Zebra Technologies

Third Quarter Earnings Results

November 3, 2026

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Safe Harbor Statement

Forward-looking statements made in this presentation are subject to the safe harbor created by the Private Securities Litigation Reform Act of 1995 and are highly dependent upon a variety of important factors, which could cause actual results to differ materially from those expressed or implied in such forward-looking statements. When used in this presentation, the words "anticipate," "expect," "believe," "intend," "estimate," "will," "plan," "goal," "target," and "strategy" and similar expressions or future conditional verbs such as "may," "will," "should," "would," and "could" as they relate to the Company or its management are intended to identify such forward-looking statements but are not the exclusive means of identifying these statements.

Actual results may differ materially from those expressed or implied by forward-looking statements. Any forward-looking statements represent the Company's views only as of the date of this presentation and should not be relied upon as representing the Company's views as of any subsequent date. The forward-looking statements include, but are not limited to, the Company's financial outlook for the full year, strategy, and future business prospects. These forward-looking statements are based on current expectations, forecasts and assumptions, and are subject to the risks and uncertainties inherent in the Company's industry, market conditions, general domestic and international economic conditions, and other factors. These factors include:

- Market acceptance of the Company's products, services, and software solutions and competitors' offerings and the potential effects of emerging technologies and changes in customer requirements,
- The effect of global market conditions, including in North America, Europe, Middle East, and Africa ("EMEA"), Latin America, and Asia-Pacific regions in which we do business,
- The impact of changes in foreign exchange rates, customs duties and trade policies due to the large percentage of our sales and operations being outside the U.S.,
- The Company's ability to effectively manage manufacturing and operating costs,
- Risks related to the manufacturing of the Company's products and conducting business operations in non-U.S. countries, including the risk of depending on key suppliers who are also in non-U.S. countries,
- The Company's ability to purchase sufficient materials, parts, and components, and our ability to provide services, software, and products to meet customer demand, particularly in light of global economic conditions,
- The availability of credit and the volatility of capital markets, which may affect our suppliers, customers, and ourselves,
- Success of integrating acquisitions,
- The Company's ability to attract, retain, develop, and motivate key personnel,
- Interest rate and financial market conditions,
- Access to cash and cash equivalents held outside the U.S.,
- The effect of natural disasters, man-made disasters, public health issues (including pandemics), and cybersecurity incidents on our business, our customers or our contracted third parties,
- The impact of changes in foreign and domestic governmental policies, laws, or regulations,
- The outcome of litigation in which the Company may be involved, particularly litigation or claims related to infringement of third-party intellectual property rights, and
- The outcome of any future tax matters or tax law changes.

Descriptions of certain risks, uncertainties and other factors that could adversely affect the Company's future operations and results can be found in the Company's filings with the Securities and Exchange Commission. In particular, please refer to the Company's latest filing of its Form 10-K and Form 10-Q.

The Company undertakes no obligation, other than as may be required by law, to publicly update or revise any forward-looking statements, whether as a result of new information, future events, changed circumstances, or any other reason after the date of this presentation.

This presentation includes certain non-GAAP financial measures. Please refer to the reconciliations to the comparable GAAP financial measures and related information contained in the Appendix.

What you'll hear from us today

01 Strong broad-based growth in Q3, with continued momentum in our business supporting an increased full-year 2026 outlook

02 Customers are leveraging Zebra's AI-powered portfolio of solutions to improve productivity, visibility and decision-making on the frontline

03 Executing on our strategic priorities to drive long-term profitable growth, build on our industry leadership and track record of innovation, and enhance financial strength and flexibility

Q3 2026 Highlights (1)

Results

$1.61B
Sales

46.0%
Adjusted Gross Margin

21.6%
Adjusted EBITDA Margin

25.6%
Adjusted Operating Expense % of Sales

$4.95
Non-GAAP Diluted EPS

$75M
Share Repurchase

Highlights

- 22.3% sales growth (11.3% organic (2))
- Strong growth across segments, regions, end markets
- Strong contribution from Elo Touch business
- Flat EBITDA margin impacted by memory cost inflation
- 28% Non-GAAP Diluted EPS growth

Outlook



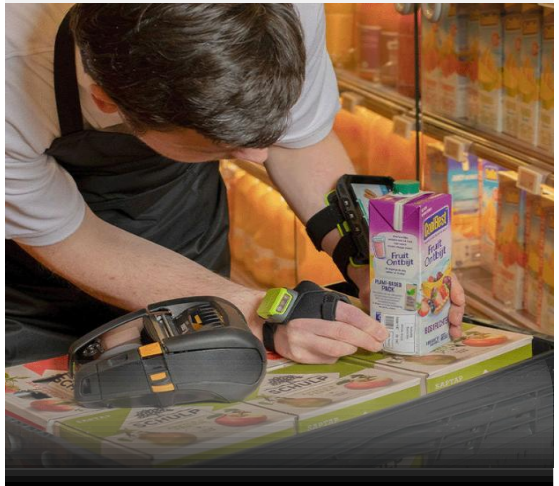
- Initiating Q4 guidance reflecting a strong start to the quarter and continued demand momentum
- Increased FY26 sales and EPS guide, reflects our strong results and Q4 outlook

(1) Refer to the appendix of this presentation for reconciliations of GAAP to non-GAAP financial measures
(2) Excludes net impact to sales growth for 12 months following business acquisitions/dispositions and foreign currency translation

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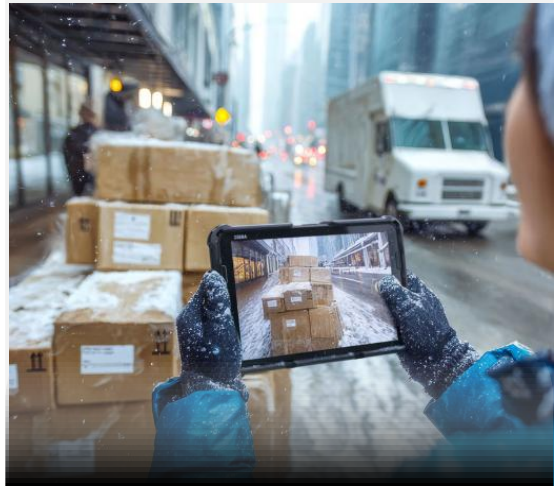
Strong Growth Across Primary End Markets

Retail & E-Commerce



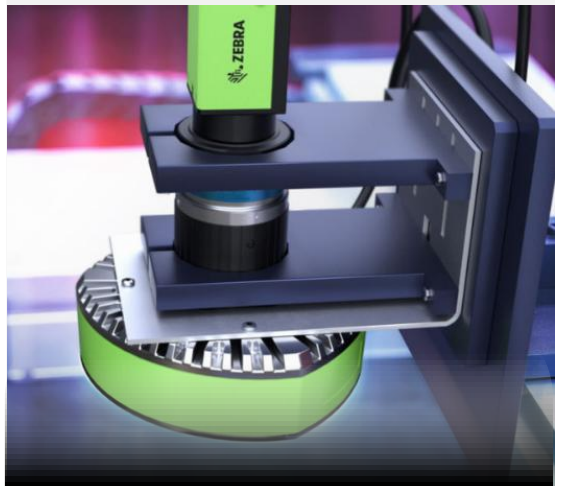
- E-commerce and Specialty Retail helped drive HSD growth
- Continued strong growth from the Elo Touch acquisition
- Momentum in Zebra AI Suite solutions

Transportation & Logistics



- Highest growth end market with DD growth across Postal/Courier, 3PL and Distribution centers
- Large deployments support warehouse, last mile, data center expansion and fleet modernization
- Robust multi-year pipeline

Manufacturing



- Continued automation trends drove HSD growth
- Electronics and food & beverage, were bright spots
- Machine Vision outperformance

Healthcare



- Clinical mobility drove DD growth and new opportunities in healthcare
- Continued strong momentum in mobile computing solutions as we equip caregivers with enterprise-grade secure solutions

Enhancing Customer Value Through AI-Powered Solutions

Building on Zebra's unique competitive advantage as the foundation for intelligent operations

SENSE

Real-Time Frontline Visibility

DECIDE

AI-Powered Orchestration



LEARN

Continuous Workflow Improvement

ACT

AI-Driven Frontline Execution

WSJ BEST COMPANIES FOR THE FUTURE AI READINESS 2026

Strategic Priorities

1.

Growing our business profitably

Driving sustainable growth across a $35B+ served market

2.

Building on our industry leadership by advancing innovation

Extending our #1 market positions in enterprise mobile computing, thermal barcode printing, data capture and RFID readers*

3.

Enhancing financial strength and flexibility

Executing with discipline through a capital-light model to drive earnings consistency

*Source: VDC Research and Zebra Analysis

Zebra offers a clear and compelling investment thesis

- Industry leader in mission-critical enterprise workflows, with a proven track record of innovation and execution
- Positioned at the center of durable growth trends, including automation, digitization and workflow transformation across a $35B+ served market
- Uniquely positioned to be the supplier of choice of AI for the frontline with our integrated platform of hardware and software solutions, serving large and growing end markets
- Strong, resilient financial model with attractive margins and cash generation
- Disciplined capital allocation, balancing investment in the business and shareholder returns



Q3 2026 Financials and Q4 Outlook

P&L Summary (1)

In millions, except per share data	3Q 26	3Q 25	Change
Net Sales	$1,614	$1,320	+22.3%
Organic Net Sales Growth			+11.3%
Adjusted Gross Profit	$742	$636	+16.7%
Adjusted Gross Margin	46.0%	48.2%	(220) bps
Adjusted Operating Expenses	$413	$368	+12.2%
Adjusted Operating Expenses as a % of Sales	25.6%	27.9%	(230) bps
Adjusted EBITDA	$349	$285	+22.5%
Adjusted EBITDA Margin	21.6%	21.6%	Flat
Non-GAAP Diluted EPS	$4.95	$3.88	+27.6%

SEGMENT ORGANIC NET SALES GROWTH

- Connected Frontline +15.0%
- Asset Visibility & Automation +7.0%

REGIONAL ORGANIC NET SALES GROWTH

- North America +11%
- EMEA +13%
- Asia Pacific +8%
- Latin America +9%

(1) Refer to the appendix of this presentation for reconciliations of GAAP to non-GAAP financial measures

Cash Flow & Balance Sheet (1)

Cash Flow: YTD 3Q26

- $661M Free cash flow, $157M higher YoY
- $643M of share repurchases

Strong Balance Sheet: 3Q26

- $182M cash & cash equivalents
- $2.6B balance sheet debt
- 1.6x net debt to adjusted EBITDA
- $1B revolving credit facility capacity

$946M share repurchases 4Q25 through 3Q26 supported by our strong balance sheet and cash flow

(1) Refer to the appendix of this presentation for reconciliations of GAAP to non-GAAP financial measures

Successfully Managing Through Memory Component Supply Constraints

Expect ~ $145M increase in FY26 memory component costs from prior year

- Product memory cost increases approximately in-line with expectations
- Aggregate impact to business has increased this year as we drive higher-than-expected sales volumes, particularly in mobile computers
- Initiated additional price increase in early October for mitigation into 2027
- Suppliers delivering on commitments, supporting our strong sales growth
- Alternative sourcing and transitioning to memory types with greater availability
- Significantly increased memory on-hand to support growth into 2027

Leveraging our proven track record of successfully navigating supply chain challenges

Outlook & Assumptions

4Q 2026

- Sales growth between 10% and 14%
  - ~150 basis point favorable impact from FX
- Adjusted EBITDA margin ~ 22%
- Non-GAAP diluted EPS $5.00 - $5.40

FY 2026

- ~ 17% sales growth (based on Q4 outlook midpoint)
  - ~8 point favorable impact from acquisitions(1) and FX
- Adjusted EBITDA margin ~ 23.5% (2) (based on Q4 outlook)
- Non-GAAP diluted EPS ~ $21.20(2) (based on Q4 outlook midpoint)
- Free cash flow at least $1B
- Capital expenditures $75M - $80M
- Depreciation $80M - $85M; Amortization $145M - $150M
- Stock-based compensation expense $180M - $190M
- Non-GAAP tax rate ~ 19%

Raised full-year outlook for sales growth and Non-GAAP EPS (diluted)

(1) Net impact to sales growth for 12 months following business acquisitions/dispositions
(2) Includes $73 million IEEPA tariff recoveries (Q2 2026)

Closing Remarks

01 Strong broad-based growth in Q3, with continued momentum in our business supporting an increased full-year 2026 outlook

02 Customers are leveraging Zebra's AI-powered portfolio of solutions to improve productivity, visibility and decision-making on the frontline

03 Executing on our strategic priorities to drive long-term profitable growth, build on our industry leadership and track record of innovation, and enhance financial strength and flexibility



Q&A

Appendix

Use of Non-GAAP Financial Information

This presentation contains certain non-GAAP financial measures. The Company presents non-GAAP financial measures, which exclude certain significant items, as a means to understand the performance of its ongoing operations and how management views the business. Management believes non-GAAP financial measures are useful to investors because such measures enable investors to perform meaningful comparisons of past and present operating results. Such non-GAAP financial measures may include: "adjusted EBITDA;" "adjusted EBITDA margin;" "adjusted gross margin;" "adjusted gross profit;" "adjusted net sales;" "adjusted operating expenses," "EBITDA;" "free cash flow;" "free cash flow conversion;" "net debt;" "net debt to adjusted EBITDA ratio;" "non-GAAP diluted earnings per share;" "non-GAAP earnings per share;" "non-GAAP net income;" "organic net sales;" "organic net sales growth;" "segment organic net sales growth (decline);" and "regional organic net sales growth (decline)." Please see the reconciliation of GAAP to non-GAAP financial measures tables and accompanying disclosures at the end of this presentation for more detailed information regarding non-GAAP financial measures herein, including the items reflected in adjusted net earnings calculations.

The Company does not provide a reconciliation for non-GAAP estimates on a forward-looking basis where it is unable to provide a meaningful or accurate calculation or estimation of reconciling items and the information is not available without unreasonable effort. This is due to the inherent difficulty of forecasting the timing or amount of various items that have not yet occurred, are out of the Company's control and/or cannot be reasonably predicted, and that would impact net income, the most directly comparable forward-looking GAAP financial measure. For the same reasons, the Company is unable to address the probable significance of the unavailable information. Forward-looking non-GAAP financial measures provided without the most directly comparable GAAP financial measures may vary materially from the corresponding GAAP financial measures.

As a global company, Zebra's operating results reported in U.S. dollars are affected by foreign currency exchange rate fluctuations because the underlying foreign currencies in which the Company transacts change in value over time compared to the U.S. dollar; accordingly, the Company presents certain organic growth financial information, which includes impacts of foreign currency translation, to provide a framework to assess how the Company's businesses performed excluding the impact of foreign currency exchange rate fluctuations. Foreign currency impact represents the difference in results that are attributable to fluctuations in the currency exchange rates used to convert the results for businesses where the functional currency is not the U.S. dollar. This impact is calculated by translating the current period results at the currency exchange rates used in the comparable prior year period as well as removing realized cash flow hedge gains and losses from both the current and prior year periods.

Non-GAAP financial measures should not be considered superior to, as a substitute for, or as an alternative to, and should be considered in conjunction with, the Company's performance measures calculated in accordance with GAAP.

GAAP to Non-GAAP Organic Net Sales Growth Reconciliation

(Unaudited)

	Three Months Ended October 3, 2026		
	CF	AVA	Consolidated
Consolidated Reported GAAP Net sales growth	34.6 %	8.1 %	22.3 %
Adjustments:			
Impact of foreign currency translations [1]	(2.4)%	(1.3)%	(2.1)%
Impact of acquisitions and dispositions [2]	(17.2)%	0.2 %	(8.9)%
Consolidated Organic Net sales growth	15.0 %	7.0 %	11.3 %

	Nine Months Ended October 3, 2026		
	CF	AVA	Consolidated
Reported GAAP Consolidated Net sales growth	27.1 %	9.6 %	19.0 %
Adjustments:			
Impact of foreign currency translations [1]	(2.3)%	(1.9)%	(2.2)%
Impact of acquisitions and dispositions [2]	(15.9)%	— %	(8.5)%
Consolidated Organic Net sales growth	8.9 %	7.7 %	8.3 %

(1) Operating results reported in U.S. Dollars are affected by foreign currency exchange rate fluctuations. Foreign currency translation impact represents the difference in results that are attributable to fluctuations in the currency exchange rates used to convert the results for businesses where the functional currency is not the U.S. Dollar. This impact is calculated by translating the current period results at the currency exchange rates used in the comparable prior year period as well as removing realized cash flow hedge gains and losses from both the current and prior year periods.

(2) For purposes of computing Organic Net sales growth, amounts attributable to business acquisitions or dispositions are excluded for twelve months following or preceding the respective acquisition or disposition, respectively.

GAAP to Non-GAAP Regional Organic Net Sales Growth Reconciliation

(Unaudited)

	Three Months Ended October 3, 2026				
	North America	EMEA	Asia-Pacific	Latin America	Consolidated
Reported GAAP Regional Net sales growth	23.4 %	25.9 %	16.6 %	9.3 %	22.3 %
Adjustments:					
Impact of foreign currency translations [1]	— %	(6.4)%	(1.4)%	(0.4)%	(2.1)%
Impact of acquisitions and dispositions [2]	(12.2)%	(6.3)%	(6.9)%	— %	(8.9)%
Regional Organic Net sales growth	11.2 %	13.2 %	8.3 %	8.9 %	11.3 %

	Nine Months Ended October 3, 2026				
	North America	EMEA	Asia-Pacific	Latin America	Consolidated
Reported GAAP Regional Net sales growth	19.6 %	19.1 %	20.4 %	11.8 %	19.0 %
Adjustments:					
Impact of foreign currency translations [1]	— %	(5.8)%	(1.9)%	(0.7)%	(2.2)%
Impact of acquisitions and dispositions [2]	(11.4)%	(6.3)%	(7.6)%	— %	(8.5)%
Regional Organic Net sales growth	8.2 %	7.0 %	10.9 %	11.1 %	8.3 %

(1) Operating results reported in U.S. Dollars are affected by foreign currency exchange rate fluctuations. Foreign currency translation impact represents the difference in results that are attributable to fluctuations in the currency exchange rates used to convert the results for businesses where the functional currency is not the U.S. Dollar. This impact is calculated by translating the current period results at the currency exchange rates used in the comparable prior year period as well as removing realized cash flow hedge gains and losses from both the current and prior year periods.

(2) For purposes of computing Organic Net sales growth, amounts attributable to business acquisitions or dispositions are excluded for twelve months following or preceding the respective acquisition or disposition, respectively.

GAAP to Non-GAAP Gross Margin and Operating Income Reconciliation

($ in millions)
(Unaudited)

	Three Months Ended					
	October 3, 2026			September 27, 2025		
	CF	AVA	Consolidated	CF	AVA	Consolidated
GAAP						
Reported Net sales	$ 949	$ 665	$ 1,614	$ 705	$ 615	$ 1,320
Reported Gross profit [1]	410	332	738	324	312	634
Gross Margin	43.2 %	49.9 %	45.7 %	46.0 %	50.7 %	48.0 %
Operating Income [2]	171	158	237	132	136	183
Non-GAAP						
Adjusted Net sales	$ 949	$ 665	$ 1,614	$ 705	$ 615	$ 1,320
Adjusted Gross profit [1]	410	332	742	324	312	636
Adjusted Gross Margin	43.2 %	49.9 %	46.0 %	46.0 %	50.7 %	48.2 %
Adjusted Operating Income [2]	171	158	329	132	136	268

	Nine Months Ended					
	October 3, 2026			September 27, 2025		
	CF	AVA	Consolidated	CF	AVA	Consolidated
GAAP						
Reported Net sales	$ 2,677	$ 1,989	$ 4,666	$ 2,106	$ 1,815	$ 3,921
Reported Gross profit [1]	1,277	1,048	2,305	996	908	1,895
Gross Margin	47.7 %	52.7 %	49.4 %	47.3 %	50.0 %	48.3 %
Operating Income [2]	559	509	773	414	378	561
Non-GAAP						
Adjusted Net sales	$ 2,677	$ 1,989	$ 4,666	$ 2,106	$ 1,815	$ 3,921
Adjusted Gross profit [1]	1,277	1,048	2,325	996	908	1,904
Adjusted Gross Margin	47.7 %	52.7 %	49.8 %	47.3 %	50.0 %	48.6 %
Adjusted Operating Income [2]	559	509	1,068	414	378	792

(1) Segment and Adjusted Gross profit excludes share-based compensation expense and business acquisition purchase accounting adjustments.
(2) Segment and Non-GAAP Operating income excludes share-based compensation expense, business acquisition purchase accounting adjustments, amortization of intangible assets, acquisition and integration costs, exit and restructuring costs, as well as certain other non-recurring costs (impairment of goodwill and other intangible assets).

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GAAP to Non-GAAP Net Income Reconciliation

($ in millions, except share data; Unaudited)

	Three Months Ended		Nine Months Ended	
	October 3, 2026	September 27, 2025	October 3, 2026	September 27, 2025
GAAP Net income	$ 164	$ 101	$ 532	$ 349
Adjustments to Cost of sales[1]				
Purchase accounting adjustments	—	—	5	—
Share-based compensation	4	2	15	9
Total adjustments to Cost of sales	4	2	20	9
Adjustments to Operating expenses[1]				
Amortization of intangible assets	37	25	111	74
Acquisition and integration costs	1	10	4	17
Share-based compensation	50	48	144	131
Exit and restructuring costs	—	—	16	—
Total adjustments to Operating expenses	88	83	275	222
Adjustments to Other expense, net[1]				
Amortization of debt issuance costs and discounts	1	1	3	2
Losses on long-term investments	—	1	15	11
Foreign exchange loss	3	(1)	5	15
Gain on sale of business	—	—	(5)	—
Other adjustments to Other expense, net	—	—	(3)	—
Total adjustments to Other expense, net	4	1	15	28
Income tax effect of adjustments[2]				
Reported income tax expense	34	58	118	113
Adjusted income tax	(57)	(47)	(183)	(129)
Total adjustments to income tax	(23)	11	(65)	(16)
Total adjustments	73	97	245	243
Non-GAAP Net income	$ 237	$ 198	$ 777	$ 592
GAAP earnings per share				
Basic	$ 3.47	$ 1.98	$ 11.08	$ 6.83
Diluted	$ 3.43	$ 1.97	$ 10.97	$ 6.78
Non-GAAP earnings per share				
Basic	$ 5.01	$ 3.90	$ 16.18	$ 11.59
Diluted	$ 4.95	$ 3.88	$ 16.03	$ 11.51
Basic weighted average shares outstanding	47,277,714	50,800,552	48,027,688	51,044,563
Diluted weighted average and equivalent shares outstanding	47,813,188	51,171,119	48,480,549	51,429,532

(1) Presented on a pre-tax basis.

(2) Represents adjustments to GAAP income tax expense commensurate with pre-tax non-GAAP adjustments (including the resulting impacts to U.S. BEAT/GILTI provisions), as well as adjustments to exclude the impacts of certain discrete income tax items and incorporate the anticipated annualized effects of current year tax planning.

GAAP to Non-GAAP EBITDA Reconciliation

($ in millions)
(Unaudited)

	Three Months Ended		Nine Months Ended	
	October 3, 2026	September 27, 2025	October 3, 2026	September 27, 2025
GAAP Net income	$ 164	$ 101	$ 532	$ 349
Add back:				
Depreciation (excluding exit and restructuring)	20	17	59	52
Amortization of intangible assets	37	25	111	74
Total Other expense, net	39	24	123	99
Income tax expense	34	58	118	113
EBITDA (Non-GAAP)	294	225	943	687
Adjustments to Cost of sales				
Purchase accounting adjustments	—	—	5	—
Share-based compensation	4	2	15	9
Total adjustments to Cost of sales	4	2	20	9
Adjustments to Operating expenses				
Acquisition and integration costs	1	10	4	17
Share-based compensation	50	48	144	131
Exit and restructuring costs	—	—	16	—
Total adjustments to Operating expenses	51	58	164	148
Total adjustments to EBITDA	55	60	184	157
Adjusted EBITDA (Non-GAAP)	$ 349	$ 285	$ 1,127	$ 844
Adjusted EBITDA margin (Non-GAAP)	21.6 %	21.6 %	24.2 %	21.5 %

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GAAP to Non-GAAP Free Cash Flow Reconciliation

($ in millions)
(Unaudited)

	Nine Months Ended	
	October 3, 2026	September 27, 2025
Net cash provided by operating activities	$ 711	$ 560
Less: Purchases of property, plant and equipment	(50)	(56)
Free cash flow (Non-GAAP)[1]	$ 661	$ 504

(1) Free cash flow, a non-GAAP measure, is defined as Net cash provided by (used in) operating activities in a period minus purchases of property, plant and equipment (capital expenditures) made in that period.

GAAP to Non-GAAP Net Debt to Adjusted EBITDA Reconciliation

($ in millions)
(Unaudited)

	Nine Months Ended	
	October 3, 2026	September 27, 2025
Total Debt	$ 2,578	$ 2,183
Less: Cash and cash equivalents	(182)	(1,053)
Net Debt (Non-GAAP)[1]	$ 2,396	$ 1,130
Net Debt to Adjusted EBITDA ratio (Non-GAAP)[2]	1.6	1.0

(1) Net debt, a non-GAAP measure, is defined as Total debt minus Cash and cash equivalents as of the period end date.
(2) Net debt to adjusted EBITDA ratio, a non-GAAP ratio, is defined as Net debt divided by adjusted EBITDA for the trailing 12 months.

About Zebra

Zebra (NASDAQ: ZBRA) provides the foundation for intelligent operations with an award-winning portfolio of connected frontline, asset visibility and automation solutions which empower our customers to deploy AI on the frontline. Organizations globally across retail, manufacturing, transportation, logistics, healthcare, and other industries rely on us to deliver outcomes today while driving innovation for what's next. Together with our partners, we create new ways of working that improve productivity and empower organizations to be better every day.



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