

SUMMARY ANNUAL REPORT FOR ZEBRA TECHNOLOGIES CORPORATION BENEFLEX PLAN

This is a summary of the annual report of the Zebra Technologies Corporation Beneflex Plan (Employer Identification Number 36-2675536, Plan Number 501) for the plan year 01/01/2023 through 12/31/2023. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Zebra Technologies Corporation has committed itself to pay certain medical, dental and temporary disability claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Lincoln National Life Insurance Company, Kaiser Foundation Health Plan Inc., Kaiser Foundation Health Plan, EyeMed Vision Care on Behalf of Combined Insurance Company of America, Massachusetts Mutual Life Insurance Company, Federal Insurance Company, Cigna Health and Life Insurance Company, Provident Life and Accident Insurance Company, The Lincoln National Life Insurance Company and EyeMed Vision Care on behalf of Fidelity Security Life Insurance Co. to pay certain life, accidental death and dismemberment, medical, vision, long-term disability, employee assistance program, business travel accident, critical illness and accident claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2023 were \$7,305,751.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the plan administrator, at 3 Overlook Point, Lincolnshire, IL 60069 and phone number, 847-807-6373.

You also have the legally protected right to examine the annual report at the main office of the plan: 3 Overlook Point, Lincolnshire, IL 60069, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. The annual report is also available online at the Department of Labor website www.efast.dol.gov.