Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

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

We design, manufacture, and sell a broad range of AIDC products, including: mobile computers, barcode scanners and imagers, RFID readers, specialty printers for barcode labeling and personal identification, real-time location systems ("RTLS"), related accessories and supplies, such as labels and other consumables, and related software applications. We also provide a full range of services, including maintenance, technical support, repair, managed and professional services, as well as cloud-based software subscriptions and robotics automation solutions. End-users of our products, solutions and services include those in the retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. We provide our products, solutions and services globally through a direct sales force and extensive network of over 10,000 channel partners, operating in approximately 190 countries, with 120 facilities and approximately 10,500 employees worldwide.

Through continual innovation of our technologies, we are leading an evolution of the traditional AIDC market into EAI, which encompasses solutions that sense key operational information such as packages moving through a supply chain, equipment in a factory, workers and robots in a warehouse, shoppers in a store, and patients in a hospital. Data from enterprise assets, including status, condition, location, utilization, and preferences, is then analyzed to provide prioritized actionable insights. Finally, with the benefits of cloud computing and connectivity, these insights and directives can be delivered to the right user at the right time to drive the best next action. As a result, our solutions enable enterprises to "sense, analyze, and act" more effectively throughout their workflows.

The evolution of the AIDC market to transform workflows is being driven by strong underlying secular trends in technology, which include the internet of things (“IoT”), cloud-based data analytics, intelligent automation, mobility, computer vision, as well as artificial intelligence and machine learning. The IoT enables the real-time exchange of an increasingly broad set of information among a proliferation of smart, connected devices. Cloud computing and expanded data analytics are allowing enterprises to make better business decisions through improved timeliness and increased visibility into workflows. While traditional AIDC solutions capture limited amounts of data and populate static enterprise systems, newer solutions that can leverage artificial intelligence through machine learning can analyze real-time data from many sources to generate actionable insights. The continued rapid growth of mobile devices and application software are also significantly expanding mobile computing use cases throughout enterprises and supply chains. With these expanded capabilities, end-users can consume and act upon dynamic enterprise data and information anytime and anywhere. Additionally, computer 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.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1, 2022

End date

December 31, 2022

Indicate if you are providing emissions data for past reporting years

No

C0.3

(C0.3) Select the countries/areas in which you operate.

Argentina
Australia
Austria
Bangladesh
Brazil
Canada
Chile
China
Czechia
Germany
Hungary

India
Israel
Italy
Japan
Malaysia
Mexico
Netherlands
Norway
Philippines
Poland
Russian Federation
Singapore
Spain
Switzerland
Taiwan, China
Turkey
United Kingdom of Great Britain and Northern Ireland
United States of America
Viet Nam

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Financial control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	US9892071054

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Director on board	The Board is responsible for oversight and is aware of the company's decision to elevate climate as a key strategic initiative and pursue ambitious science-based carbon targets in line with a 1.5°C trajectory. The Full Board, including the Chairman, receives Environmental, Social, and Governance (ESG) reports quarterly, including climate, from the Sustainability Council. The focus ESG areas for Zebra include, but are not limited to, climate, resource conservation, and human capital management. Board feedback is communicated to the Sustainability Council and the applicable business functions.
Board-level committee	The Audit Committee provides assistance to the Board in fulfilling its oversight functions with respect to matters involving, among other things, (1) the integrity of Zebra's financial statements and internal control over accounting and financial reporting, (2) the independent public accounting firm's (the "Auditors") qualifications and independence, (3) the performance of the internal audit function and the Auditors, (4) Zebra's compliance with legal and regulatory requirements, and (5) the assessment and management of risks.
Chief Executive Officer (CEO)	Zebra's CEO, a member of the Board, manages the climate direction of the company with input from various stakeholders. Climate-specific CEO responsibilities, among other things, include reviewing progress quarterly with the entire executive leadership team and Sustainability Council. The CEO elevated climate as a key strategic initiative for the company and assigned the Chief Legal Officer and Corporate Secretary to be the executive sponsor of the cross-functional Sustainability Council team.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – some meetings	Reviewing and guiding strategy Reviewing and guiding the risk management process	Zebra's ESG oversight and governance, including climate, is organized as follows: (1) Board of Directors: Responsible for oversight, reviewing, and guiding strategy and risk management policies. Board receives ESG report quarterly from the Sustainability Council; other topics are addressed at Board or committee as appropriate. Board feedback is communicated to the Sustainability Council and the applicable business functions. (2) Executive Leadership Team (ELT): The ELT oversees Zebra's ESG program through the Sustainability Council and their operating responsibilities (i.e., reviewing strategy, setting goals, allocating capital, integrating ESG in the business strategy, and reviewing progress against targets). ELT also has Management by Objectives (MBOs) related to ESG goals. ESG is a key strategic initiative for the company, and the priorities, including climate, are integrated into the business. The Sustainability Council provides a quarterly presentation to ELT on ESG. (3) Sustainability Council: The Director of Sustainability/Social Responsibility and Head of Investor Relations provide program oversight and ensure centralized reporting and coordination of goals. The Council is a cross-functional team with representation from Finance/Accounting, Legal, Environmental Health & Safety, Products, Supply Chain, Human Resources, Marketing/Public Relations, and Facilities. The Chief Legal Officer and Corporate Secretary (CLO) is the executive sponsor of the Sustainability Council. (4) Business Units: Business units and functions own the operational responsibility for ESG initiatives and report back results to the Sustainability Council. (5) Disclosure & Board Committees: These Committees review ESG disclosures, conducts ongoing discussions

		regarding emerging risks to confirm proper SEC disclosure and regulations, and provides feedback to the Sustainable Council.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	No, and we do not plan to address this within the next two years	Other, please specify Carbon-light/Asset-light Company Profile	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 in addition to the competencies noted below. • Accounting and Financial Reporting Experience • Cybersecurity Experience • International Business Experience • Marketing and Sales Experience • Mergers and Acquisitions Experience • Public Company Board and Corporate Governance Experience • Risk Management Experience • Senior Leadership Experience • Strategic Planning and Business Transformation Experience and • Technology and Innovation Experience Zebra's Board is composed of nine 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.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Executive Officer (CEO)

Climate-related responsibilities of this position

Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

Position or committee

Chief Financial Officer (CFO)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

Position or committee

General Counsel

Climate-related responsibilities of this position

Integrating climate-related issues into the strategy
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing public policy engagement that may impact the climate

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

The Chief Legal Officer and Corporate Secretary is the executive sponsor of the Sustainability Council. The Sustainability Council meets with the Chief Legal Officer and Corporate Secretary monthly and with the Executive Leadership team quarterly to review progress on ESG matters, including climate. The Board receives an ESG report quarterly from the Sustainability Council; other topics are addressed at Board or committee as appropriate.

Position or committee

Other, please specify

VP Finance (Investor Relations); Director of Sustainability and Social Responsibility

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Developing a climate transition plan
Implementing a climate transition plan
Integrating climate-related issues into the strategy
Conducting climate-related scenario analysis
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Managing value chain engagement on climate-related issues
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Finance - CFO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

VP of Finance - Investor Relations and Director of Sustainability and Social Responsibility coordinate ESG actions and reporting collaborating with a cross-functional internal working group.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	All executive leaders have performance goals related to driving ESG program operationalization against three priorities (climate, resource conservation, human capital management), including establishing metrics and reporting. Additionally, we plan to introduce innovation awards to recognize sustainability performance.

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Corporate executive team

Type of incentive

Non-monetary reward

Incentive(s)

Other, please specify

Behavior change related indicator

Performance indicator(s)

Implementation of an emissions reduction initiative
Reduction in absolute emissions
Reduction in total energy consumption
Increased engagement with suppliers on climate-related issues
Increased engagement with customers on climate-related issues
Increased supplier compliance with a climate-related requirement

Increased value chain visibility (traceability, mapping, transparency)
Implementation of employee awareness campaign or training program on climate-related issues

Incentive plan(s) this incentive is linked to

Not part of an existing incentive plan

Further details of incentive(s)

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

All executive leaders have annual performance goals related to driving ESG program operationalization against three priorities (climate, resource conservation, human capital management), including establishing metrics and reporting.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	1	
Medium-term	2	3	
Long-term	4	10	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

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

Primary Risks:

Significant Risks have the potential to have the greatest adverse impact on the Zebra business objectives. These risks require the highest degree of leadership attention and control.

Secondary Risks:
Secondary risks have the potential to have a moderate adverse impact on the Zebra business objectives. These risks also require leadership attention and control, but to a lesser degree than significant risks. We focus on preparedness and also assess cumulative impacts/frequency.

Emerging Risks:
Emerging Risks have a lower level of potential impact than Primary and Secondary Risks. We focus on the effectiveness of existing controls and identify ways to improve efficiency while keeping a watchful eye on changes to the risk or environment.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Identifying risks: Given the high degree of complexity and uncertainty associated with climate-related risks, we utilized scenario analysis to gain better insights for preparedness at both the tactical and enterprise level for climate-related risk management. We utilize climate scenario analysis as outlined in the Task Force on Climate-Related Financial Disclosure's (TCFD) Technical Supplement: The Use of Scenario Analysis in Disclosure of Climate-Related Risks and Opportunities, June 2017. Zebra's scenario analysis focuses on the range of uncertainty, encompassing a well below 2 °C specific warming level and a level of 4 °C by the end of the century consistent with the Intergovernmental Panel on Climate Change (IPCC) recommendations.

Assessing risks: Zebra reviewed published studies referenced in IPCC that use climate models to project the potential for adverse impacts in locations relevant to its operations and value chain. The studies pointed to a range of intensifying climate hazards, such as drought, flooding, wildfires, and high winds. For Zebra, the review determined flooding as the predominant climate hazard even under the "well below 2°C" scenario as early as 2040. This scenario projects flood hazards to broadly impact the lower-lying areas of Southeast Asia, where many Zebra suppliers are located. The projected flood hazard affects these areas under lower levels of warming but broadens to the entire Southeast Asia coastline if warming levels increase by 4°C, based on the projected change in flood hazard relative to a 100-year flood return period. Besides flooding, other long-term hazards included extreme wind-related weather events like hurricanes/typhoons/tornados, drought, and the combination of sea-level rise and extreme weather events. The analysis of these hazards, concluded that a combination of sea-level rise and extreme weather events emerges longer-term, beyond 2040.

Zebra's risk assessment framework is based on IPCC's climate risk characterization using hazard, exposure, and vulnerability. Data on flood return period, business importance, and site elevation were used as proxies for hazard, exposure, and vulnerability characterizations. The analysis covered all facilities deemed important to its business, as of FY2021, including those operated by Zebra and those outsourced. Zebra allocated business importance by location. Each location was then scored for each dataset on a scale of 1-4, 1 being the lowest risk and 4 the highest. 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. The climate assessment shows that risks exist, 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. Note: There is considerable uncertainty in modeling extreme typhoon events combined with rising sea levels due to climate change.

The indirect supply climate risk analysis was based on sole-source and single-source supply chain component dependencies aggregated by watershed. This allowed Zebra to capture a significant portion of suppliers' operational footprint without attempting to identify and review individual locations because of the complex electronics industry supply chain, with many layers of specialized providers for fabrication, assembly, testing, etc., spread across different regions and countries. The watershed aggregations were scored for exposure risk on a scale of 1-3, 1 being the lowest risk and 3 the highest. Regions where Zebra has minimal indirect supplier dependency, like the Philippines and Indonesia watersheds, show lower overall climate risk. While these locales have significant flood hazards, indirect suppliers in these locales have a lower exposure ranking due to fewer sole-source or single-source dependencies.

Zebra also examined its exposure to customer-related climate risk. An analysis of Zebra's top 10 customer areas by revenue, looking at distributor point of sale, revealed the average customer concentration is less than 5% by metropolitan area and under 7%

by watershed. Zebra's customer base is geographically diverse, and while most are within the U.S., they are relatively spread out in the watershed. These top areas were further analyzed in terms of elevation, and all were located at least 150 feet above sea level, reducing vulnerability to flood hazards. Consequently, the customer-related risk was determined to be of lower significance overall.

Responding to risks: Given the climate data uncertainty, Zebra is engaging with key suppliers in the Southeast Asia region to understand better how they manage climate-related risks. The climate-related risk insights from the scenario analysis and engagement are reviewed for further integration into the multi-disciplinary company-wide risk management and tactical business continuity planning processes. In our quest to learn more about climate-related risks, we hope to continue our collaboration with climate scientists at the U.S. Department of Energy's Argonne National Labs and build on the work described here.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Current standards on energy efficiency, eco-product ratings, etc., are key considerations in climate-related risk assessments because product use emissions account for roughly 50% of Zebra's total carbon footprint. The cross-functional Green Product Council helps Zebra stay proactive and agile in the face of changing regulations.
Emerging regulation	Relevant, always included	With Scope 1 and 2 emissions accounting for less than 1% of the total carbon footprint, Zebra is less exposed to the direct impacts of emerging carbon tax policies under the gradual or rapid transition risk climate scenarios. Zebra's transportation and distribution Scope 3 emissions account for less than 10% of the total carbon footprint, and there is some exposure from potential indirect freight-related carbon tax in the future. There is also uncertainty in determining Zebra's exposure to second-order impacts from climate transition risk policies in the future.
Technology	Relevant, always included	In the transition to a low-carbon economy, Zebra has more opportunities than risks. As a provider of Enterprise Asset Intelligence technology solutions, Zebra is well-positioned to help its customers with better data visibility and actionable insights to lower costs and emissions in their operations. Hence, technology is a key consideration in the transition to a low-carbon on-demand economy and climate-related risk assessment.

Legal	Relevant, sometimes included	Increased climate-related disclosures generally correlate with increased legal risks, and hence legal considerations are relevant in climate-related risk assessments.
Market	Relevant, always included	We foresee a correlation between heightened climate awareness and the demand for circular economy products and enterprise asset intelligence solutions that provide real-time operational visibility. Hence, the market is a key consideration in the climate-related risk assessment.
Reputation	Relevant, always included	Climate performance is key to our reputation among stakeholders, including employees, customers, suppliers and investors. Our climate targets are aligned with the 1.5C pathway and validated by SBTi.
Acute physical	Relevant, always included	Acute physical risks related to climate change are a critical consideration from a business continuity planning standpoint.
Chronic physical	Relevant, always included	Chronic physical risks related to climate change are a critical consideration in the long term especially in Southeast Asia, where many Zebra suppliers are located.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	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 does not assign a single numeric value to quantify a substantive financial impact as each event requires evaluation of the relevant context and circumstances. The climate assessment shows that risks exist, 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. Note: There is considerable uncertainty in modeling extreme typhoon events combined with rising sea levels due to climate change. Given the uncertainty, Zebra is engaging with key suppliers in the Southeast Asia region to understand better how they manage climate-related risks. The results and the methodology are posted on the U.S. Department of Energy Better Buildings initiative website. Click on the link below for more information. ttps://betterbuildingssolutioncenter.energy.gov/implementation-models/zebra-technologies-corporation-climate-related-physical-risk-characterization.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development and/or expansion of low emission goods and services

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Increased revenues resulting from increased demand for circular economy products and services.

Company-specific description

Zebra's Circular Economy Program provides an opportunity to create a revenue stream while reducing direct material costs over time.

Time horizon

Long-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

The Circular Economy initiative is a new program we launched in 2020. Financial impact TBD.

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

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

The Circular Economy Program promotes sustainability through the buy-back of select Zebra-branded mobile computing devices, sale or rental of Zebra-certified refurbished devices, and recycling services for devices no longer in use. The program reduces the environmental impact of standard product lifecycles in the supply chains of both Zebra and its customers. It is comprised of the Zebra Device Buy-Back Program, Zebra Certified Refurbished Device Sales and Rental Programs, and Zebra Recycling Services.

With customer-centric product lifecycle innovations, Zebra aspires to be an industry leader in reducing electronic waste. Because we offer more durable devices and extended service arrangements when compared to industry peers, Zebra is favorably positioned to address the increased focus on product sustainability, including device life span, in an increasingly digital economy. The ruggedized design of our purpose-built enterprise-grade devices and the bundled service and security plans allow enterprise customers to extend the lifecycle of their devices, while our Circular Economy program encourages reuse for different customer use cases when devices reach end-of-life.

Comment

Zebra launched the cross-functional Green Products Council to accelerate the creation of greener products and new technology solutions.

Identifier

Opp2

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development of new products or services through R&D and innovation

Primary potential financial impact

Increased revenues through access to new and emerging markets

Company-specific description

Increased revenues resulting from increased demand for Enterprise Asset Intelligence products and solutions.

Time horizon

Long-term

Likelihood

Likely

Magnitude of impact

High

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

The new expansion market is a double-digit faster growth opportunity for the company.

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

Zebra made several strategic business acquisitions in our new expansion market to advance the Enterprise Asset Intelligence Vision. Digitizing and automating operations with Zebra's tailored portfolio of ESG-integrated, purpose-built hardware + software + cloud analytics solutions provide sustainability benefits for customers transitioning to a low-carbon, on-demand, circular economy. A list of recent acquisitions is noted below for reference.

Matrox: On June 3, 2022, the Company acquired Matrox Electronic Systems Ltd. (“Matrox”) for $881 million in cash, net of Matrox’s cash on-hand. Matrox is a leading provider of advanced machine vision components and software serving multiple end-markets. Through its acquisition, the Company significantly expands machine vision products and software offerings.

Antuit: On October 7, 2021, the Company acquired Antuit Holdings Pte. Ltd. (“Antuit”). Antuit is a provider of demand-sensing and pricing optimization software solutions for retail and consumer products companies.

Fetch: On August 9, 2021, the Company acquired Fetch Robotics, Inc. (“Fetch”). Fetch is a provider of autonomous mobile robot solutions for customers who operate in the manufacturing, distribution, and fulfillment industries, enabling customers to optimize workflows through robotic automation.

Adaptive Vision: On May 17, 2021, the Company acquired Adaptive Vision Sp. z o.o. (“Adaptive Vision”). Adaptive Vision is a provider of graphical machine vision software with applications in the manufacturing industry to improve quality and reduce product defects.

Reflexis: On September 1, 2020, the Company acquired Reflexis Systems, Inc. (“Reflexis”) for $547 million in cash, net of cash acquired. Reflexis is a provider of task and workforce management, execution, and communication software solutions for customers in the retail, food service, hospitality, and banking industries. Through this acquisition, the Company intends to enhance its solution offerings to customers in those industries by combining Reflexis’ platform with its existing software solutions and EVM products.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

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

Publicly available climate transition plan

Yes

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

We have a different feedback mechanism in place

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 1.5°C trajectory.

Frequency of feedback collection

Annually

Attach any relevant documents which detail your climate transition plan (optional)

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy
Row 1	Yes, qualitative and quantitative

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices

Physical climate scenarios RCP 2.6	Company-wide		The best-case scenario was analyzed in terms of average global temperate rising to 2°C, while the worst-case scenario was analyzed in terms of average global temperature rising by 4°C 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.
Physical climate scenarios RCP 8.5	Company-wide		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.
Transition scenarios IEA 2DS	Company-wide		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 low-carbon products, circular economy products, and enterprise asset intelligence solutions that provide real-time operational visibility and sustainability benefits. Approximately 90% 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.

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

What is the predominant climate hazard for Zebra within the next 20-30 years?

Results of the climate-related scenario analysis with respect to the focal questions

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 2°C 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 4°C 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 4°C 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.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Zebra examined its exposure to customer-related climate risk. An analysis of Zebra's top 10 customer areas by revenue, looking at distributor point of sale, revealed the average customer concentration is less than 5% by metropolitan area and under 7% by watershed. Zebra's customer base is geographically diverse, and while most are within the U.S., they are relatively spread out in the watershed. These top areas were further analyzed in terms of elevation, and all were located at least 150 feet above sea level, reducing vulnerability to flood hazards. Consequently, the customer-related risk was determined to be of lower significance overall.
Supply chain and/or value chain	Yes	Climate is integrated into our supplier engagement strategy to reduce carbon emissions and vulnerability to physical risks from climate change. Zebra reviewed published studies referenced in IPCC that use climate models to project potential adverse impacts in locations relevant to its operations and value chain. The studies pointed to a range of intensifying climate hazards, such as drought, flooding, wildfires, and high winds. For Zebra, the review determined flooding as the predominant climate hazard even under the "well below 2°C" scenario as early as 2040. This scenario projects flood hazards to broadly impact the lower-lying areas of Southeast Asia, where many Zebra suppliers are located. The projected flood hazard affects these areas under lower levels of warming but broadens to the entire

		Southeast Asia coastline if warming levels increase by 4°C, based on the projected change in flood hazard relative to a 100-year flood return period.
Investment in R&D	Yes	Investments in Enterprise Asset Intelligence technology products and solutions also provide various sustainability benefits for customers. Roughly 10% of sales are invested back into R&D. As of December 31, 2022, the Company owned approximately 6,500 patents and patent applications, worldwide.
Operations	Yes	In the 2°C 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 4°C 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 4°C 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.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence

Row 1	Revenues Direct costs Capital allocation	Given the high degree of complexity and uncertainty associated with climate-related risks, we collaborated with scientists at the U.S. Department of Energy to refine physical climate risk scenario analysis and gain better insights for preparedness at both the tactical and enterprise level. We also recognize that the measures we are implementing to manage the supply chain challenges related to the COVID crisis can similarly be implemented to help manage isolated severe weather events through 2030. Knowing that climate risks do not have a substantive financial or strategic impact on 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 CFO is committed to investing in climate initiatives with a sound economic proposition.

C3.5

(C3.5) 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
Row 1	No, but we plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

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

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 1
Scope 2
Scope 3

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Category 1: Purchased goods and services
Category 11: Use of sold products

Base year

2020

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

2,100

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

9,400

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

536,400

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

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

727,900

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

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

1,264,300

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

1,275,800

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

100

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

100

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

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

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

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

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

86

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

86

Target year

2030

Targeted reduction from base year (%)

15.31

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

1,080,475.02

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

2,089

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

8,531

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

748,841

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

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

565,479

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

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

1,314,320

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

1,324,940

Does this target cover any land-related emissions?

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

% of target achieved relative to base year [auto-calculated]

-25.1580724595

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

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

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

(1) Partnered with the U.S. Department of Energy Better Climate's Initiative for technical assistance on SBT
(2) Supplier Engagement to reduce Scope 3 Purchased Goods & Services
(3) Customer Engagement to reduce Scope 3 Product Use

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

No other climate-related targets

C4.3

(C4.3) 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

C4.3a

(C4.3a) 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		
To be implemented*	6	400

Implementation commenced*	1	2,200
Implemented*	6	1,500
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Low-carbon energy generation

Renewable hydrogen fuel cell

Estimated annual CO2e savings (metric tonnes CO2e)

2,200

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

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

Comment

Energy as a Service model

Initiative category & Initiative type

Energy efficiency in buildings

Other, please specify

Natural Gas Boiler Replacement, Heating Controls, LED lighting, Refrigerant Loss Controls, etc.

Estimated annual CO2e savings (metric tonnes CO2e)

500

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

Scope 1

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

Comment

Energy efficiency initiatives and continual improvement

Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

Estimated annual CO2e savings (metric tonnes CO2e)

1,000

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

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

Payback period

4-10 years

Estimated lifetime of the initiative

3-5 years

Comment

Renewable energy procurement

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Dedicated budget for energy efficiency	Our CFO is committed to investing in climate initiatives with a sound economic proposition.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

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

The EU Taxonomy for environmentally sustainable economic activities

Type of product(s) or service(s)

Systems integration

Other, please specify

ESG-integrated, purpose-built hardware + software + cloud analytics solutions

Description of product(s) or service(s)

Digitizing & automating operations with Zebra's tailored portfolio of ESG-integrated, purpose-built hardware + software + 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 SBTi 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.

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

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) 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?

Row 1

Has there been a structural change?

Yes, an acquisition

Name of organization(s) acquired, divested from, or merged with

Matrox Imaging

Details of structural change(s), including completion dates

On June 3, 2022, the Company acquired Matrox Electronic Systems Ltd. (“Matrox”) for $881 million in cash, net of Matrox’s cash on-hand. Matrox is a leading provider of advanced machine vision components and software serving multiple end-markets. Through its acquisition, the Company significantly expands machine vision products and software offerings. The operating results of Matrox are included in the EVM segment.

C5.1b

(C5.1b) 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?
Row 1	No

C5.1c

(C5.1c) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Base year emissions recalculation policy, including significance threshold	Past years’ recalculation
Row 1	No, because the impact does not meet our significance threshold	5% of the current year's emissions	No

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

2,100

Comment

Scope 2 (location-based)

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

10,600

Comment

Scope 2 (market-based)

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

9,400

Comment

Scope 3 category 1: Purchased goods and services

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

536,400

Comment

Scope 3 category 2: Capital goods

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
28,200

Comment

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

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
2,200

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
95,800

Comment

Scope 3 category 5: Waste generated in operations

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
100

Comment

Scope 3 category 6: Business travel

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
2,200

Comment

Scope 3 category 7: Employee commuting

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
2,500

Comment

Scope 3 category 8: Upstream leased assets

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)
6,000

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start
January 1, 2020

Base year end
December 31, 2020

Base year emissions (metric tons CO2e)

63,600

Comment

Scope 3 category 10: Processing of sold products

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

0

Comment

Not Relevant

Scope 3 category 11: Use of sold products

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

727,900

Comment

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

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

100

Comment

Scope 3 category 13: Downstream leased assets

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

0

Comment

Not Relevant

Scope 3 category 14: Franchises

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

0

Comment

Not Relevant

Scope 3 category 15: Investments

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

0

Comment

Insignificant

Scope 3: Other (upstream)

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

0

Comment

Not Relevant

Scope 3: Other (downstream)

Base year start

January 1, 2020

Base year end

December 31, 2020

Base year emissions (metric tons CO2e)

0

Comment

Not Relevant

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019
IEA CO2 Emissions from Fuel Combustion
IPCC Guidelines for National Greenhouse Gas Inventories, 2006
The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
The Greenhouse Gas Protocol: Scope 2 Guidance
The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard
US EPA Center for Corporate Climate Leadership: Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases
US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
US EPA Emissions & Generation Resource Integrated Database (eGRID)
Other, please specify
Canada's National Inventory Report

C6. Emissions data

C6.1

(C6.1) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

2,100

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

10,700

Scope 2, market-based (if applicable)

8,500

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

748,800

Emissions calculation methodology

Supplier-specific method

Spend-based method

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

2.2

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. For direct and indirect spend, major inputs were identified based on the Comprehensive Environmental Data Archive (CEDA) 6, a detailed, environmentally-extended input-output database. The base year of the CEDA database was 2018, which has been modified to reflect the conditions of the year 2022. 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 the vendor. Emissions factors were sourced from IEA (base year 2020), DEFRA (base year 2022), EPA eGrid (base year 2021), and EPA Hub (2023). Data center emissions were calculated using the electricity consumption at each location and multiplied by the average grid emissions factors for each location. These emissions factors were sourced from EPA eGrid (base year 2021), Canada's National Inventory Report (base year 2021), IEA (base year 2020), and DEFRA (2022).

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

24,200

Emissions calculation methodology

Spend-based method

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

0

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. 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) 6 to calculate associated Scope 3 GHG emissions. The base year of the CEDA database was 2018, which has been modified to reflect the conditions of the year 2022.

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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2,300

Emissions calculation methodology

Average data method

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

0

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 were then applied to the primary data. Third-party-provided emissions data sources for transmission and distribution (T&D) losses and upstream emissions include National Energy Technology Laboratory (NETL), Comprehensive Environmental Data Archive (CEDA), EPA eGRID (base year 2021), Canada National Inventory Report (2022), DEFRA (base year 2022), and IEA (base year 2020).

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

157,800

Emissions calculation methodology

Distance-based method

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

25

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. The actual shipment weight was multiplied by the total distance for each shipment. GHG emission factors per tonne-km/ton-mile traveled were obtained from UK DEFRA (2022) and US EPA's Emission Factors Hub (2023). For distribution centers, the actual consumption data were multiplied to appropriate emissions factors to calculate associated Scope 1 and Scope 2 GHG emissions. These emissions factors are sourced from EPA's Hub (2023) and EPA's eGRID (2021), and IEA (2020).

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

1,800

Emissions calculation methodology

Waste-type-specific method

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

0

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 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 (2023) for nonhazardous waste. The emissions factor data for hazardous waste is sourced from ADEME’s (French Environment and Energy Management Agency) Base Carbone database (June 2022). Data on the amount of waste in each waste stream during the reporting year were collected and multiplied by the corresponding emissions factor.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

18,400

Emissions calculation methodology

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

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

50

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. UK DEFRA (2022) emission factors were used for the calculations. For fuel-related emissions from rental vehicles, data on fuel consumption for roughly 62% of vehicles was used to estimate the total fuel consumption. Then, the relevant emission factors from UK DEFRA (2022) 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). For Accommodations not included in the travel report, the total spend on accommodations was multiplied to appropriate Comprehensive Environmental Data Archive (CEDA) factors, CEDA, a detailed, environmentally-extended input-output database, to calculate associated Scope 3 GHG emissions. The base year of the CEDA database was 2018, which has been modified to reflect the conditions of the year 2022.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

8,700

Emissions calculation methodology

Distance-based method

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

10

Please explain

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 that were extrapolated to the 12% of Zebra's headcount commuting to the office in 2022. The average distance from the office was estimated

using the US Census and US DOT data. The number of work days was estimated and provided by Zebra. GHG emission factors for passenger cars (in kg CO2e per passenger-mile) were obtained from US EPA's Emission Factors Hub (2023). Public transit GHG emissions factors (in kg CO2e per passenger-mile) were estimated using the average between bus and subway emissions obtained from the US EPA's Emission Factors Hub (2023).

Upstream leased assets

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

5,000

Emissions calculation methodology

Average data method

Asset-specific method

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

80

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 using secondary data from 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. These emissions factors are sourced from EPA's Hub (2023) and EPA's eGRID (base year 2021), DEFRA (base year 2022), IEA (base year 2020), Canada NIR (base year 2021)

Downstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

48,400

Emissions calculation methodology

Distance-based method

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

25

Please explain

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 (2022).

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Zebra does not have any products that require further processing.

Use of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

565,500

Emissions calculation methodology

Average product method

Asset-specific method

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

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

0

Please explain

GHG emissions for the 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 geographical location of the end users to the total estimated electricity consumption in a product's lifetime. Emission factors of electricity are sourced from EPA's eGRID (base year 2021), DEFRA (base year 2022), Canada's National Inventory Report (base year 2021), and IEA (base year 2020).

End of life treatment of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

600

Emissions calculation methodology

Waste-type-specific method

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

0

Please explain

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 (2023) database, were used for GHG emissions from various end-of-life management options applicable to the sold products and packaging. Based on product and packaging weight proportions, 90% of the weight is allocated to the product, and 10% is to packaging. For sold products recycling rate is assumed to be 80% because most of Zebra's customers are B2B, with e-waste recycling programs in place. The cardboard packaging is assumed to be 90+ % recycled based on the data from American Forest and Paper Association. Data on the amount of waste generated from the products sold during the reporting year were multiplied by the corresponding Scope 3 GHG emission data.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Zebra has no downstream leased assets in the reporting year.

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

Zebra has no franchises in the reporting year.

Investments

Evaluation status

Not relevant, explanation provided

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)

Evaluation status

Not relevant, explanation provided

Please explain

Zebra has no other upstream emissions in the reporting year.

Other (downstream)

Evaluation status

Not relevant, explanation provided

Please explain

Zebra has no other downstream emissions in the reporting year.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) 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.

Intensity figure

0.000001834

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

10,600

Metric denominator

unit total revenue

Metric denominator: Unit total

5,781,000,000

Scope 2 figure used

Market-based

% change from previous year

13.3

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption
Other emissions reduction activities

Please explain

We continue to drive energy efficiency and carbon reductions at our sites.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	1,697.73	IPCC Sixth Assessment Report (AR6 - 100 year)
CH4	1.1	IPCC Sixth Assessment Report (AR6 - 100 year)
N2O	0.9	IPCC Sixth Assessment Report (AR6 - 100 year)
HFCs	389.04	IPCC Sixth Assessment Report (AR6 - 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
United States of America	1,612.03
United Kingdom of Great Britain and Northern Ireland	196.36
Canada	174.32
Netherlands	105.83

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By facility

By activity

C7.3b

(C7.3b) Break down your total gross global Scope 1 emissions by business facility.

Facility	Scope 1 emissions (metric tons CO2e)	Latitude	Longitude
Morris Plains, NJ	374	40.82287	-74.47297
Holtsville, NY	367	40.81953	-73.0685
Mississauga, Ontario	198	43.61064	-79.75613
Flowery Branch, GA	162	34.210999	-83.913643
Bentonville, AR	156	36.34525	-94.19559
Greenville, WI	149	44.28572	-88.51033
Preston, United Kingdom	120	53.79594	-2.68615
Heerenveen, Netherlands	106	52.96776	5.93342
Buffalo Grove, IL	116	42.19395	-87.94495
Lincolnshire, IL	81	42.187511	-87.93364
Bourne End, United Kingdom	77	51.57643	-0.70378
Austin, TX	73	30.41347	-97.65439
San Jose, CA	54	37.39623	-121.92691
Hauppauge, NY	25	40.81367	-73.24455

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)

Stationary Source Fuel Combustion	1,700
Direct Fugitive Emissions from Refrigeration	389

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	8,901	7,373
United Kingdom of Great Britain and Northern Ireland	397	0
Malaysia	1,106	1,106
Netherlands	276	0
Canada	52	52

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By facility

C7.6b

(C7.6b) Break down your total gross global Scope 2 emissions by business facility.

Facility	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Holtsville, NY		2,233
Greenville, WI		1,557
Penang, Malaysia		1,106
Morris Plains, NJ		991
Lincolnshire, IL		723
Flowery Branch, GA		634
Bentonville, AR		271
McAllen, TX		268
Hauppauge, NY		258
San Diego, CA		130
Germantown, MD		127

Austin, TX		70
Wharton, NJ		63
Mississauga, Ontario		52
San Jose, CA		37

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) 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 emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	800	Decreased	6.7	Total renewable energy purchased increased in 2022 vs. 2021. This resulted in a CO2e decrease of approximately 6.7% based on the formula, Change in Scope 1+2 emissions attributed to the reason described in Column 1/previous year Scope 1+2 emissions)*100
Other emissions reduction activities	500	Decreased	4.2	Energy reduction projects in 2022 resulted in a CO2e decrease of 4.2% based on the formula, Change in Scope 1+2 emissions attributed to the reason described in Column

				1/previous year Scope 1+2 emissions)*100.
Divestment				
Acquisitions				
Mergers				
Change in output				
Change in methodology				
Change in boundary				
Change in physical operating conditions				
Unidentified				
Other				

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) 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

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	9,811	9,811
Consumption of purchased or acquired electricity		4,978	21,238	26,216
Total energy consumption		4,978	31,049	36,027

C8.2b

(C8.2b) 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	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Other biomass

Heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Coal

Heating value

Total fuel MWh consumed by the organization

0

Comment

Oil

Heating value

Total fuel MWh consumed by the organization

0

Comment

Gas

Heating value

HHV

Total fuel MWh consumed by the organization

9,741

Comment

Consumption of natural gas for building heating

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

Heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Total fuel

Heating value

HHV

Total fuel MWh consumed by the organization

9,741

Comment

Natural Gas

C8.2e

(C8.2e) 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 C6.3.

Country/area of low-carbon energy consumption
Netherlands

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
910

Tracking instrument used
Contract

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

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
United Kingdom of Great Britain and Northern Ireland

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Wind

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

2,053

Tracking instrument used

Contract

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

United Kingdom of Great Britain and Northern Ireland

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

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

United States of America

Sourcing method

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

Energy carrier

Electricity

Low-carbon technology type

Wind

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

801

Tracking instrument used

Contract

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

United States of America

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

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) 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

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Final_Zebra FY 2022 - CDP Verification Statement Limited.pdf

Page/ section reference

1

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Final_Zebra FY 2022 - CDP Verification Statement Limited.pdf

Page/ section reference

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Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Final_Zebra FY 2022 - CDP Verification Statement Limited.pdf

Page/ section reference

1

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

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

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Final_Zebra FY 2022 - CDP Verification Statement Limited.pdf

Page/section reference

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Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we do not verify any other climate-related information reported in our CDP disclosure

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers
Yes, our customers/clients

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Engagement & incentivization (changing supplier behavior)

Details of engagement

Run an engagement campaign to educate suppliers about climate change
Provide training, support, and best practices on how to make credible renewable energy usage claims
Directly work with suppliers on exploring corporate renewable energy sourcing mechanisms
Climate change performance is featured in supplier awards scheme

% of suppliers by number

80

% total procurement spend (direct and indirect)

80

% of supplier-related Scope 3 emissions as reported in C6.5

2.2

Rationale for the coverage of your engagement

Management Approach: Zebra takes a holistic approach to drive short-term and long-term supplier performance against our strategic objectives, including cost, quality, delivery, and sustainability. Our multi-faceted supplier engagement process includes social audits, onsite presence, joint development of manufacturing processes, Lean Six Sigma deployment, smart
factory digitization, quarterly business reviews, supplier sustainability scorecards, and contract management.
We integrated climate considerations into our supplier engagement strategy to reduce carbon emissions related to purchased goods and vulnerability to physical climate risks. Actions included: (i) collecting carbon-related information for the last four years from all of our Tier 1 suppliers, (ii) assessing opportunities for supply chain Scope 3 emissions reduction with in-depth life cycle analysis (iii) encouraging suppliers to adopt sciencebased targets and renewable energy, and (iv) evaluating climate-related physical risk management practices. We are leveraging the Responsible Business Alliance industry association's tools and the EcoVadis platform to drive supplier engagement and sustainable procurement practices.

Impact of engagement, including measures of success

Quantitative: % of suppliers with science-based carbon targets, Renewable Energy ambitions, etc.
Qualitative: Given the lack of detailed climate modeling data in Southeast Asia, Zebra is engaging with key suppliers to understand better how they manage climate-related risks.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing
Share information about your products and relevant certification schemes (i.e. Energy STAR)

% of customers by number

% of customer - related Scope 3 emissions as reported in C6.5

0

Please explain the rationale for selecting this group of customers and scope of engagement

Management Approach: Our customer ESG engagement strategy currently targets customers with science-based climate commitments. Many of our customers have SBT, and we are collaborating with them on shared SBT goals. The customer ESG feedback and learnings from the detailed product life cycle analyses are used as input by the cross-functional Green Products Council within Zebra to accelerate the creation of greener products and clean technology solutions. Note: Zebra roughly invests 10% of sales back into R&D.

Impact of engagement, including measures of success

Quantitative: 15% reduction in Scope 3 carbon emissions related to customer use of our sold products and purchase goods by 2030.
Qualitative: Embedding sustainability in the new product introduction process and our go-to-market strategy

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Setting a low-carbon energy target

Description of this climate related requirement

Management Approach: We are integrating climate-related requirements into the existing supplier scorecard for quality, cost, and delivery. We use a carrot-and-stick supplier engagement strategy on climate. The scorecard is the carrot and our primary lever to drive ESG improvement. The scorecard is discussed quarterly during our quarterly business review with suppliers. Our legal team continues to explore opportunities to embed climate and other ESG-related provisions during contract renewal.

% suppliers by procurement spend that have to comply with this climate-related requirement

80

% suppliers by procurement spend in compliance with this climate-related requirement

80

Mechanisms for monitoring compliance with this climate-related requirement

Supplier scorecard or rating

Response to supplier non-compliance with this climate-related requirement

Retain and engage

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

No, and we do not plan to have one in the next two years

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

US Chamber of Commerce

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

Describe the aim of your organization's funding

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

No publications with information about our response to climate-related issues and GHG emissions performance

Status

Attach the document

Page/Section reference

Content elements

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Other, please specify U.S. Department of Energy's Better Climate Challenge	Partner in the U.S. Department of Energy's Better Climate Challenge and Low-Carbon Pilot Initiatives. Click the hyperlink below for more information. https://betterbuildingssolutioncenter.energy.gov/partners/zebra-technologies-corporation

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues
Row 1	No, and we do not plan to have both within the next two years

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity
Row 1	No, and we do not plan to do so within the next 2 years

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity-sensitive areas in the reporting year?

No

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?
Row 1	No, and we do not plan to undertake any biodiversity-related actions

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications		

C16. Signoff

C-FI

(C-FI) 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.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Director Sustainability and Social Responsibility	Chief Sustainability Officer (CSO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

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

We design, manufacture, and sell a broad range of AIDC products, including: mobile computers, barcode scanners and imagers, RFID readers, specialty printers for barcode labeling and personal identification, real-time location systems (“RTLS”), related accessories and supplies, such as labels and other consumables, and related software applications. We also provide a full range of services, including maintenance, technical support, repair, managed and professional services, as well as cloud-based software subscriptions and robotics automation solutions. End-users of our products, solutions and services include those in the retail and e-commerce, manufacturing, transportation and logistics, healthcare, public sector, and other industries. We provide our products, solutions and services globally through a direct sales force and extensive network of over 10,000 channel partners, operating in approximately 190 countries, with 120 facilities and approximately 10,500 employees worldwide.

Through continual innovation of our technologies, we are leading an evolution of the traditional AIDC market into EAI, which encompasses solutions that sense key operational information such as packages moving through a supply chain, equipment in a factory, workers and robots in a warehouse, shoppers in a store, and patients in a hospital. Data from enterprise assets, including status, condition, location, utilization, and preferences, is then analyzed to provide prioritized actionable insights. Finally, with the benefits of cloud computing and connectivity, these insights and directives can be delivered to the right user at the right time to drive the best next action. As a result, our solutions enable enterprises to “sense, analyze, and act” more effectively throughout their workflows.

The evolution of the AIDC market to transform workflows is being driven by strong underlying secular trends in technology, which include the internet of things (“IoT”), cloud-based data analytics, intelligent automation, mobility, computer vision, as well as artificial intelligence and machine learning. The IoT enables the real-time exchange of an increasingly broad set of information among a proliferation of smart, connected devices. Cloud computing and expanded data analytics are allowing enterprises to make better business decisions through improved timeliness and increased visibility into workflows. While traditional AIDC solutions capture limited amounts of data and populate static enterprise systems, newer solutions that can leverage artificial intelligence through machine learning can analyze real-time data from many sources to generate actionable insights. The continued rapid growth of mobile devices and application software are also significantly expanding mobile computing use cases throughout enterprises and supply chains. With these expanded capabilities, end-users can consume and

act upon dynamic enterprise data and information anytime and anywhere. Additionally, computer 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.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	5,781,000,000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member

Scope of emissions

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Allocation level detail

Emissions in metric tonnes of CO2e

Uncertainty (±%)

Major sources of emissions

Verified

Allocation method

Market value or quantity of goods/services supplied to the requesting member

Unit for market value or quantity of goods/services supplied

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	TBD

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

Still in the ideation stage

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms