

ZEBRA TECHNOLOGIES CORPORATION
CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS
OCTOBER 29, 2020

The Audit Committee of the Board of Directors of Zebra Technologies Corporation (the “Company”) adopted this Code of Ethics For Senior Financial Officers (the “Financial Code”) for its Chief Executive Officer (the “CEO”), Chief Financial Officer (the “CFO”) and Chief Accounting Officer (the “CAO”) [collectively, the “Senior Financial Officers”].

Senior Financial Officers hold an important and elevated role in corporate governance, vested with both the responsibility and authority to protect, balance and preserve the interests of all Company stakeholders, including stockholders, customers, employees, suppliers and citizens of the communities in which the Company’s business is conducted. Senior Financial Officers fulfill this responsibility by prescribing and enforcing the policies and procedures employed in the operation of the Company’s Financial organization and by acting in good faith and in the Company’s best interests in accordance with the Company’s Code of Conduct and the additional provisions of this Financial Code.

I. Honest and Ethical Conduct

Senior Financial Officers will exhibit and promote honest and ethical conduct and adherence to this Financial Code through the establishment and operation of policies and procedures that:

- Encourage professional integrity in all aspects of the Company’s Financial organization by eliminating inhibitions and barriers to responsible behavior, such as coercion, fear of reprisal, or alienation from the Financial organization or the Company itself;
- Promote the ethical handling of actual or apparent conflicts of interest between personal and professional relationships in accordance with the Company’s Related Party Transactions Policy and Conflict of Interest Policy;
- Provide a mechanism for members of the Financial organization to inform senior management of deviations in practice from policies and procedures governing honest and ethical behavior, including actual or apparent conflicts of interest;
- Respect the confidentiality of information acquired in the course of work, except when authorized or otherwise legally obligated to disclose such information, and restrict the use of confidential information acquired in the course of work for personal advantage; and

CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS

Page 2

- Demonstrate their personal support for such policies and procedures through periodic communication reinforcing these ethical standards throughout the Financial organization.

II. Financial Records and Periodic Reports

Senior Financial Officers will establish and manage the Company's transaction and reporting systems and procedures to provide that:

- Business transactions are properly authorized and accurately and timely recorded on the Company's books and records in accordance with Generally Accepted Accounting Principles ("GAAP") and established Company financial policy;
- The appropriate action is taken to establish and comply with the Company's disclosure controls and procedures designed to ensure that material information relating to the Company is made known to Senior Financial Officers;
- No false or artificial statements or entries for any purpose are made in the Company's books and records, financial statements, and related communications;
- The Financial organization will promptly report (i) any information concerning significant deficiencies in the design or operation of disclosure and internal controls which could adversely affect the ability of the Financial organization to record, process, summarize and report financial data and (ii) any fraud, whether or not material, that involves any internal controls;
- The retention or proper disposal of Company records shall be in accordance with established records retention policies and applicable legal and regulatory requirements; and
- Reports the Company files with, or submits to, the Securities and Exchange Commission and other public communications made by the Company will include full, fair, accurate, timely and understandable disclosure.

III. Compliance with Applicable Laws, Rules and Regulations

Senior Financial Officers will establish and maintain mechanisms to:

- Educate members of the Company's Financial organization about any federal, state or local statute, regulation or administrative rule that specifically affect the operation of the Financial organization and the Company, generally;
- Monitor the compliance of the Company's Financial organization with any federal, state or local statute, regulation or administrative rule applicable to the Company's financial reporting, disclosures or internal controls; and
- Identify, report and correct any detected deviations from applicable federal, state or local statute, regulation or administrative rule applicable to the Company's financial reporting, disclosures or internal controls.

IV. Reporting of Non-Compliance

Senior Financial Officers will promptly bring to the attention of the Company's Audit Committee and Disclosure Committee:

- Material information that affects the disclosures made by the Company in its public filings; or
- Information concerning significant deficiencies in the design or operation of internal controls that could adversely affect the Company's ability to record, process, summarize and report financial data.

Senior Financial Officers will promptly bring to the attention of the Company's Sr. Vice President and General Counsel, and to the attention of the Audit Committee, as necessary:

- Questionable accounting, internal controls over financial reporting, auditing or fraud matters where it is reasonably possible that the matter may have an impact on the financial statements of the Company;
- Any allegation of fraud, whether or not material, that involves employees who have a significant role in the Company's internal controls over financial reporting;
- Information concerning a violation of this Financial Code or the Company's Code of Conduct, including any actual or apparent conflicts of interest between personal and professional relationships, if said violation

CODE OF ETHICS FOR SENIOR FINANCIAL OFFICERS

Page 4

involves management or other employees who have a significant role in the Company's financial reporting, disclosures or internal controls; or

- Evidence of a material violation of applicable laws, rules or regulations by the Company or its employees or agents.

V. Disciplinary Action

In the event of violation by Senior Financial Officers of this Financial Code or the Company's Code of Conduct, the Audit Committee shall recommend appropriate disciplinary and remedial actions.

As adopted by the Audit Committee on July 24, 2003.

Most recently amended: October 29, 2020