



ZEBRA

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Zebra's Inclusion & Diversity vision is to leverage a diverse workforce where employees can bring their best selves to work, to be an inclusive workplace where all employees are seen, heard, valued, and respected, and to be a recognized leader in the marketplace that values the diversity of its' employees, customers, partners and suppliers.

Zebra is committed to attracting, developing and retaining diverse and engaged talent to advance our strategic vision. This commitment directly shapes our approach to fostering a culture of inclusion and diversity and ensuring each employee can reach their potential. We take proactive steps to ensure that this culture continues to permeate throughout our organization by embedding expectations for inclusion behavior in our Code of Conduct, partnering with our Employee Resource Groups and offering learning and development resources throughout our Zebra Education Network.

Advancing Inclusion & Diversity

Since formalizing its Inclusion & Diversity program in 2018, Zebra continues to expand its work in this space. Our I&D Advisory Council, comprised of Executive Leadership Team members and leaders of our Employee Resource Groups oversees our strategy and governance, whilst our regional and functional I&D Councils drive initiatives within their respective areas. We have also set aspirational program goals, striving to increase the representation of women globally, and ethnic racial minority groups within the United States by 5 percentage points each across the total organization and achieve 25% representation for both groups for leadership roles (director level and above) by the end of 2025. To support these goals, we routinely review progress on diverse candidate slates, succession diversity and voluntary turnover, and drive shared accountability across the organization.

Increasing Representation at All Levels

To increase diversity at all levels of our organization, Zebra focuses on both talent recruitment and development. We strive to create a diverse slate of candidates wherever possible and have established partnerships to forge meaningful relationships with diverse communities outside of Zebra, intending to expand our reach to historically underrepresented groups. We continue to focus on ensuring equity throughout our talent process and provide structured development programs, as well as resources for people leaders and employees to ensure we develop and retain the top talent we already have at Zebra.



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Fostering a Culture of Belonging

We believe that the best way to sustain diversity is to foster a culture of inclusion. We want to ensure that all employees can be their true, authentic selves. We harness employees' unique talents and perspectives to advance innovation. We have eight employee-lead, executive sponsored employee resource groups - Women's Inclusion Network (WIN), Zebra Equality Alliance, our LGBTQ+ community and allies' group (ZEAL), Veterans group (VETZ), Hispanic ERG (UNIDOZ), Zebras of African Descent (ZAD), Empowering Dynamic Generational Employees (EDGE), geared towards early careers professionals, Zebras of All Abilities (ZoAA) and our Asian ERG (A2Z). We are focused on increasing employee engagement and expanding allyship across the business.

Through the initiatives and partnerships outlined here, and through continued learning and collaboration, Zebra is committed to advancing inclusion and diversity, both in the workplace, and in the communities around us.

Bill Burns
CEO
Zebra Technologies