

Military Leave Policy

Effective Date: 4/1/24

Purpose

Zebra grants leaves of absence to eligible employees who are called to or volunteer for military duty. Leave is granted in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended ("USERRA").

An employee on a military leave will continue to receive base pay for up to two (2) years of leave. Incentive or bonus eligible employees are eligible for a pro-rated bonus for time worked for the Company, paid at the same time other employees in a similar position receive their incentive pay. Employees are not required to reimburse Zebra for the military pay they receive.

An employee called to active duty must provide Zebra with as much advance notification as possible.

Policy Scope

All regular employees of Zebra Technologies Corporation and its subsidiaries ("Zebra") – U.S. facilities.

Policy Details

Outsourced Leave Administration

Zebra has entered into a partnership with Liberty Mutual who will be administering the Military Leave policy. Employees will need to engage with Liberty Mutual on Zebra's behalf regarding this policy and any requirements outlined herein (i.e. certifications, return to work, etc.). Employees should reach out to Liberty Mutual with questions regarding the policy as well as to initiate a leave in accordance with the policy. Liberty Mutual is available 24/7/365 via telephone (800-216-4421) and internet (mylincolnportal.com). For first-time registration please use company code: Zebra

Service with Zebra

Company service will continue to accrue throughout the leave, subject to the employee's reemployment. The discharge must be honorable and the employee must return to work at Zebra within a certain number of days from discharge, dependent on the length of the leave, as specified under USERRA.

Benefits

Employees can affirmatively elect to continue their medical, dental, vision and spending account coverage at the active employee rate for up to 24 months. Employees who drop any of these benefits while on leave can resume them upon return. Continuation in life and LTD is subject to the provisions of the current insurance carriers and is limited to 12 weeks from the onset of the military leave.

For non-exempt employees, the time spent on military leave will count toward years of service for determining PTO eligibility, and PTO accrual will continue subject to the annual accrual maximums.

If a non-exempt employee is on an unpaid military leave, they will be required to utilize accrued PTO with the exception of 40 hours which will be left in their bank. It is the employee's responsibility to notify payroll if they want to use all accrued PTO. PTO time accrued while on leave cannot be used until the leave has ended.

If an exempt employee is on an unpaid military leave, they can use up to 2 consecutive weeks of FTO to supplement the unpaid leave.

The employee's election to make pre-tax and/or Roth after-tax deferral contributions (and the corresponding company match) will be continued while on paid military leave. Contributions missed while on unpaid military leave can be made up upon return to work.

If an employee has an outstanding 401k loan, payroll deductions for loan repayments will generally be continued while on paid military leave, but will be suspended while on unpaid military leave.

Return to Work

Employees who have engaged in active duty will be provided with an opportunity for reinstatement for a period of up to five years of active duty, if they are released with an honorable discharge. If an employee meets the return notification requirements, he or she can be reinstated to a similar position or comparable position with the same level of pay.

- If the leave is 30 days or less, the employee is expected to return to work the next normally scheduled workday.
- If the leave is from 31 days to 180 days the employee must contact the company within 14 days of release to confirm return status.
- If the leave is longer than 180 days but less than 5 years, the employee must contact the company of the return within 90 days after release.

If the employee has been on active duty for 31 to 180 days they are guaranteed protection from discharge for 180 days, except for cause. If the employee has been on active duty for 181 days, or more, he or she is protected from discharge for 1 year, except for cause.

The following are the four criteria required for reinstatement:

- The person must have held a civilian job with Zebra.
- The person must have given advance notice to Zebra that he or she was leaving the job for service in the uniformed services.
- The person must have been released from service under honorable conditions.
- The person must have reported back to their position according to the reinstatement guidelines in this policy.

An exception to this policy may only be made by the Chief People Officer or their designee/Policy Owner.

Issuance and Revision History

Policy Originator	Effective Date	Version Number	Summary of Change
Rewards/Legal	01/01/2008	1.0	Initial Release
Rewards/Legal	01/01/2016	2.0	Legal review and update
Rewards/Legal	04/01/2024	3.0	Updated for FTO