Initiative for technical assistance on SBT. Zebra is committed to reducing absolute scopes 1 and 2 GHG emissions 50% by 2030 from a 2020 base year. Zebra also is committed to reducing absolute scope 3 GHG emissions from purchased goods and services and use of sold products 15% within the same timeframe. SBT Institute has validated that Zebra's targets align with the 1.5C trajectory.

(5.2.9) Frequency of feedback collection

☑ Annually

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

☑ Yes, both strategy and financial planning

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

☑ Revenues
☑ Direct costs
☑ Capital expenditures

(5.3.2.2) Effect type

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Given the high degree of complexity and uncertainty associated with climate-related risks, we have 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. We also recognize that the measures we have previously implemented to manage supply chain challenges related to the COVID-19 pandemic can similarly be implemented to help manage isolated severe weather events in the future. Knowing that climate risks likely will not have a substantial financial or strategic impact on our business in the next ten years, we can focus more on the "emission reduction component of climate change" for financial planning in the near term. To this end, our business is committed to investing in climate initiatives with sound economic propositions.

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	☑ No, but we plan to in the next two years

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

We do not have water-related capital expenditures. While we do have water-related operating expenditures related to our facilities, we do not specifically track spend in this category, because it is not significant to Zebra's business.

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	☑ No, and we do not plan to in the next two years	☑ Not an immediate strategic priority	*Carbon-light/Asset-light Company Profile*

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

☑ Yes

(5.11.2) Environmental issues covered

☑ Climate change

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

☑ Yes

(5.11.2) Environmental issues covered

☑ Climate change

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

☑ Yes

(5.11.2) Environmental issues covered

☑ Climate change

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

☑ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

☑ Not an immediate strategic priority

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

Other than customers, suppliers, and investors, we have not identified other stakeholders in our value chain that we intend to engage with.

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

☑ Basin/landscape condition
☑ Contribution to supplier-related Scope 3 emissions
☑ Dependence on ecosystem services/environmental assets
☑ Impact on plastic waste and pollution

(5.11.1.3) % Tier 1 suppliers assessed

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We have multiple measurements around each area.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

☑ 76-99%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

7

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

☑ Procurement spend

(5.11.2.4) Please explain

Our prioritization is based on procurement spent from previose year. We use EcoVadis for the assesment process

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance	Comment
Climate change	☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts	☑ Yes, we have a policy in place for addressing non-compliance	*Our policy is included in the Supplier Code of Conduct*

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

☑ Setting a low-carbon or renewable energy target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☑ Certification
☑ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☑ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☑ 51-75%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☑ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

☑ 51-75%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☑ 1-25%

(5.11.6.11) Procedures to engage non-compliant suppliers

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

N/A

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Support suppliers to set their own environmental commitments across their operations

Financial incentives

☑ Feature environmental performance in supplier awards scheme

Information collection

☑ Collect targets information at least annually from suppliers

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

☑ Collaborate with suppliers on innovative business models and corporate renewable energy sourcing mechanisms

(5.11.7.4) Upstream value chain coverage

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☑ 76-99%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

☑ 76-99%

(5.11.7.8) Number of tier 2+ suppliers engaged

158

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Zebra drives all Tier 1 suppliers to submit their SBT, has regular meetings with suppliers and measures their sustainability program through scorecadrs. Furthermore, Zebra provides support in various areas where suppliers are not familiar with the possibilities of how to improve their score, how to increase the percentage of renewable energy use. Zebra offers financial support to all suppliers who do a self assessment through EcoVadis for the first time. EcoVadis also offers suppliers a large amount of training as part of the Zebra program and offers opportunities to improve their sustainability program. Zebra works closely with design engineers to increase the sustainability of the product, limit the amount of plastic used in product packaging and offer alternatives in the use of more ecologically friendly material.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☑ Yes, please specify the environmental requirement :SBTi, use of renewable energy, reduction in % of non-recyclable material used in packaging, increase in % of recyclable material in the product.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☑ Yes

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	☑ Financial control	*Best aligned with how we operate our business, along with our recordkeeping*
Water	☑ Financial control	*Best aligned with how we operate our business, along with our recordkeeping*

C7. Environmental performance - Climate Change

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	☑ No

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	☑ No

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	☑ We are reporting a Scope 2, location-based figure	☑ We are reporting a Scope 2, market-based figure	-

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2100.0

(7.5.3) Methodological details

GHG emissions from stationary source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Primary data were obtained for the quantity of fuel combusted for each fuel type and the quantity combusted data were multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions. These emissions factors are sourced from EPA's Emission Factors Hub and DEFRA. GHG emissions from refrigeration and air conditioning equipment were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. Data were obtained for the quantity of refrigerant loss from installation, operation, and/or disposal for each refrigerant type. The quantity of refrigerant loss data was then multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

10600.0

(7.5.3) Methodological details

GHG emissions from purchased electricity were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. First, primary data were obtained for the amount of electricity purchased. Electricity purchased within the US, the appropriate Emissions and Generation Resource Integrated Database (eGRID) subregion was also selected. Second, the purchased electricity data were multiplied to appropriate emissions factors to calculate associated Scope 2 GHG emissions.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

9400.0

(7.5.3) Methodological details

Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. First, primary data were obtained for the amount of electricity purchased. Market-based scope 2 data hierarchy by the Protocol was followed throughout the calculations. Energy attribute certificates and contracts were matched with

the appropriate locations. In locations with supplier specific emissions information, grid data was replaced with supplier provided emissions factors. For locations with no contractual instruments and the suppliers could not provide emission factors, residual emission factors from Green-e and Association of Issuing Bodies (AIB) were used. The purchased electricity data were multiplied to appropriate emissions factors to calculate associated Scope 2 GHG emissions.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

536400.0

(7.5.3) Methodological details

GHG emissions from purchased goods and services were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. For direct and indirect spend, major inputs were identified based on the Comprehensive Environmental Data Archive (CEDA). Data were obtained for the consumption expenditure of the key inputs identified for manufacturing and operations. The expenditure data are multiplied to appropriate CEDA factors to calculate associated Scope 3 GHG emissions. Vendor emissions were calculated using vendor provided energy and natural gas consumption at each location. Consumption was multiplied by the appropriate emissions factors based on the country of vendor. Data center emissions were calculated using the electricity consumption at each location and multiplied by the average grid emissions factors for each location.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

28200.0

(7.5.3) Methodological details

GHG emissions from capital goods were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. First, major capital goods categories were identified. Second, consumption expenditure data for the major capital goods identified were applied to the Comprehensive Environmental Data Archive (CEDA) to calculate associated Scope 3 GHG emissions.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2200.0

(7.5.3) Methodological details

GHG emissions were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Primary data were obtained for the amount of fuel and energy to calculate the emissions that are not already included in Scope 1 and 2. Third-party provided emission factors were then applied to the primary data. Data sources for transmission and distribution (T&D) losses and upstream emissions include EPA eGRID, EPA Office of Transportation and Air Quality, DEFRA, IEA, Canada National Inventory Report, Comprehensive Environmental Data Archive (CEDA) and National Energy Technology Laboratory (NETL).

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

95800.0

(7.5.3) Methodological details

GHG emissions were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. This section covers all third-party transportation and distribution services purchased by the reporting company in the reporting year. Average weight was multiplied with the total distance for each shipment method. GHG emission factors per tonne-km/ton-mile traveled were obtained from UK DEFRA and US EPA's Emission Factors Hub. For distribution centers, the consumption data were multiplied to appropriate emissions factors to calculate associated Scope 1 and Scope 2 GHG emissions.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

100.0

(7.5.3) Methodological details

GHG emissions were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. This section employed the "Financial Control" approach for consolidation as described in the Protocol. Emission factors associated with waste treatment type were obtained from the EPA's Emission Factors Hub for nonhazardous waste. The emissions factor data for hazardous waste is sourced from ADEME’s (French Environment and Energy Management

Agency). Data on the amount of waste into each waste stream during the reporting year were collected and multiplied to the corresponding emissions factor.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2200.0

(7.5.3) Methodological details

GHG emissions from business travel were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. The GHG emissions are calculated using travel management tools for air, rail, passenger-car travel. UK DEFRA emission factors were used for the calculations. For fuel-related emission from rental vehicles, data on fuel consumption for roughly 70% of vehicles was used to estimate the total fuel consumption. Then, the relevant emission factors from UK DEFRA was used to calculate the GHG emissions. For reimbursement of private vehicle use, travel distance was multiplied with US EPA's emission factors for passenger cars sourced from EPA's Emission Factors Hub.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2500.0

(7.5.3) Methodological details

GHG emissions from employee commuting were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. HR provided information on transportation modes which were extrapolated to Zebra's headcount commuting to the office. The average distance from the office was estimated using the US Census and US DOT data. GHG emission factors for passenger car (in kg CO2e per passenger-mile) were obtained from US EPA's Emission Factors Hub. Public transit GHG emissions factors (in kg CO2e per passenger-mile) was estimated using the average between bus and subway emissions obtained from the US EPA's Emission Factors Hub.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

6000.0

(7.5.3) Methodological details

GHG emissions from upstream leased assets were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Scope 3 emissions from upstream leased assets include the Scope 1 and Scope 2 emissions of lessors. Primary data on electricity and natural gas consumption were collected for roughly 20% of facilities. For the remaining sites, electricity and natural gas consumptions were estimated using secondary data of existing facilities. This proxy data was calculated based on square footage and adjusted heating and cooling days of other Zebra facilities. Then, the consumption data were multiplied to appropriate emissions factors to calculate associated Scope 1 and Scope 2 GHG emissions.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

63600.0

(7.5.3) Methodological details

GHG emissions for downstream transportation were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard ("Protocol" hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. This section covers includes emissions that occur in the reporting year from transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting company. Data on the number of shipments were collected from the distributors. The distance was estimated using Zebra's data for shipping distances and transportation modes as a proxy. The emission factors were obtained from UK DEFRA.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

This category is not relevant for Zebra.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

727900.0

(7.5.3) Methodological details

GHG emissions for use of sold products were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Data were obtained for the yearly electricity consumption, the average lifetime of products, and the units sold per product type in the reporting year. GHG emissions were calculated for the products by applying the national average electricity emission factors based on the sold to geographical location to the total estimated electricity consumption in a product's lifetime.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

100.0

(7.5.3) Methodological details

GHG emissions from end-of-life treatment of sold products were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent. Primary data on the type and weight of sold products and packaging were obtained. Process LCA databases including US EPA's Emission Factor Hub database were used for GHG emissions from various end-of-life management options applicable to the sold products and packaging. Data on the amount of waste generated from the products sold during the reporting year were multiplied to the corresponding Scope 3 GHG emission data.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

This category is not relevant for Zebra.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

This category is not relevant for Zebra.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

This category is not relevant for Zebra.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

This category is not relevant for Zebra.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

This category is not relevant for Zebra.

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

2600

(7.6.3) Methodological details

GHG emissions from stationary source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Primary data were obtained for the quantity of fuel combusted for each fuel type, then the quantity combusted data were multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions. These emissions factors are sourced from EPA's Emission Factors Hub and DEFRA. Emissions calculated from both EF sets are converted to CO2e using AR6 GWP. For refrigerants, data were obtained for the quantity of refrigerant loss from installation, operation, and/or disposal for each refrigerant type. Second, the quantity of refrigerant loss data were multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions. The emissions factors are sourced from California Air Resources Board High-GWP Refrigerants. AR5 GWP (latest available for refrigerant mixes) was used.

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

11600

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

7100

(7.7.4) Methodological details

Electricity consumption is collected from utility reports. Consumption quantities are then multiplied by the relevant CO2e emissions factor (EF) for electricity, with renewable electricity purchases and clean energy programs considered in the calculations. Emissions are evaluated and shown using both a market-based and location-based approach consistent with the GHG Protocol Scope 2 guidance. Market-based EFs used are Green-e residual EFs for US grids (most recent) with CH4 and N2O EFs added from eGRID subregions and converted to CO2e using AR6 GWP, European Residual mixes (most recent) with CH4 and N2O EFs added from DEFRA UK and converted to CO2e using AR6 GWP for each country’s grid. Location-based emission factors (also calculated and included in footprints) include eGRID EFs, DEFRA UK for the UK grid, Canada National Inventory Report 1998 - 2020 for Canada states’ grids, IEA EFs for each country’s grid.

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

569800

(7.8.3) Emissions calculation methodology

☑ Supplier-specific method
☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

4.4

(7.8.5) Please explain

GHG emissions from purchased goods and services were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Direct and indirect spend is aggregated by financial account. Included financial accounts are mapped to a USEEIO or CEDA emissions factor using the BEA code that most accurately matches the account's primary business activity. Spend is then multiplied by the matched USEEIO or CEDA EF, accounting for inflation. Our Tier 1 Vendor emissions were calculated using vendor-provided energy and natural gas consumption at each location. Consumption was multiplied by the appropriate emissions factors based on the country of the vendor. Data center emissions were calculated using the electricity consumption at each location and multiplied by the average grid emissions factors for each location.

Capital goods

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

26500

(7.8.3) Emissions calculation methodology

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions from capital goods were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Spend is aggregated by financial account. Included financial accounts are mapped to a USEEIO or CEDA emission factor (EF) using the BEA code that most accurately matches the account's primary business activity. Spend is then multiplied by the matched USEEIO or CEDA EF, accounting for inflation. EFs are pulled from the EPA's USEEIO v2.0.1 database and CEDA Global 4 model.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4300

(7.8.3) Emissions calculation methodology

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Primary data were obtained for natural gas, diesel, and energy consumption to calculate the emissions that are not already included in Scope 1 and 2. Third-party-provided emission factors for transmission and distribution (T&D) loss well-to-tank (WTT) were then applied to the primary data. DEFRA UK 2021 WTT emissions are used for each non-UK country or region. DEFRA UK (the most recent using the 2023) GHG reporting conversion factors WTT emissions are used for UK electricity consumption. eGrid (2023 dataset using 2021 data) loss rates are used for US electricity consumption, DEFRA UK Government (by calendar year, through 2023) loss rates are used for UK electricity consumption; Ecoinvent (3.8, or 3.9.1 beginning 1/2023) loss rates are used for non-US, non-UK electricity consumption.

Upstream transportation and distribution

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

155000

(7.8.3) Emissions calculation methodology

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

25

(7.8.5) Please explain

GHG emissions were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. This section covers all third-party transportation and distribution services purchased by the reporting company in the reporting year. Air and ocean transportation use actual weights, truck transportation uses average weights. The weights are multiplied by the total distance for each shipment. We multiply the distance-weights by the relevant emissions factor for the mode of transport for each shipment to obtain CO2e. For air transport, UK Government EFs are used. USEPA EF Hub (most recent) or DEFRA (most recent) EFs if relevant to the specific vehicle class. Ecoinvent EFs for transport by various modes.

Waste generated in operations

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1800

(7.8.3) Emissions calculation methodology

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. We employed the "Financial Control" approach for consolidation as described in the Protocol. We collect data on waste type, waste treatment and quantity. Emission factors associated with waste treatment type were obtained from DEFRA, USEPA EF Hub and Ecoinvent for the mixed electronics recycled combination.

Business travel

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

15600

(7.8.3) Emissions calculation methodology

☑ Spend-based method
☑ Fuel-based method
☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

50

(7.8.5) Please explain

GHG emissions from business travel were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. The GHG emissions are calculated using travel management tools for air, rail, and passenger-car travel. The total mileage is multiplied by the corresponding EF for each mileage category. UK DEFRA emission factors were used for the calculations. For rail travel, EFs differ for US and non-US rail modes. USEPA EF Hub data is used for US Commuter Rail, Intercity Rail, and Transit Rail, adjusted to AR6 GWPs. UK Government data is used for non-US rail modes, again adjusted to AR6 GWPs. For fuel-related emissions from rental vehicles, data on fuel consumption for roughly 83% of vehicles was used to estimate the total fuel consumption. Then, the relevant emission factors from UK DEFRA were used to calculate the GHG emissions. For reimbursement of private vehicle use, travel distance was multiplied by US EPA's emission factors for passenger cars sourced from EPA's Emission Factors Hub (2023). A spend-based approach is used for all travel where activity data is unavailable as well as for other travel expenses. For Accommodations not included in the travel report, the total spend on accommodations was multiplied to appropriate Comprehensive Environmental Data Archive (CEDA) factors to calculate associated Scope 3 GHG emissions.

Employee commuting

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

12700

(7.8.3) Emissions calculation methodology

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions from business travel were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. HR provides data on employee location, their work mode (onsite, hybrid or remote) and counts. Data published by governments and data aggregators are used to estimate average commute mix and distance for each location and apply that to the total number of commuting employees in each location to determine miles traveled by car, public transit, walking and biking. Sources include: US Bureau of Transportation Statistics for US commute mixes, US National Household Travel Survey for US commute distances, Numbeo traffic data for commute mix and distance for certain countries and cities. Miles are multiplied by the EF for each commute-method. For cars, we use the EPA Emissions Factor for "Passenger Car" (most recent data set), with CH4 and N2O added using AR6 GWP. EPA EF Hub for public transit. For walking and biking, we assume no emissions. Home office electricity usage is calculated by estimating home office size based on regional averages.

Upstream leased assets

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10300

(7.8.3) Emissions calculation methodology

☑ Average data method
☑ Asset-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

20

(7.8.5) Please explain

GHG emissions from upstream leased assets were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. Scope 3 emissions from upstream leased assets include the Scope 1 and Scope 2 emissions of lessors. Primary data on electricity and natural gas consumption were collected for roughly 20% of facilities. For the remaining sites, electricity and natural gas consumption were estimated based on square footage. Then, the consumption data were multiplied to appropriate emissions factors. These emissions factors are sourced from the same databases as for Scope 1 and 2.

Downstream transportation and distribution

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

42100

(7.8.3) Emissions calculation methodology

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions from business travel were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. We collect data on shipping method and origin and destination. We use average weight of each shipment, based on shipping method. We calculate the distance between two locations using country (if postal codes are not available) to determine longitude and latitudes. Distances are multiplied by the weight of the goods transported. For air transport, UK Government EFs are used. USEPA EF Hub (most recent) or DEFRA (most recent) EFs if relevant to the specific vehicle class. Ecoinvent EFs for transport by various modes.

Processing of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

We do not sell intermediate products, so this category is not relevant to us.

Use of sold products

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

507800

(7.8.3) Emissions calculation methodology

☑ Methodology for direct use phase emissions, please specify **:**Data were obtained for the yearly electricity consumption, the average lifetime of products, and the units sold per product type in the reporting year.

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions from business travel were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. We collect product sales data including product type, quantity, location, and lifetime energy use (fuel type and unit). For each product line, we multiply the product lifetime by the lifetime electricity usage, the electricity is multiplied by the regional grid EF. Total emissions per product type are multiplied by the quantity sold and aggregated to obtain the total CO2e quantity. Emission factors of electricity are sourced from EPA's eGRID (base year 2021), DEFRA (base year 2023), Canada's National Inventory Report (base year 2021), Australia National GHG Factors (base year 2023), and IEA (base year 2020).

End of life treatment of sold products

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1500

(7.8.3) Emissions calculation methodology

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

GHG emissions from business travel were calculated following the WRI/WBCSD's GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, excluding biogenic CO2 emissions and independent of any GHG trades. We collect data on weights, composition and quantity of products sold. The total waste mass of each type is multiplied by a specific EF, depending on waste type. We use emissions factors from the DEFRA (2023), Ecoinvent (v3.9.1) and US EPA Factors Hub (2023).

Downstream leased assets

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

We do not lease any assets to other entities, so this category is not relevant to us.

Franchises

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

We do not have any franchises, so this category is not relevant to us.

Investments

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

A screening analysis based on the GHG Protocol determined that investment is unlikely to constitute a material contribution to the overall GHG emissions.

Other (upstream)

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Zebra has no other upstream emissions in the reporting year.

Other (downstream)

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Zebra has no other downstream emissions in the reporting year.

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	☑ Third-party verification or assurance process in place
Scope 3	☑ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

☑ Annual process

(7.9.1.2) Status in the current reporting year

☑ Complete

(7.9.1.3) Type of verification or assurance

☑ Limited assurance

(7.9.1.4) Attach the statement

Zebra 2023 - CDP Verification Statement Limited.pdf

(7.9.1.5) Page/section reference

1-3

(7.9.1.6) Relevant standard

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Limited assurance

(7.9.2.6) Page/ section reference

1-3

(7.9.2.7) Relevant standard

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Limited assurance

(7.9.2.5) Attach the statement

Zebra 2023 - CDP Verification Statement Limited.pdf

(7.9.2.6) Page/ section reference

1-3

(7.9.2.7) Relevant standard

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

☑ Scope 3: Capital goods
☑ Scope 3: Purchased goods and services
☑ Scope 3: Business travel
☑ Scope 3: Waste generated in operations
☑ Scope 3: Employee commuting
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Use of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Upstream leased assets
☑ Scope 3: Downstream transportation and distribution
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

☑ Annual process

(7.9.3.3) Status in the current reporting year

☑ Complete

(7.9.3.4) Type of verification or assurance

☑ Limited assurance

(7.9.3.5) Attach the statement

Zebra 2023 - CDP Verification Statement Limited.pdf

(7.9.3.6) Page/section reference

1-3

(7.9.3.7) Relevant standard

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

1400

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

14

(7.10.1.4) Please explain calculation

*Total renewable energy purchased increased in 2023 vs. 2022. This resulted in a CO2e decrease of approximately 14% based on the formula: (Change in Scope 12 emissions attributed to the reason described in Column 1 / total Scope 12 emissions) * 100.*

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

500

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.3) Emissions value (percentage)

5

(7.10.1.4) Please explain calculation

*We added a new distribution center (Kenosha, WI) under our control in 2023, which resulted in a CO2e increase of 5% based on the formula: (Change in Scope 12 emissions attributed to the reason described in Column 1 / total Scope 12 emissions) * 100.*

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

2401.81

(7.15.1.3) GWP Reference

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1.36

(7.15.1.3) GWP Reference

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1.27

(7.15.1.3) GWP Reference

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

201.3

(7.15.1.3) GWP Reference

☑ IPCC Sixth Assessment Report (AR6 - 100 year)

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Canada	*154*	*48*	*60*
Malaysia	*0.2*	*1155*	*1155*
Netherlands	*87*	*263*	*0*
United Kingdom of Great Britain and Northern Ireland	*154*	*384*	*0*
United States of America	*2220*	*9719*	*5869*

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

(7.17.2.1) Facility

AR05 - Bentonville, AR

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

72.202

(7.17.2.3) Latitude

36.345277

(7.17.2.4) Longitude

-94.197307

Row 2

(7.17.2.1) Facility

CA163 - San Jose, CA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

50.796

(7.17.2.3) Latitude

37.389716

(7.17.2.4) Longitude

-121.936769

Row 3

(7.17.2.1) Facility

GA37 - Flowery Branch, GA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

137.908

(7.17.2.3) Latitude

34.211886

(7.17.2.4) Longitude

-83.91399

Row 4

(7.17.2.1) Facility

IL151 - Lincolnshire, IL

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

131.818

(7.17.2.3) Latitude

42.187545

(7.17.2.4) Longitude

-87.933509

Row 5

(7.17.2.1) Facility

IL153 - Buffalo Grove, IL

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

72.685

(7.17.2.3) Latitude

42.194174

(7.17.2.4) Longitude

-87.944737

Row 6

(7.17.2.1) Facility

IL156 - Buffalo Grove, IL

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

32.837

(7.17.2.3) Latitude

42.176786

(7.17.2.4) Longitude

-87.932113

Row 7

(7.17.2.1) Facility

MD23 - Germantown, MD

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.765

(7.17.2.3) Latitude

39.188559

(7.17.2.4) Longitude

-77.253667

Row 8

(7.17.2.1) Facility

NJ34 - Morris Plains, NJ

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

298.568

(7.17.2.3) Latitude

40.82301

(7.17.2.4) Longitude

-74.474026

Row 9

(7.17.2.1) Facility

NJ35 - Wharton, NJ

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

34.446

(7.17.2.3) Latitude

40.912885

(7.17.2.4) Longitude

-74.571732

Row 10

(7.17.2.1) Facility

NY21 - Holtsville, NY

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

426.762

(7.17.2.3) Latitude

40.819012

(7.17.2.4) Longitude

-73.068574

Row 11

(7.17.2.1) Facility

NY36 - Hauppauge, NY

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

25.709

(7.17.2.3) Latitude

40.813699

(7.17.2.4) Longitude

-73.244586

Row 12

(7.17.2.1) Facility

NY40 - Holtsville, NY

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.017

(7.17.2.3) Latitude

40.815365

(7.17.2.4) Longitude

-73.059653

Row 13

(7.17.2.1) Facility

ONT35 - Mississauga, Ontario

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

153.868

(7.17.2.3) Latitude

43.609446

(7.17.2.4) Longitude

-79.756798

Row 14

(7.17.2.1) Facility

WI02 - Greenville, WI

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

187.563

(7.17.2.3) Latitude

44.285849

(7.17.2.4) Longitude

-88.510238

Row 15

(7.17.2.1) Facility

WI03 - Kenosha, WI

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

740.913

(7.17.2.3) Latitude

42.526464

(7.17.2.4) Longitude

-87.932173

Row 16

(7.17.2.1) Facility

ZMY32 - Penang, Malaysia

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.154

(7.17.2.3) Latitude

5.297291

(7.17.2.4) Longitude

100.289697

Row 17

(7.17.2.1) Facility

ZNL21 - Heerenveen, Netherlands

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

86.976

(7.17.2.3) Latitude

52.968023

(7.17.2.4) Longitude

5.93383

Row 18

(7.17.2.1) Facility

ZUK102 - Preston, United Kingdom

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

67.739

(7.17.2.3) Latitude

53.797743

(7.17.2.4) Longitude

-2.68978

Row 19

(7.17.2.1) Facility

ZUK98 - Bourne End, United Kingdom

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

85.8

(7.17.2.3) Latitude

51.576957

(7.17.2.4) Longitude

-0.704538

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Direct Fugitive Emissions from Refrigeration*	*210*
Row 3	*Stationary Source Fuel Combustion*	*2404*

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Row 1

(7.20.2.1) Facility

AR05 - Bentonville, AR

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

279.547

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

351.451

Row 2

(7.20.2.1) Facility

CA156 - San Diego, CA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

149.041

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

81.185

Row 3

(7.20.2.1) Facility

CA163 - San Jose, CA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

137.922

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

56.475

Row 4

(7.20.2.1) Facility

FL49 - Miramar, FL

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

7.972

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

6.406

Row 5

(7.20.2.1) Facility

GA37 - Flowery Branch, GA

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

642.295

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

587.238

Row 6

(7.20.2.1) Facility

IL151 - Lincolnshire, IL

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1298.898

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

669.212

Row 7

(7.20.2.1) Facility

IL153 - Buffalo Grove, IL

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

422.815

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

217.841

Row 8

(7.20.2.1) Facility

IL156 - Buffalo Grove, IL

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

70.708

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

36.43

Row 9

(7.20.2.1) Facility

MD23 - Germantown, MD

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

144.932

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

236.591

Row 10

(7.20.2.1) Facility

NJ34 - Morris Plains, NJ

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

886.357

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1446.909

Row 11

(7.20.2.1) Facility

NJ35 - Wharton, NJ

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

39.585

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

64.619

Row 12

(7.20.2.1) Facility

NY21 - Holtsville, NY

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1971.596

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 13

(7.20.2.1) Facility

NY36 - Hauppauge, NY

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

217.892

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

237.337

Row 14

(7.20.2.1) Facility

NY40 - Holtsville, NY

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

17.816

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

19.406

Row 15

(7.20.2.1) Facility

ONT35 - Mississauga, Ontario

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

48.361

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

60.347

Row 16

(7.20.2.1) Facility

TX123 - McAllen, TX

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

212.591

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

201.347

Row 17

(7.20.2.1) Facility

TX87 - Austin, TX

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

79.321

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

71.349

Row 18

(7.20.2.1) Facility

WI02 - Greenville, WI

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

2277.371

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1149.734

Row 19

(7.20.2.1) Facility

WI03 - Kenosha, WI

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

862.809

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

435.591

Row 20

(7.20.2.1) Facility

ZMY32 - Penang, Malaysia

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

1155.158

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

1155.158

Row 21

(7.20.2.1) Facility

ZNL21 - Heerenveen, Netherlands

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

263.16

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 22

(7.20.2.1) Facility

ZUK102 - Preston, United Kingdom

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

246.331

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

Row 23

(7.20.2.1) Facility

ZUK98 - Bourne End, United Kingdom

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

137.79

(7.20.2.3) Scope 2, market-based (metric tons CO2e)

0

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

2600

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

11600

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

7100

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Not applicable

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

☑ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

TBD

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

	Do you plan to develop your capabilities to allocate emissions to your customers in the future?	Describe how you plan to develop your capabilities
	☑ Yes	*Still in the development stage*

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	☑ Yes
Consumption of purchased or acquired electricity	☑ Yes
Consumption of purchased or acquired heat	☑ No
Consumption of purchased or acquired steam	☑ No
Consumption of purchased or acquired cooling	☑ No
Generation of electricity, heat, steam, or cooling	☑ No

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

13161

(7.30.1.4) Total (renewable and non-renewable) MWh

13161

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

8646

(7.30.1.3) MWh from non-renewable sources

18240

(7.30.1.4) Total (renewable and non-renewable) MWh

26885

Total energy consumption

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

8646

(7.30.1.3) MWh from non-renewable sources

31401

(7.30.1.4) Total (renewable and non-renewable) MWh

40046

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	☑ No
Consumption of fuel for the generation of heat	☑ Yes
Consumption of fuel for the generation of steam	☑ No
Consumption of fuel for the generation of cooling	☑ No
Consumption of fuel for co-generation or tri-generation	

	Indicate whether your organization undertakes this fuel application
	☑ No

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No consumption

Other biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No consumption

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No consumption

Coal

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No consumption

Oil

(7.30.7.1) Heating value

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

76

(7.30.7.8) Comment

No consumption

Gas

(7.30.7.1) Heating value

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

13161

(7.30.7.8) Comment

Consumption of natural gas for building heating

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No consumption

Total fuel

(7.30.7.1) Heating value

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

13236

(7.30.7.8) Comment

No consumption

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

☑ Netherlands

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

869

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ Netherlands

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

Row 2

(7.30.14.1) Country/area

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1854

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

Row 3

(7.30.14.1) Country/area

☑ United States of America

(7.30.14.2) Sourcing method

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

609

(7.30.14.6) Tracking instrument used

☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

Row 4

(7.30.14.1) Country/area

☑ United States of America

(7.30.14.2) Sourcing method

☑ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

☑ Electricity

(7.30.14.4) Low-carbon technology type

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5314

(7.30.14.6) Tracking instrument used

☑ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

☑ No

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

1698

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

849

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2547.00

Chile

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

China

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Colombia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Czechia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Denmark

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Finland

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

France

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Germany

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Hungary

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

India

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Indonesia

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Israel

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Italy

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Japan

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Luxembourg

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

1767

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.6

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1767.60

Mexico

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

869

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

480

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1349.00

New Zealand

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Norway

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Philippines

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Poland

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Portugal

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Republic of Korea

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Romania

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Saudi Arabi

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Singapore

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

South Africa

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Spain

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Sri Lanka

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Sweden

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Switzerland

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Taiwan, China

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Thailand

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Turkey

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United Arab Emirates

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

1854

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

847

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2701.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

20697

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

11060

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

31757.00

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.000002116

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

9700

(7.45.3) Metric denominator

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

4584000000

(7.45.5) Scope 2 figure used

☑ Market-based

(7.45.6) % change from previous year

14.3

(7.45.7) Direction of change

☑ Increased

(7.45.8) Reasons for change

☑ Change in revenue

(7.45.9) Please explain

Revenue decrease.

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

☑ Abs 1

(7.53.1.2) Is this a science-based target?

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

SBT Approval Certificate.pdf

(7.53.1.4) Target ambition

☑ 1.5°C aligned

(7.53.1.5) Date target was set

07/30/2022

(7.53.1.6) Target coverage

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

☑ Scope 1
☑ Scope 2
☑ Scope 3

(7.53.1.9) Scope 2 accounting method

☑ Market-based

(7.53.1.10) Scope 3 categories

☑ Scope 3, Category 1 – Purchased goods and services
☑ Scope 3, Category 11 – Use of sold products

(7.53.1.11) End date of base year

12/30/2020

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

2100

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

9400

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

536400

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

727900

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

1264300.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1275800.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

86

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

86

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

15.31

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

1080475.020

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

2600

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

7100

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

569800

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

507800

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1077600.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1087300.000

(7.53.1.78) Land-related emissions covered by target

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

96.51

(7.53.1.80) Target status in reporting year

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Refer to SBTi's validation of Zebra targets for more information.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Renewable electricity portfolio, supplier engagement to reduce emissions related to purchased goods, product innovations to reduce energy during customer use, and a partnership with the U.S. Department of Energy Better Climate Initiative for technical assistance on SBT.

(7.53.1.85) Target derived using a sectoral decarbonization approach

☑ No

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*0*	*`Numeric input*
To be implemented	*6*	*400*
Implementation commenced	*1*	*2200*
Implemented	*2*	*1500*

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1000

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.7) Payback period

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

☑ 3-5 years

(7.55.2.9) Comment

Renewable energy procurement

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Other, please specify **:**Natural Gas Boiler Replacement, Heating Controls, LED lighting, Refrigerant Loss Controls, etc.

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

500

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 1
☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.7) Payback period

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

☑ 6-10 years

(7.55.2.9) Comment

Energy efficiency initiatives and continual improvement

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

☑ Dedicated budget for energy efficiency

(7.55.3.2) Comment

Our CFO is committed to investing in climate initiatives with a sound economic proposition.

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☑ The EU Taxonomy for environmentally sustainable economic activities

(7.74.1.3) Type of product(s) or service(s)

Other

☑ Other, please specify :ESG-integrated, purpose-built hardware + software + cloud analytics solutions

(7.74.1.4) Description of product(s) or service(s)

Digitizing & automating operations with Zebra's tailored portfolio of ESG-integrated, purpose-built hardware, software, and cloud analytics solutions provide a variety of sustainability benefits. The sustainability benefits generally fall under the three categories below. (1) Productivity or efficiency gains measured as a function of output per ton of carbon (2) Waste and defect reduction to enable circular economy opportunities (e.g., Zebra's track and trace solutions, Machine Vision technology for product inspections to improve quality and reduce defects, supply chain demand sensing solutions with Artificial Intelligence and Workflow automation, etc.) (3) Low-carbon products carrying Energy Star and other Ecolabels. Zebra is driving innovations to reduce product emissions during the use phase by customers and collaborating with suppliers to reduce carbon emissions while manufacturing to meet our science-based targets. Because digital technologies are application and ecosystem specific, a one-size-fits-all approach to quantifying avoided emissions is challenging. Also, science-based targets do not allow credit for avoided emissions.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☑ No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

☑ Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

☑ Facilities

(9.1.1.2) Description of exclusion

We exclude data for leased sites when water data is not provided by the landlord, as well as inactive sites. Zebra operates in several leased facilities that are part of multi-tenant buildings whereby dedicated water meters are unavailable, which is the most common reason water data is unavailable. The water data available and reported in this questionnaire relates to sites comprising approximately 62% of Zebra's global square footage for active owned and leased facilities.

(9.1.1.3) Reason for exclusion

☑ Shared premises

(9.1.1.7) Percentage of water volume the exclusion represents

☑ Unknown

(9.1.1.8) Please explain

The water data available and reported in this questionnaire relates to sites comprising approximately 62% of Zebra's global square footage for active owned and leased facilities.

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

☑ 1-25

(9.2.2) Frequency of measurement

☑ Monthly

(9.2.3) Method of measurement

Metered

(9.2.4) Please explain

Zebra operates in several leased facilities that are part of multi-tenant buildings whereby dedicated water meters are unavailable, which is the most common reason water data is unavailable. The water data available and reported in this questionnaire relates to sites comprising approximately 62% of Zebra's global square footage for active owned and leased facilities.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

Water recycled/reused

(9.2.1) % of sites/facilities/operations

☑ Not relevant

(9.2.4) Please explain

Not relevant

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

☑ Not monitored

(9.2.4) Please explain

Not monitored

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

68.95

(9.2.2.2) Comparison with previous reporting year

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

☑ Change in accounting methodology

(9.2.2.4) Five-year forecast

☑ About the same

(9.2.2.5) Primary reason for forecast

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

We included water consumption at all Zebra facilities, where data is available.

Total discharges

(9.2.2.1) Volume (megaliters/year)

0

(9.2.2.2) Comparison with previous reporting year

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

☑ Other, please specify **:**No water discharge within our facilities

(9.2.2.4) Five-year forecast

☑ About the same

(9.2.2.5) Primary reason for forecast

☑ Other, please specify **:**No water discharge within our facilities

(9.2.2.6) Please explain

No water discharge within our facilities.

Total consumption

(9.2.2.1) Volume (megaliters/year)

68.95

(9.2.2.2) Comparison with previous reporting year

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

☑ Change in accounting methodology

(9.2.2.4) Five-year forecast

☑ About the same

(9.2.2.5) Primary reason for forecast

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

As per above

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	Identification tool	Please explain
	☑ No	☑ WRI Aqueduct	*Zebra sites are not located in water stress areas.*

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

	Identification of facilities in the value chain stage	Please explain
Direct operations	☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years	*Water use is not material to Zebra based on the quantity and the location of our sites.*
Upstream value chain	☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years	*Water use is not material to Zebra based on the quantity and the location of our sites.*

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

☑ No facilities were reported in 9.3.1

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	☑ Yes

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

☑ Candidate List of Substances of Very High Concern for Authorisation above 0.1% by weight (EU Regulation)

(9.13.1.2) % of revenue associated with products containing substances in this list

☑ More than 80%

(9.13.1.3) Please explain

Inherently all EEE contains some SVHCs as there is not yet suitable replacement materials for these SVHCs. Zebra meets all reporting requirements of the REACH regulation.

Row 2

(9.13.1.1) Regulatory classification of hazardous substances

☑ Candidate List of Substances of Very High Concern (UK Regulation)

(9.13.1.2) % of revenue associated with products containing substances in this list

☑ More than 80%

(9.13.1.3) Please explain

Inherently all EEE contains some SVHCs as there is not yet suitable replacement materials for these SVHCs. Zebra meets all reporting requirements of the REACH regulation.

(9.14) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
	☑ No, and we do not plan to address this within the next two years	☑ Judged to be unimportant, explanation provided	*Water use is not material*

(9.15) Do you have any water-related targets?

☑ No, and we do not plan to within the next two years

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

☑ Judged to be unimportant, explanation provided

(9.15.3.2) Please explain

Water use is not material.

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	☑ No, and we do not plan to undertake any biodiversity-related actions

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	☑ No

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	☑ Data not available	*data on proximity is not collected*
UNESCO World Heritage sites	☑ Data not available	*data on proximity is not collected*
UNESCO Man and the Biosphere Reserves	☑ Data not available	*data on proximity is not collected*
Ramsar sites		*data on proximity is not collected*

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
	☑ Data not available	
Key Biodiversity Areas	☑ Data not available	*data on proximity is not collected*
Other areas important for biodiversity	☑ Data not available	*data on proximity is not collected*

(11.4.1) Provide details of your organization’s activities in the reporting year located in or near to areas important for biodiversity.

	Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity
Row 1	☑ No

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party	Primary reason why other environmental information included in your CDP response is	Explain why other environmental information included in your CDP response is not verified and/or assured by a third party
	☑ No, and we do not plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years	☑ Not an immediate strategic priority	*At this time, we only consider GHG emissions to be most relevant to obtain third party assurance on.*

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information
	N/A

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Legal Officer & Corporate Secretary

(13.3.2) Corresponding job category

☑ General Counsel