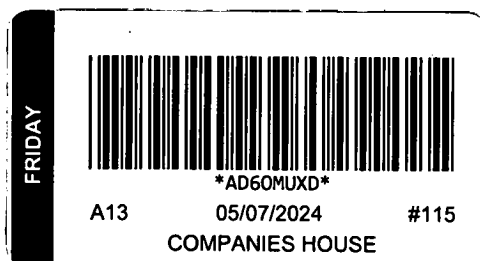


Registration number: 02881068

Zebra Technologies Europe Limited  
Annual Report and Financial Statements  
for the Year Ended 31 December 2023



## **Zebra Technologies Europe Limited**

### **Contents**

|                                   |          |
|-----------------------------------|----------|
| Company Information               | 1        |
| Strategic Report                  | 2 to 8   |
| Directors' Report                 | 9 to 12  |
| Independent Auditor's Report      | 13 to 16 |
| Profit and Loss Account           | 17       |
| Balance Sheet                     | 18       |
| Statement of Changes in Equity    | 19       |
| Notes to the Financial Statements | 20 to 59 |

# **Zebra Technologies Europe Limited**

## **Company Information**

### **Directors**

Colleen Maura O'Sullivan

Richard Edward Hudson

Miguel Angel Lopez Rosas

Thomas James Stanczyk

### **Company secretary**

LDC Nominee Secretary Limited (appointed on 17 January 2023)

### **Registered office**

Dukes Meadow  
Millboard Road  
Bourne End  
Buckinghamshire  
SL8 5XF

### **Auditors**

Ernst & Young LLP  
R+  
2 Blagrove Street  
Reading  
RG1 1AZ

## **Zebra Technologies Europe Limited**

### **Strategic Report for the Year Ended 31 December 2023**

The directors present their strategic report for the year ended 31 December 2023.

#### **Principal activity and review of the business**

The principal activity of the company is the sale and distribution of a broad line of bar-code label and receipt printers and card printers, self-adhesive labelling materials, card supplies, thermal transfer ribbons and bar-code label design software, design, manufacture and selling of rugged and enterprise-grade mobile computing products in a variety of specialised forms and features for specific enterprise applications. These products are used principally in automatic identification (auto ID), data collection and personal identification applications and are distributed through a network of resellers, distributors and end users representing a wide cross-section of industrial, service and government organisations.

The company has a wide product portfolio across a number of vertical market segments, which it sells through established partners covering a large geographical area.

The company's immediate parent undertaking is Zebra Jersey Holdings II Limited and ultimate parent undertaking is Zebra Technologies Corporation.

The company's key financial performance indicators during the year were:

- a) Company turnover has decreased from \$1,837,808,000 to \$1,440,779,000. This is mainly due to year-on-year reduction in volume of products and services sold due to softening demand and more cautious customer spending across all our end markets, and the worsening economic climate in 2023.
- b) Company profit before tax has decreased from \$526,349,000 to \$142,560,000. This is mainly due to an adverse impact of hedging result and increased royalties.
- c) Company made an exchange profit of \$8,380,000 in year ended 31 December 2023 as compared to a loss of \$8,071,000 in year ended 31 December 2022. Company made a loss on forward foreign currency contracts of \$14,644,000 in year ended 31 December 2023 as compared to a gain of \$87,303,000 in year ended 31 December 2022. This is mainly due to the exchange movements between USD and EUR.

Management is optimistic about the long-term prospects of the business.

#### **Section 172(1) statement**

##### **General confirmation of Directors' duties**

When making decisions, each Director ensures that he/she acts in the way he/she considers, in good faith, would most likely promote the Company's success for the benefit of its members as a whole, and in doing so have regard to:

## Zebra Technologies Europe Limited

### Strategic Report for the Year Ended 31 December 2023 (continued)

#### Our People

The Directors recognise that Zebra employees are fundamental and core to our business and delivery of our strategic ambitions. The success of our business depends on attracting, retaining and motivating employees. Key communication channels generally include entity-wide townhall meetings and annual employee feedback surveys. Some of the key programs that we have invested in and made available for our employees include:

- Learning & Development

Zebra provides a continuous learning platform that connects thousands of resources for individualized learning and serves as Zebra's aggregated source for learning such as Culture Wizard, on-line training covering Unconscious Bias, Manager Inclusive Leadership Toolkit and courageous conversations guide.

- Rewards & Recognition

GEM Platform which fosters a culture of more frequent, spontaneous recognitions that is aligned with Zebra's values and strategic priorities.

- Culture

Programmes which are designed to empower employees to fully realise their strengths and understand and appreciate the strengths of others.

- Health & Safety

OSHA Incident rates for the year have been below targets for the 2 UK Premises. Introduction of CORITY safety suite. Next level event reporting tool.

The company under The Equality Act 2010 Regulations 2017 has published its Gender Pay Gap as per guidelines, available on [https://www.zebra.com/content/dam/zebra\\_dam/en/reports/research-report/uk-gender-pay-report-2024.pdf](https://www.zebra.com/content/dam/zebra_dam/en/reports/research-report/uk-gender-pay-report-2024.pdf).

#### Our customers, suppliers and others

The Directors understand the business and the evolving environment in which we operate. Zebra Technologies Europe Limited is an industry leader in providing hardware and solutions that deliver a performance edge to those on the front line of businesses in healthcare, transportation and logistics, hospitality, retail, manufacturing and sports. Our impressive portfolio features technologies in barcode printing, mobile computing, data capture, locating, data platforms, software, services and supplies. The strategy set by the Board is intended to strengthen our position as a leading supplier of these products, services and solutions by growing relationships with our key partners in a sustainable and equitable manner.

This means that delivering our strategy requires identifying and cultivating mutually beneficial relationships with suppliers, customers and other identified key stakeholders. We have a Code of Conduct policy which outlines employees code of conduct in dealing with both our external and internal stakeholders.

As part of The Modern Slavery Act 2015 Zebra Technologies Europe Limited publishes its Slavery and Human Trafficking Statement highlighting the steps taken to address slavery and human trafficking is not taken place in its supply chain or its own business. The statement is published on [https://www.zebra.com/content/dam/zebra\\_new\\_ia/en-us/corporate-and-brand/compliance/zebra-uk-modern-slavery-statement-en-gb.pdf](https://www.zebra.com/content/dam/zebra_new_ia/en-us/corporate-and-brand/compliance/zebra-uk-modern-slavery-statement-en-gb.pdf), with the Statement updated by the end of June each year.

## Zebra Technologies Europe Limited

### Strategic Report for the Year Ended 31 December 2023 (continued)

#### Community and the Environment

Zebra understands its impact and role in the community and the environment and has undertaken numerous initiatives such as:

- Volunteer Community service days: Employees are entitled to a certain number of volunteer days annually.
- Donation for Doers, where employees can request a \$ donation for volunteering that they do outside of working hours.
- Expanding our collaboration with the Spotlight on Careers Program through the Education Business Partnership and forming an additional partnership with the National Literacy Trust.

#### Investors

As a wholly owned subsidiary the directors engage with its parent company on various matters including delivery of group strategy, funding, governance, compliance, policies and delivery of the groups services. Zebra is also a holding company for various branches and subsidiaries across the EMEA region and takes into account these entities when strategizing both short term and long-term initiatives.

#### Streamlined Energy and Carbon Reporting

##### GreenHouse Gas Emissions

tonnes CO<sub>2</sub>e

| <b>Greenhouse gas emissions</b>           | <b>2023</b>         | <b>2022</b> |               |
|---|---------------------|-------------|---------------|
| Scope 1 emissions                         | 166                 | 196.4       |               |
| Scope 2 emissions                         |                     |             |               |
| from electricity use                      | Market Based        | 0*          | 0*            |
| <b>Total Greenhouse gas emissions</b>     | <b>Market Based</b> | <b>166</b>  | <b>196.36</b> |
| Carbon Intensity (tonne per \$1m Revenue) | 0.12                | 0.11        |               |

Our scope 1 and 2 greenhouse gas emissions data for 2023 and 2022 has been calculated using the GHG Protocol Corporate Accounting and Reporting Standard as the method to quantify and report greenhouse gas emissions. The entity is a low user of carbon energy and operates out of 2 sites based in England. As such, the emissions stated are amounts for UK with no additional global emissions.

Our ultimate parent company in US Zebra Technologies Corporation has been awarded the Sustainability Silver Certificate from Ecovadis which means that we are rated better than 75 % of companies rated. Only 2 % of companies achieve the Gold Certificate.

\*We use 100% renewable Energy at Preston and Bourne End location.

## Zebra Technologies Europe Limited

### Strategic Report for the Year Ended 31 December 2023 (continued)

#### **Principal risks and uncertainties**

Discussed below are the company's principal business risks, together with initiatives in place to address them:

#### ***Market risk***

There is competitive risk within the market. The company trades with a large number of customers across a range of vertical and geographical markets which helps mitigate market risk.

#### ***Operational risk***

This relates to the risk of financial loss resulting from internal processes, people and systems. The company manages this risk through appropriate internal controls, continuous process improvement and management review.

#### ***Liquidity risk***

This relates to the risk that the company is unable to fund its requirements because of insufficient banking facilities. The company monitors its cash flow on a weekly basis, prepares detailed cash flow forecasts and has access to the cash pooling facility to fund its short-term funding requirements.

#### ***Foreign currency risk***

Exposures to foreign currency exchange rate movements are monitored periodically by the Board of Directors (the "Board") and the treasury department of Zebra Technologies Corporation (the "ultimate parent undertaking"). The company uses forward foreign currency contracts to reduce exchange rate exposure on a proportion of future forecasted turnover. For the year 2023 these hedges offset the fluctuations that were encountered in our main revenue generating currencies (EUR, GBP).

#### ***Credit risk***

This relates to the risk that one party to a financial instrument will cause a financial loss for that other party by failing to discharge an obligation. The company has a strong credit control function to ensure deferred terms are only granted to customers who demonstrate an appropriate payment history and satisfy credit worthiness procedures.

#### **Non-financial and sustainability information statement**

Zebra includes climate and resource conservation, among other priorities, in its sustainability efforts that are integrated into its business worldwide. In addition to complying with applicable environmental laws, regulations, and other standards, Zebra is committed to reducing carbon emissions and reducing waste in its own operations and across its value chain.

Climate-related risks and opportunities of the company, including how they are identified, assessed and managed, are integrated with those of the whole Zebra Group, led by the initiatives of the ultimate owner company being Zebra Technologies Corporation ("ZTC"), the ultimate parent undertaking and controlling party.

#### ***Risk management process***

Zebra group's climate-related risk management process is integrated into a multi-disciplinary company-wide risk management process. The Board of ZTC is broadly responsible for oversight with respect to several matters, including, but not limited to:

- the integrity of Zebra's financial statements and internal control over accounting and financial reporting,
- the independent public accounting firm's (the "Auditors") qualifications and independence,
- the performance of the Auditors,
- Zebra's compliance with legal and regulatory requirements, and
- assessment and management of risks, including climate-related risks, over short, medium, and long term horizons.

## Zebra Technologies Europe Limited

### Strategic Report for the Year Ended 31 December 2023 (continued)

#### Non-financial and sustainability information statement (continued)

With respect to sustainability, Zebra's executive leadership team, including the CEO, oversees the execution of the company's strategic initiatives, as well as a continuous assessment of risks and opportunities, through a cross-functional Sustainability Council. The Sustainability Council provides quarterly updates to executive leadership and the Board, with feedback communicated back to the Sustainability Council and applicable business functions as deemed appropriate. Executive leaders have performance goals related to achieving Zebra's sustainability priorities.

**Identifying risks:** Given the high degree of complexity and uncertainty associated with climate-related risks, we utilized climate scenario analysis to gain better insights for preparedness at both the tactical and enterprise level for climate-related risk management. Zebra's scenario analysis was conducted in accordance with the Task Force on Climate-Related Financial Disclosure's (TCFD) Technical Supplement: The Use of Scenario Analysis in Disclosure of Climate-Related Risks and Opportunities, June 2017. Zebra's scenario analysis focuses on the range of uncertainty, encompassing a well below 2°C specific warming level and a level of 4°C by the end of the century consistent with the Intergovernmental Panel on Climate Change ("IPCC") recommendations.

**Assessing risks:** Zebra reviewed published studies referenced in IPCC that use climate models to project the potential for adverse impacts in locations relevant to its operations and value chain, including suppliers and customers. The studies pointed to a range of intensifying climate hazards, such as drought, flooding, wildfires, and high winds. For Zebra, the review determined flooding as the predominant climate hazard, even under the "well below 2°C" scenario as early as 2040. Flood risk was prioritized by geographic region, using a scoring system based on flood return period, relative business importance, and elevation. Besides flooding, other long-term hazards included extreme wind-related weather events like hurricanes, typhoons, tornados, drought, and the combination of sea-level rise and extreme weather events. The analysis of these hazards concluded that a combination of sea-level rise and extreme weather events emerges longer-term, beyond 2040.

**Responding to risks:** The climate-related risk insights from the scenario analysis and engagement are reviewed by the Sustainability Council for further integration into the multi-disciplinary company-wide risk management and tactical business continuity planning processes. The geographic locations of Zebra's own operations, direct and indirect suppliers, as well as customers are each considered.

Along with the aforementioned scenario analysis, the risks included in this section are subject to evaluation as part of Zebra's broader enterprise risk management process, which prioritizes top and emerging risks based on relative potential impact to Zebra.

#### ***Primary risk and opportunities considered***

##### ***Acute physical***

Acute physical risks related to climate change are a critical consideration from a business continuity planning standpoint. Natural disasters could disrupt operations, potentially resulting in delays in production and deliveries to customers. Operating results could be adversely impacted as a consequence of lost revenues or significant expenditures to repair or replace a facility.

## Zebra Technologies Europe Limited

### Strategic Report for the Year Ended 31 December 2023 (continued)

#### Non-financial and sustainability information statement (continued)

##### *Chronic physical*

Chronic physical risks related to climate change are a critical consideration in the long term especially in Southeast Asia, where many Zebra suppliers are located.

The elements E-H of section 414CB of the Companies Act 2006 are not described here as directors reasonably believe that having regard to the nature of the organisation's business, and the manner in which it is carried on, they are not necessary for an understanding of the organisation's business.

##### *Current regulation*

Current standards on energy efficiency, eco-product ratings, etc., are key considerations in climate-related risk assessments because product use emissions account for a substantial portion of Zebra's total carbon footprint.

##### *Emerging regulation*

With Scope 1 and 2 emissions accounting for less than 1% of the total carbon footprint, Zebra is less exposed to the direct impacts of emerging carbon tax policies under the gradual or rapid transition risk climate scenarios. Zebra's transportation and distribution Scope 3 emissions account for less than 10% of the total carbon footprint, and there is some exposure from potential indirect freight-related carbon tax in the future. There is also uncertainty in determining Zebra's exposure to second-order impacts from climate transition risk policies in the future.

##### *Technology*

In the transition to a low-carbon economy, Zebra has more opportunities than risks. As a provider of Enterprise Asset Intelligence technology solutions, Zebra is well-positioned to help its customers with better data visibility and actionable insights to lower costs and emissions in their own operations. Hence, technology is a key consideration in the transition to a low-carbon on-demand economy and climate-related risk assessment.

##### *Legal*

Increased climate-related disclosures generally correlate with increased legal risks, and hence legal considerations are relevant in climate-related risk assessments.

##### *Market*

We foresee a correlation between heightened climate awareness and the demand for circular economy products and enterprise asset intelligence solutions that provide real-time operational visibility. Hence, the market is a key consideration in the climate-related risk assessment.

##### *Reputation*

Climate performance is key to our reputation among stakeholders, including employees, customers, suppliers and investors. Our climate targets are aligned with the 1.5°C pathway and validated by the Science Based Targets initiative.

## Zebra Technologies Europe Limited

### Strategic Report for the Year Ended 31 December 2023 (continued)

#### Non-financial and sustainability information statement (continued)

##### *Risk Mitigation Strategies*

With respect to the risks identified above, the company has most notably taken recent actions, and will continue to take actions, to build supply chain resiliency through diversification of supplier capacity. These diversification efforts are intended to mitigate risk associated with business interruptions due to natural disaster or other external factors, particularly mitigating the acute physical risk category described above.


##### *Climate-related targets and actions*

Zebra has targeted a reduction in scope 1 and 2 emissions of 50% by 2030 (from a 2020 base year), as well as a reduction in scope 3 emissions from purchased goods and services and use of sold products of 15% within the same timeframe. Zebra has also targeted a 50% reduction in waste to landfill by 2025 (from a 2021 base year). Achievement of these carbon emission and waste reduction targets is important to maintaining Zebra's reputation and position as a market leader in energy-efficient products and solutions. Progress toward these milestones continue to be measured and monitored through the Sustainability Council.

Zebra has thus far adopted several initiatives in order to achieve these targets. Such initiatives include, but are not limited to, the adoption of hydrogen fuel cells, investment in energy efficient retrofits, and increasing renewable energy purchases for Zebra's facilities; supplier engagement to reduce emissions related to purchased goods; eco-friendly materials and packaging used for its products; product innovation to reduce energy consumption from customer use; as well as expanding Zebra's Circular Economy Program.

Zebra's Circular Economy Program promotes sustainability through the buy-back of select Zebra-branded mobile computing devices, sale or rental of Zebra-certified refurbished devices, and recycling services for devices no longer in use. The program reduces the environmental impact of standard product lifecycles in the supply chains of both Zebra and its customers. It is comprised of the Zebra Device Buy-Back Program, Zebra Certified Refurbished Device Sales and Rental Programs, and Zebra Recycling Services.

Approved by the Board on 28 June 2024 and signed on its behalf by:



Miguel A. López (Jun 28, 2024 19:10 GMT+2)

Miguel Angel Lopez Rosas  
Director

## **Zebra Technologies Europe Limited**

### **Directors' Report for the Year Ended 31 December 2023**

The directors present their report and the financial statements for the year ended 31 December 2023.

#### **Directors of the company**

The directors, who held office during the year, were as follows:

Colleen Maura O'Sullivan

Richard Edward Hudson (resigned 15 January 2024)

Miguel Angel Lopez Rosas

Thomas James Stanczyk

Timothy Christopher Stoddard (appointed 15 January 2024)

#### **Dividends**

A dividend of \$250,000,000 was approved and paid to Zebra Jersey Holdings II Limited during the year ended 31 December 2023 (2022 - \$400,000,000).

A dividend of \$408,000 was received during the year ended 31 December 2023 from subsidiary undertakings (2022 - \$ nil).

#### **Future developments**

The directors aim to maintain the management policies which have resulted in the company's growth in recent years.

## **Zebra Technologies Europe Limited**

### **Directors' Report for the Year Ended 31 December 2023 (continued)**

#### **Going concern**

The company has generated profits in the current and previous years. It is in a net current assets position as at 31 December 2023 and 31 December 2022. The company does not have any external third-party debt.

The company has performed a going concern assessment for a period of 15 months up to 30 September 2025 which the directors reviewed. As part of this assessment the directors have considered the forecast cashflows of the company, inclusive of funding requirements, along with a reasonable worst-case scenario, considering the most recent trading results up to the date of approval of these financial statements, on the operations and performance of the company. In both the sensitized and reverse stress tested scenarios the forecasts indicate the company would still have sufficient cash and existing facilities to meet its current liabilities as and when fall due. The stress test looked at worst case scenarios for Revenue decline and the impact on the operating profit and cash conversion for the company. Whilst the directors do not deem it necessary, should it be required, additional cash facilities via the cash pool are available to the company.

Taking these forecasts into account and after making enquiries, the directors have concluded the Company has adequate resources to continue in operational existence for the going concern assessment period, with no reasonable scenario that would result in a break point, based on reverse stress test analysis. Accordingly, the Company continues to adopt the going concern basis in preparing the annual report and financial statements.

#### **Branches**

The company operates branches in Romania, Saudi Arabia and United Arab Emirates.

## **Zebra Technologies Europe Limited**

### **Directors' Report for the Year Ended 31 December 2023 (continued)**

#### **Subsidiaries**

Zebra Technologies BV (ZTBV) is incorporated and registered in the Netherlands and provides logistic, repair and manufacturing services to other group companies.

Zebra Technologies AB (ZTAB) is incorporated and registered in Sweden and provides business development and related marketing services to other group companies.

Zebra Technologies Sp. z.o.o. (ZT Sp. z.o.o.) is incorporated and registered in Poland and provides business development and marketing services to other group companies.

Adaptive Vision Sp. z o.o. (ADV) is incorporated and registered in Poland and provides graphical machine vision software, as well as libraries and other products for machine vision developers.

Antuit UK Limited (AUL) is incorporated and registered in the United Kingdom and provides artificial intelligence powered Software-as-a-Service solutions specific to forecasting and merchandising for the retail and consumer packaged goods industries.

#### **Financial risk management**

The company's exposure and financial risk management is outlined in the strategic report, as shown on pages 2 to 8.

#### **Employment of disabled persons**

The company gives full consideration to applications for employment from disabled persons, where the candidate's particular aptitudes and abilities are consistent with adequately meeting the requirements of the role. Opportunities are available to disabled employees for training, career development and promotion.

#### **Employee involvement**

The company places considerable value on the involvement of its employees and has continued to keep them informed on matters affecting them as employees and on the various factors affecting the performance of the company. This is achieved through regular information bulletins and communication meetings which seek to achieve a common awareness of the financial and economic factors affecting the performance of the business. Management listens to its employees in a variety of ways, including through regular employee survey, enabling employees to raise issues regarding their working environment. Management also has in place an independent whistleblowing facility for employees to raise concerns, without fear of adverse consequence. Stock awards in the company's ultimate parent undertaking, Zebra Technologies Corporation are granted to certain employees of the company. The stock awards are granted to encourage employees' participation in the company's performance – further details are contained in note 24.

#### **Directors' liabilities**

The company has granted an indemnity to one or more of its directors against liability in respect of proceedings brought by third parties, subject to the conditions set out in the Companies Act 2006. Such qualifying third-party indemnity provision remains in force as at the date of approving the directors' report.

#### **Strategic report**

In accordance with Section 414C(11) of the Companies Act 2006, the following information has been included in the company's strategic report which would otherwise be required by Schedule 7 of the 'Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008' to be contained in the Directors' report:

- Exposure of the company to risk in relation to the use of financial instruments

## Zebra Technologies Europe Limited

### Directors' Report for the Year Ended 31 December 2023 (continued)

#### Disclosure of information to the auditors

The directors who were members of the Board at the time of approving the directors' report are listed on page 1. Having made enquiries of fellow directors and of the company's auditor, each of these directors confirms that:

- To the best of each director's knowledge and belief, there is no information (that is, information needed by the company's auditor in connection with preparing their report) of which the company's auditor is unaware; and
- Each director has taken all the steps a director might reasonably be expected to have taken to be aware of relevant audit information and to establish that the company's auditor is aware of that information.

#### Statement of Directors' Responsibilities

The directors acknowledge their responsibilities for preparing the Strategic report, Directors' report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 101 'Reduced Disclosure Framework' ('FRS 101'). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether FRS 101 has been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Reappointment of auditors

Pursuant to section 487 of the Companies Act 2006, the auditors will be deemed to be reappointed and Ernst & Young LLP will therefore continue in office.

Approved by the Board on 28 June 2024 and signed on its behalf by:

Miguel A. López  
Miguel A. López (Jun 28, 2024 19:10 GMT+2)

Miguel Angel Lopez Rosas  
Director

## **Independent Auditor's Report to the Members of Zebra Technologies Europe Limited**

### **Opinion**

We have audited the financial statements of Zebra Technologies Europe Limited (the 'Company') for the year ended 31 December 2023 which comprise the Profit and Loss Account, the Balance Sheet, the Statement of changes in equity and the related notes 1 to 29, including material accounting policy information. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including FRS 101 "Reduced Disclosure Framework" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the Company's affairs as at 31 December 2023 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the directors' assessment of the Company's ability to continue to adopt the going concern basis of accounting included:

- In conjunction with our walkthrough of the financial close process, we confirmed our understanding of management's going concern assessment process and also engaged with management early to ensure all key factors were considered in their assessment.
- We have obtained Zebra Technologies Europe Limited's cash flow forecast and obtained management's going concern assessment for the entity. Within the assessment management have modelled scenarios for cash forecast considering plausible downside scenarios in the business. We audited the appropriateness of the methods used to calculate the cash forecasts and determine through inspection and testing of the methodology and calculations that the methods utilised were appropriately sophisticated to be able to make an assessment for the entity.
- We read the going concern disclosures included in the annual report to assess that the disclosures were appropriate and in conformity with the reporting standards.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period to 30 September 2025.

## **Independent Auditor's Report to the Members of Zebra Technologies Europe Limited (continued)**

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the Company's ability to continue as a going concern.

### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Directors' Report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **Independent Auditor's Report to the Members of Zebra Technologies Europe Limited (continued)**

### **Responsibilities of directors**

As explained more fully in the directors' responsibilities statement set out on page 12, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

### ***Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud***

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

Due to the Company's business model, our procedures focused on:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Company and determined that the most significant are those related to the reporting framework (United Kingdom Generally Accepted Accounting Practice – FRS101), Companies Act 2006, the relevant direct tax compliance regulations in the United Kingdom.
- We understood how the Company is complying with those frameworks by making inquiries of management, those charged with governance and those responsible for legal and compliance to understand how the Company maintains and communicates its policies and procedures in these areas. We corroborated our enquiries through review of supporting documentation, board minutes, and correspondence with relevant regulatory bodies and authorities.
- We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur by considering the risk of management override. To this effect we met with management to understand where they considered there was susceptibility to fraud, obtained management's fraud risk assessment for the year as it pertains to internal control over financial reporting and considered performance targets and their influence on efforts made by management.

**Independent Auditor's Report to the Members of Zebra Technologies Europe Limited  
(continued)**

- Based on this understanding we designed our audit procedures to identify noncompliance with such laws and regulations. Our procedures involved performing inquiries of management, those charged with governance and those responsible for legal and regulatory compliance. Additionally, we used data analytics to sample from the entire population of journals, identifying transactions which did not meet our expectations based on specific criteria, we further investigated these journal entries to gain an understanding and agreed them to source documentation. We performed a review of board minutes and ensured that dividend payments complied with the relevant accounting and legal requirements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

**Use of our report**

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jose Yglesia (Senior Statutory Auditor)  
for and on behalf of Ernst & Young LLP, Statutory Auditor  
Reading

Date: 2 July 2024

## Zebra Technologies Europe Limited

### Profit and Loss Account for the Year Ended 31 December 2023

|   | Note | 2023<br>\$ 000        | 2022<br>\$ 000        |
|---|------|-----------------------|-----------------------|
| Turnover                                      | 3    | 1,440,779             | 1,837,808             |
| Cost of sales                                 | 4    | <u>(1,036,364)</u>    | <u>(1,112,386)</u>    |
| <b>Gross profit</b>                           |      | <b>404,415</b>        | <b>725,422</b>        |
| Administrative expenses                       | 4    | (271,950)             | (284,700)             |
| Impairment of investments                     | 17   | -                     | (7,295)               |
| Amortisation of intangible assets             | 4    | <u>(9,146)</u>        | <u>(18,205)</u>       |
| <b>Operating profit</b>                       |      | <b>123,319</b>        | <b>415,222</b>        |
| Forward foreign currency contract gain/(loss) | 26   | (14,644)              | 87,303                |
| Interest receivable and similar income        | 5    | 35,404                | 17,381                |
| Interest payable and similar expenses         |      | (1,927)               | (400)                 |
| Dividend in specie received                   | 13   | -                     | 6,843                 |
| Dividend received                             | 13   | <u>408</u>            | <u>-</u>              |
| <b>Profit before tax</b>                      |      | <b>142,560</b>        | <b>526,349</b>        |
| Tax on profit                                 | 12   | <u>(33,497)</u>       | <u>(100,034)</u>      |
| <b>Profit for the year</b>                    |      | <b><u>109,063</u></b> | <b><u>426,315</u></b> |

The above results were derived from continuing operations.

There are no other items of total comprehensive income other than the profit attributable to the shareholders of the company of \$109,063,000 in the year ended 31 December 2023 (2022 - profit of \$426,315,000).

**Zebra Technologies Europe Limited**  
**(Registration number: 02881068)**  
**Balance Sheet as at 31 December 2023**

|  | Note   | 2023<br>\$ 000   | 2022<br>\$ 000   |
|--|--------|------------------|------------------|
| <b>Fixed assets</b>  |        |                  |                  |
| Intangible assets  | 14     | 658,235          | 667,381          |
| Tangible assets  | 15, 16 | 18,203           | 20,765           |
| Investments  | 17     | 20,032           | 20,032           |
| Debtors  |        | 1,545            | 2,028            |
|  |        | <u>698,015</u>   | <u>710,206</u>   |
| <b>Current assets</b>  |        |                  |                  |
| Stocks   | 18     | 127,755          | 166,486          |
| Debtors  | 9      | 830,062          | 913,640          |
| Cash at bank and in hand                                       |        | 326              | 451              |
|  |        | <u>958,143</u>   | <u>1,080,577</u> |
| <b>Creditors: Amounts falling due within one year</b>          | 10     | <u>(596,232)</u> | <u>(577,661)</u> |
| <b>Net current assets</b>                                      |        | <u>361,911</u>   | <u>502,916</u>   |
| <b>Total assets less current liabilities</b>                   |        | 1,059,926        | 1,213,122        |
| <b>Creditors: Amounts falling due after more than one year</b> | 22     | (130,816)        | (146,329)        |
| <b>Provisions for liabilities</b>                              | 19     | <u>(7,542)</u>   | <u>(8,112)</u>   |
| <b>Net assets</b>  |        | <u>921,568</u>   | <u>1,058,681</u> |
| <b>Capital and reserves</b>                                    |        |                  |                  |
| Called up share capital  | 20     | 7,818            | 7,818            |
| Share premium reserve  | 21     | 573,991          | 573,991          |
| Retained earnings  | 21     | <u>339,759</u>   | <u>476,872</u>   |
| <b>Shareholders' funds</b>                                     |        | <u>921,568</u>   | <u>1,058,681</u> |

Approved by the Board on 28 June 2024 and signed on its behalf by:

Miguel A. López  
Miguel A. López (Jun 28, 2024 19:10 GMT+2)

Miguel Angel Lopez Rosas  
Director

**Zebra Technologies Europe Limited**

**Statement of Changes in Equity for the Year Ended 31 December 2023**

|  | Share capital<br>\$ 000 | Share premium<br>\$ 000 | Retained<br>earnings<br>\$ 000 | Total<br>\$ 000 |
|--|-------------------------|-------------------------|--------------------------------|-----------------|
| At 1 January 2023                                  | 7,818                   | 573,991                 | 476,872                        | 1,058,681       |
| Profit and total comprehensive income for the year | -                       | -                       | 109,063                        | 109,063         |
| Dividends  | -                       | -                       | (250,000)                      | (250,000)       |
| Credit in relation to share related awards         | -                       | -                       | 3,118                          | 3,118           |
| Credit in relation to share based payments         | -                       | -                       | 706                            | 706             |
| At 31 December 2023                                | <u>7,818</u>            | <u>573,991</u>          | <u>339,759</u>                 | <u>921,568</u>  |

|  | Share capital<br>\$ 000 | Share premium<br>\$ 000 | Retained<br>earnings<br>\$ 000 | Total<br>\$ 000  |
|--|-------------------------|-------------------------|--------------------------------|------------------|
| At 1 January 2022                                  | 7,818                   | 573,991                 | 447,615                        | 1,029,424        |
| Profit and total comprehensive income for the year | -                       | -                       | 426,315                        | 426,315          |
| Dividends  | -                       | -                       | (400,000)                      | (400,000)        |
| Credit in relation to share related awards         | -                       | -                       | 2,918                          | 2,918            |
| Credit in relation to share based payments         | -                       | -                       | 24                             | 24               |
| At 31 December 2022                                | <u>7,818</u>            | <u>573,991</u>          | <u>476,872</u>                 | <u>1,058,681</u> |

The notes on pages 20 to 59 form an integral part of these financial statements.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023**

#### **1 Authorisation of financial statements and statement of compliance with FRS 101**

The financial statements of Zebra Technologies Europe Limited (the "Company") for the year ended 31 December 2023 were authorised for issue by the Board on 28 June 2024 and the balance sheet was signed on the Board's behalf by Miguel Angel Lopez Rosas. Zebra Technologies Europe Limited is a private limited by shares company and is incorporated and domiciled in England and Wales. These financial statements were prepared in accordance with Financial Reporting Standard 101 Reduced Disclosure Framework (FRS 101) and in accordance with applicable accounting standards. The company has used a true and fair view override in respect of the non-amortisation of goodwill (see note 14).

The company's financial statements are presented in US Dollar (which is also the functional currency) and all values are rounded to the nearest thousand Dollars (\$'000) except when otherwise indicated.

The results of the company are included in the consolidated financial statements of Zebra Technologies Corporation which are available from 3 Overlook Point, Lincolnshire, Illinois, USA.

The principal accounting policies adopted by the company are set out in note 2.

#### **2 Accounting policies**

##### **2.1 Basis of preparation**

The financial statements are prepared in accordance with the historical cost convention. The financial statements also comply with the applicable accounting standards and Companies Act 2006.

The company has generated profits in the current and previous years. It is in a net current assets and net assets position as at 31 December 2023 and 31 December 2022. The company does not have any external third-party debt.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **2 Accounting policies (continued)**

The company has performed a going concern assessment for a period of 15 months up to 30 September 2025 which the directors reviewed. As part of this assessment the directors have considered the forecast cashflows of the company, inclusive of funding requirements, along with a reasonable worst-case scenario, considering the most recent trading results up to the date of approval of these financial statements, on the operations and performance of the company. In both the sensitized and reverse stress tested scenarios the forecasts indicate the company would still have sufficient cash and existing facilities to meet its current liabilities as and when fall due. The stress test looked at worst case scenarios for Revenue decline and the impact on the operating profit and cash conversion for the company. Whilst the directors do not deem it necessary, should it be required, additional cash facilities via the cash pool are available to the company.

Taking these forecasts into account and after making enquiries, the directors have concluded the Company has adequate resources to continue in operational existence for the going concern assessment period, with no reasonable scenario that would result in a break point, based on reverse stress test analysis. Accordingly, the Company continues to adopt the going concern basis in preparing the annual report and financial statements.

For these financial statements, the year ending 31 December 2023, the company has continued with the application of accounting standard IFRS 16 Leases. Adoption of IFRS 16 resulted in the recognition of right of use assets and lease liabilities. Further details are contained in note 16.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.1 Basis of preparation (continued)

The accounting policies which follow set out those policies which apply in preparing the financial statements for the year ended 31 December 2023.

The company has taken advantage of the following disclosure exemptions under FRS 101:

- (a) the requirements of paragraphs 45(b) and 46-52 of IFRS 2 Share based payment, because:
  - (i) the share based payment arrangement concerns the instruments of another group entity;
- (b) The requirements of paragraphs 62, B64(d), B64(e), B64(g), B64(h), B64(j) to B64(m), B64(n)(ii), B64(o)(ii), B64(p), B64(q)(ii), B66 and B67 of IFRS 3 Business Combinations
- (c) the requirements of IFRS 7 Financial Instruments: Disclosures,
- (d) the requirements of paragraphs 91-99 of IFRS 13 Fair Value Measurement,
- (e) the requirement in paragraph 38 of IAS 1 'Presentation of Financial Statements' to present comparative information in respect of:
  - (i) paragraph 79(a)(iv) of IAS 1;
  - (ii) paragraph 73(e) of IAS 16 Property, Plant and Equipment; and
  - (iii) paragraph 118(e) of IAS 38 Intangible Assets;
- (f) the requirements of paragraphs 10(d), 10(f), 39(c) and 134-136 of IAS 1 Presentation of Financial Statements;
- (g) the requirements of IAS 7 Statement of Cash Flows;
- (h) the requirements of paragraphs 30 and 31 of IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors;
- (i) the requirements of paragraph 17 of IAS 24 Related Party Disclosures;
- (j) the requirements in IAS 24 Related Party Disclosures to disclose related party transactions entered into between two or more members of a group, provided that any subsidiary which is a party to the transaction is wholly owned by such a member; and
- (k) the requirements of paragraphs 130(f)(ii), 130(f)(iii), 134(d)-134(f) and 135(c)-135(e) of IAS 36 Impairment of Assets.

##### 2.2 Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The Directors have concluded that any estimation uncertainty does not give rise to a significant risk of material adjustment to the carrying amounts of the assets and liabilities within the next financial year.

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements:

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.2 Critical accounting judgements and key sources of estimation uncertainty (continued)

###### **Taxation**

Management judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and level of future taxable profits together with an assessment of the effect of future tax planning strategies. Further details are contained in note 12.

###### **Revenue from contracts with customers**

For these financial statements, the year ending 31 December 2023, the company continues with application of the accounting standard IFRS 15 Revenue from Contracts with Customers. Following are the significant accounting judgements and key sources of estimations used in applying IFRS 15.

###### **i) Transaction price for the sale of goods**

Some of the company's contracts include multiple performance obligations, the company allocates the total transaction price to each performance obligation in an amount based on the estimated relative standalone selling prices for the products and/or services underlying each performance obligation. When the standalone selling prices are not directly observable, the company estimates the standalone selling prices primarily based on the expected cost-plus margin approach. For arrangements comprised strictly of the sale of product and performance of maintenance type services where the standalone selling price of the maintenance service is not recognizable, the company estimates the standalone selling price of the maintenance contract using the residual approach. When the residual approach cannot be applied, regional pricing, marketing strategies and business practices are evaluated and analysed to derive the estimated standalone selling price using a cost-plus margin methodology.

###### **ii) Identifying performance obligations in a bundled sale of products and services**

The company enters into contract arrangements that may include various combinations of tangible products and services, which generally are capable of being distinct and accounted for as separate performance obligations. For these types of contract arrangements, the company evaluates whether two or more contracts should be combined and accounted for as one single contract and whether the combined or single contract has more than one performance obligation. This evaluation requires judgment and the decision to combine a group of contracts or separate the combined or single contract into multiple performance obligations which could change the amount of revenue recorded in the reporting period. The company uses the accounting guidance on "capable of being distinct" and "distinct within the context of the contract" to assist with the evaluation.

###### **iii) Determining the timing of satisfaction of installation services**

The company concluded that revenue for installation services is to be recognised over time because the customer simultaneously receives and consumes the benefits provided by the company. The fact that another entity would not need to re-perform the installation that the company has provided to date demonstrates that the customer simultaneously receives and consumes the benefits of the company's performance as it performs.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **2 Accounting policies (continued)**

##### **2.2 Critical accounting judgements and key sources of estimation uncertainty (continued)**

###### **iv) Determining method to estimate variable consideration and assessing the constraint**

For some of the transactions, products are sold with a right of return, and the company may also provide other rebates, volume discount, price protection or incentives, which are accounted for as variable consideration. The company estimates the amount of variable consideration by using the expected value or the most likely amount method and reduces the revenue by those estimated amounts, only to the extent it is probable that a significant reversal in the cumulative revenue recognized will not occur. These estimates are reviewed and updated, as necessary, at the end of each reporting period.

In estimating the variable consideration for the sale of products with volume discount, the company determined that using a combination of the most likely amount method and expected value method is appropriate. The selected method that better predicts the amount of variable consideration was primarily driven by the number of volume thresholds contained in the contract. The most likely amount method is used for those contracts with a single volume threshold, while the expected value method is used for contracts with more than one volume threshold.

Before including any amount of variable consideration in the transaction price, the company considers whether the amount of variable consideration is constrained. The company determined that the estimates of variable consideration are not constrained based on its historical experience, business forecast and the current economic conditions. In addition, the uncertainty on the variable consideration will be resolved within a short time frame.

##### **2.3 Significant accounting policies**

###### **Group financial statements**

The company is exempt by virtue of section 401 of the Companies Act 2006 from the requirement to prepare group financial statements as it and its subsidiary undertakings are included in the publicly available consolidated financial statements of its ultimate parent Zebra Technologies Corporation. These financial statements present information about the company as an individual undertaking and not about its group.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Goodwill

Business combinations are accounted for using the acquisition method. The cost of an acquisition is measured as the aggregate of the consideration transferred, measured at acquisition date fair value and the amount of any non-controlling interest in the acquiree.

Goodwill is initially measured at cost arising on acquisition of businesses, representing any excess of the fair value of consideration given over the fair value of the identifiable assets and liabilities acquired, is capitalised. The UK Companies Act requires goodwill to be reduced by provisions for depreciation on a systematic basis over a period chosen by the directors, its useful economic life. However, under IFRS 3 Business Combinations goodwill is not amortised. Consequently, the company does not amortise goodwill, as the value is not considered by the Directors' to reduce gradually over its life but reviews it for impairment on an annual basis or whenever there are indicators of impairment 'true and fair view override' to overcome the prohibition on the non-amortisation of goodwill in the Companies Acts as by recognising impairments as they arise, this better reflects the true carrying value of the goodwill.

For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the company's cash-generating units (or groups of cash generating units) that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units. Each unit or group of units to which goodwill is allocated represents the lowest level within the entity at which the goodwill is monitored for internal management purposes and not be larger than an operating segment before aggregation.

###### Intangible fixed assets

Intangible fixed assets are included at cost and amortised at rates calculated to write-off the cost on a straight-line basis over its expected useful economic life, as follows:

| Asset class            | Amortisation rate |
|------------------------|-------------------|
| Patents                | 3 - 5 years       |
| Customer relationships | 2 - 9 years       |
| Intangible - Other     | 3 - 5 years       |

Provision is made for any impairment.

###### Impairment of non-financial assets

The company assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the company makes an estimate of the asset's recoverable amount in order to determine the extent of the impairment loss. An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. Impairment losses on continuing operations are recognised in the income statement in those expense categories consistent with the function of the impaired asset.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Cash and cash equivalents

Cash and short-term deposits in the balance sheet comprises of cash at banks and in hand and short term deposits with an original maturity of three months or less.

The company (cash pool administrator) has concluded the cash pooling agreement with other group companies from EMEA region (original cash pool participants) on April 5, 2019. Based on this agreement the company receives the cash surplus from original cash pool participants. Interest payable under the cash pooling arrangement is accrued on the amount received at an interest rate of EURIBOR + 0.25 % p.a. margin. The arrangement works as zero balance (physical) cash pooling.

###### Financial instruments

###### Initial recognition

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost and fair value through profit or loss.

Financial liabilities are classified, at initial recognition, as financial liabilities at fair value through profit or loss, loans, borrowings and payables.

All financial liabilities are recognised initially at fair value and in the case of loans, borrowings and payables, net of directly attributable transaction costs.

The company's financial liabilities include trade and other payables, loans and borrowings.

###### Classification and measurement

###### Financial assets at amortised cost

The company's financial assets at amortised cost includes loan to group intercompany and are included under Debtors: amounts receivable within one year and after more than one year.

The company measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows
- and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Financial instruments (continued)

###### Derecognition

###### *Financial assets*

A financial asset (or, where applicable, a part of a financial asset) is primarily derecognised (i.e. removed from the company's statement of financial position) when:

- The rights to receive cash flows from the asset have expired
- or
- The company has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third-party under a 'pass-through' arrangement; and either (a) the company has transferred substantially all the risks and rewards of the asset, or (b) the company has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset

When the company has transferred its rights to receive cash flows from an asset or has entered into a passthrough arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the company continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the company also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the company has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the company could be required to repay.

###### *Financial liabilities*

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

###### Impairment of financial assets

###### *Measurement of Expected Credit Losses*

The company recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the company expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **2 Accounting policies (continued)**

##### **2.3 Significant accounting policies (continued)**

###### **Financial instruments (continued)**

###### **Borrowings**

After initial recognition, interest-bearing loans and borrowings are subsequently measured for amortization. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the amortisation process. Amortised cost is calculated by taking into account any discount, premium on acquisition and fees or costs.

This category generally applies to interest-bearing loans and borrowings.

###### **Trade and other debtors**

Trade debtors are amounts due from customers in the ordinary course of business. If collections are expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets. Trade debtors are recognised at fair value. Provision for impairment is made through profit or loss when there is objective evidence that the company will not be able to recover balances in full. Balances are written off when the probability of recovery is assessed as being remote.

###### **Trade and other creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade and other creditors are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). If not, they are presented as non-current liabilities. Trade creditors are initially measured at fair value and subsequently measured at amortised cost.

###### **Tangible assets**

Tangible fixed assets are stated at cost, net of accumulated depreciation and any provision for impairment. Cost comprises the aggregate amount paid and the fair value of any other consideration given to acquire the asset and includes costs directly attributable to making asset capable of operating as intended.

The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

An asset is regarded as being in the course of construction until ready for its intended use, when it is reclassified and depreciated over its estimated useful economic life.

Useful lives and residual values are reviewed annually and where adjustments are required, they are made prospectively.

Tangible fixed assets are derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of asset. Any gain or loss arising on derecognition of the asset is included in the income statement in the period of derecognition.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Tangible assets (continued)

###### Depreciation

Depreciation is provided on all tangible fixed assets, other than freehold land and assets under construction, at rates calculated to write-off the cost less the estimated residual value of each asset on a straight line basis over its expected useful economic life, as follows:

| Asset class                             | Depreciation and rate  |
|---|------------------------|
| Freehold land and buildings             | 25 years               |
| Freehold building improvements          | 10 years               |
| Leasehold improvements                  | Over the life of lease |
| Plant and machinery                     | Up to 10 years         |
| Fixtures, fittings, tools and equipment | 5 to 10 years          |
| Capitalised software                    | 3 to 7 years           |
| Right-of-use assets                     | Over the life of lease |

###### Investments

Investments are held on the balance sheet at their initial cost.

Investments in subsidiary undertakings are stated at cost less any provision for impairment considered necessary by the directors.

The carrying values of investments are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

###### Dividends

The company recognises a liability to pay dividend when the distribution of dividend is authorised by the shareholders, as per the UK law. As a corresponding entry an amount is recognised in equity.

Dividend received from the subsidiary undertakings is recognised directly in current year's income statement.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured at the fair value of the consideration received excluding Value Added Tax and other sales taxes.

The company recognizes revenue when transfer of control has occurred for the goods or services sold. Control is deemed to have been transferred when the customer has the ability to direct the use of and has obtained substantially all of the remaining benefits from the goods and services sold. The company uses judgement in the evaluation of the following criteria: 1) the customer simultaneously receives and consumes the benefits provided by the transfer of goods or service; 2) the performance creates or enhances an asset that is under control of the customer; 3) the performance does not create an asset with an alternative use to the company; and 4) the company has an enforceable right to payment, in order to determine whether control transfers at a point in time or over time. For each performance obligation satisfied over time, the company measures its progress toward completion to determine the timing of revenue recognition. Judgement is also used in the evaluation of the following transfer of control criteria: 1) the company has a present right to payment for the asset; 2) the legal title to the asset has transferred to the customer; 3) the customer has physical possession of the asset; 4) the customer has the significant risks and rewards of ownership of the asset; and 5) the customer has accepted the asset, in order to determine when revenue should be recognized in a point in time revenue recognition pattern. Assuming all other criteria for revenue recognition have been met, for products and services sold on a standalone basis, revenue is generally recognized upon shipment and by using an output method or time-based method respectively. In cases where a bundle of products and services are delivered to the customer, judgement is required to select the method of progress which best reflects the transfer of control.

Revenue from contracts with customers is recognised when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the company expects to be entitled in exchange for those goods or services. The company has generally concluded that it is the principal in its revenue arrangements, because it typically controls the goods or services before transferring them to the customer.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Revenue recognition (continued)

Below are details of fee arrangements and how these are measured and recognised, for revenue from the sale of products:

- For Sale of goods revenue represents the amounts (excluding Value Added Tax) derived from the provision of goods and services / maintenance warranties to customers.
- For Rendering services revenue from extended service agreements / maintenance warranties is recognised over the term of the agreement on a straight line basis. Any unrecognised revenue element is disclosed separately in the balance sheet as contract liability.
- For Rights of return the company has certain customer contracts whereby customer has a right to return the goods as per the agreed terms. The company uses the expected value method to estimate the goods that will not be returned because this method best estimates the amount of variable consideration that the company will be entitled. For goods that are expected to be returned, the company recognises a refund liability.
- For Volume discount the company provides retrospective volume discount to certain customers once the quantity of products purchased during the period exceeds a threshold specified in the contract. Discounts are offset against amounts payable by the customer. To estimate the variable consideration for the expected future discounts, the company applies the most likely amount method for contracts with a single-volume threshold and the expected value method for contracts with more than one volume threshold. The selected method that best predicts the amount of variable consideration is primarily driven by the number of volume thresholds contained in the contract. The company then applies the requirements on constraining estimates of variable consideration and recognises a refund liability for the expected future discounts.
- For Warranty in general, the company provides warranty coverage of one year on mobile computers, printers and batteries. Advanced data capture products are warrantied from one to five years, depending on the product. Thermal printheads are warrantied for six months and battery-based products, such as location tags, are covered by a 90-day warranty. A provision for warranty expense is adjusted quarterly based on historical and expected warranty experience.
- For Non-cash consideration as per the IFRS 15 if a company receives non-cash consideration from its customers it should include that in the transaction price. The company does not receive any short-term or long-term advances from its customers, therefore this criterion does not apply to the company.

###### *Financing components of customer contracts*

As per IFRS15 if a company receives short-term or long-term advances from its customers it should discount the consideration to show the effect of the financing component. The company does not receive any short-term or long-term advances from its customers, therefore this criterion does not apply to the company in the current year.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Revenue recognition (continued)

###### *Contract assets and receivables*

A contract asset is the right to consideration in exchange for goods or services transferred to the customer.

If the company performs by transferring goods or services to a customer before the customer pays consideration or before payment is due, a contract asset is recognised for the earned consideration that is conditional. The company includes these contract assets in Trade Debtors as per note 9.

###### *Contract liabilities*

A contract liability is the obligation to transfer goods or services to a customer for which the company has received consideration (or an amount of consideration is due) from the customer. If a customer pays consideration before the company transfers goods or services to the customer, a contract liability is recognised when the payment is made or the payment is due (whichever is earlier). Contract liabilities are recognised as revenue when the company performs under the contract.

###### *Capitalisation of costs to obtain or fulfil a contract*

The company recognizes incremental direct costs of obtaining a contract, which consist of sales commissions and incremental fringe benefits, are deferred and amortized over the weighted-average contract term.

###### Stock

Stocks are valued on a first in, first out basis at the lower of cost and net realisable value. In determining the cost of raw materials, consumables and goods purchased for resale, the weighted average purchase price is used. For finished goods manufactured by the company, cost is taken as production costs, which includes an appropriate proportion of attributable overheads based on a normal level of activity. Management review inventory quantities on hand and record a provision for excess and obsolete inventory based on forecasts of product demand and production requirements for the subsequent twelve months.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **2 Accounting policies (continued)**

##### **2.3 Significant accounting policies (continued)**

###### **Income taxes**

Current tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities, based on tax rates and laws that are enacted or substantively enacted by the balance sheet date.

Deferred income tax is recognised on all temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements, except when a deferred tax liability arises from the initial recognition of goodwill or an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss.

Deferred income tax assets are recognised only to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, carried forward tax credits or tax losses can be utilised.

Deferred income tax assets and liabilities are measured on an undiscounted basis at the tax rates that are expected to apply when the related asset is realised or liability is settled, based on tax rates and laws enacted or substantively enacted at the balance sheet date. The carrying amount of deferred income tax assets is reviewed at each balance sheet date. Deferred income tax assets and liabilities are offset, only if a legally enforceable right exists to offset current tax assets against current tax liabilities, the deferred income taxes relate to the same taxation authority and that authority permits the company to make a single net payment. Income tax is charged or credited to the income statement.

###### **Foreign currency transactions and balances**

Transactions in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are re-translated using the rate of exchange ruling at the balance sheet date and the gains or losses on translation are included in the income statement.

###### **Forward currency contracts**

The company uses forward foreign currency contracts to reduce exchange rate exposure on a proportion of future forecasted turnover.

Any premiums paid are disclosed in the balance sheet and included in note 26, as "Forward foreign currency contract premiums", until contract maturity. On maturity, premiums are expensed and disclosed in the income statement.

On maturity, if a contract is exercised, the foreign currency turnover transaction, equivalent to the value of the contract, is translated at the contract exchange rate instead of the exchange rate of the day.

The fair values of contracts held at the balance sheet date and gain or loss made on contracts and recognised in income statement are disclosed in note 26.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Leases

###### *Definition*

The determination of whether an arrangement is, or contains a lease is based on the substance of the arrangement at inception date whether fulfilment of the arrangement is dependent on the use of a specific asset or assets or the arrangement conveys a right to use the asset. Leases where the lessor retains substantially all the risks and benefits of ownership of the asset are classified as operating leases and rentals payable, net of incentives, are charged in the income statement on a straight line basis over the lease term.

###### *Initial recognition and measurement*

IFRS 16 requires lessees to recognise assets and liabilities under an on-balance sheet model that is similar to finance lease accounting under IAS 17 - Leases ("IAS 17"). IFRS 16 is effective from 01 January 2019 (the date of adoption). The Company adopted IFRS 16 using the modified retrospective approach, with the cumulative effect of initially applying the standard recognised as an adjustment to the Company's opening equity balance on 01 January 2019.

###### *Transition*

The following practical expedients have been made upon transition to IFRS 16:

- Contracts that were previously identified as leases by applying IAS 17 and IFRIC 4, Determining whether an Arrangement contains a Lease, have not been re-assessed under IFRS 16;
- A discount rate was applied to leases based on individual assessment of each contract. Lease liabilities were discounted at their respective incremental borrowing rates as at 1 January 2019 and the weighted average of the discount rates used was 4.35 %; and
- In measuring the right-of-use assets at the date of adoption, the initial direct costs were excluded.

For leases classified as finance leases under IAS 17, the carrying amounts of the right-of-use assets and lease liabilities at 1 January 2019 were determined as the carrying amounts of the lease assets and lease liabilities under IAS 17 immediately before that date. As IFRS 16 substantially carries forward the lessor accounting requirements in IAS 17, where the company is a lessor, we continue to classify our leases as operating leases or finance leases and account for them accordingly.

###### *As a Lessee*

At the inception of a contract, the Company assesses whether the contract is, or contains, a lease. A contract is, or contains a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. This policy is applied to contracts entered into, or modified, on or after 1 January 2019. At inception or on reassessment of a contract that contains a lease component, the Company allocates the consideration in the contract to each lease component on the basis of their relative stand-alone prices. Except for real estate properties, the Company has elected not to separate non-lease components and will account for the lease and non-lease components as a single lease component.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Leases (continued)

###### *Right-of-use asset*

The Company recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful life of the right-to-use asset is determined based on the nature of the asset, taking into consideration the lease term. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain corresponding remeasurements of the lease liability.

Lease liability: the lease liability is initially measured at the present value of the lease payments that have not been paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Company's incremental borrowing rate. The incremental borrowing rate is determined considering macro-economic factors such as the risk free rate based on the relevant currency and term, as well as Zebra Technologies Incorporated (Zebra) specific factors contributing to Zebra's credit spread, including the impact of security. The Company primarily uses the incremental borrowing rate as the discount rate for its lease liabilities.

Lease payments used to measure the lease liability include the following, if appropriate:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate applicable as at the commencement date;
- amounts expected to be payable under a residual value guarantee;
- if reasonably certain to exercise, the exercise price under a purchase option, or lease payments in an optional renewal period; and
- penalties for early termination of a lease unless the Company is reasonably certain not to terminate early.

The lease liability is subsequently measured at amortized cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Company's estimate of the amount expected to be payable under a residual value guarantee, or if the Company changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Company presents right-of-use assets that do not meet the definition of investment property in Tangible fixed assets and lease liabilities in creditors, split between current and non-current.

The Company has elected to not recognise right-of-use assets and lease liabilities for short-term leases and low-value leases for all classes of leased assets. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **2 Accounting policies (continued)**

##### **2.3 Significant accounting policies (continued)**

###### **Leases (continued)**

###### *As a Lessor*

When the Company acts as a lessor, it determines at lease inception whether each lease is a finance lease or an operating lease. To classify each lease, the Company makes an overall assessment of whether the lease transfers substantially all the risks and rewards incidental to ownership of the underlying asset. If the risks and rewards are substantially transferred, then the lease is a finance lease; if not, then it is an operating lease. As part of this assessment, the Company considers certain indicators such as whether the lease is for the major part of the economic life of the asset.

###### **Defined contribution pension obligation**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in independently administered funds. The amount charged against profits represents the contributions payable to the scheme in respect of the accounting period.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 2 Accounting policies (continued)

##### 2.3 Significant accounting policies (continued)

###### Share based payments

###### Equity settled transactions

Stock awards in the company's ultimate parent undertaking, Zebra Technologies Corporation are granted to certain employees of Zebra Technologies Europe Limited.

The cost of equity-settled transactions with employees is measured by reference to the fair value at the date at which they are granted and is recognised as an expense over the vesting periods, which ends on the date on which the relevant employees become fully entitled to the award. Fair value is determined by an external valuer using an appropriate pricing model. In valuing equity-settled transactions, no account is taken of any vesting conditions, other than conditions linked to the price of the shares of the company (market conditions).

No expense is recognised for awards that do not ultimately vest, except for awards where vesting is conditional upon a market condition, which are treated as vesting irrespective of whether or not the market condition is satisfied, provided that all other performance conditions are satisfied.

At each balance sheet date before vesting, the cumulative expense is calculated, representing the extent to which the vesting period has expired and management's best estimate of the achievement or otherwise of non-market conditions and of the number of equity instruments that will ultimately vest or in the case of an instrument subject to a market condition, be treated as vesting as described above.

The movement in cumulative expense since the previous balance sheet date is recognised in the income statement, with a corresponding entry in equity.

Where the terms of an equity-settled award are modified or a new award is designated as replacing a cancelled or settled award, the cost based on the original award terms continues to be recognised over the original vesting period. In addition, an expense is recognised over the remainder of the new vesting period for the incremental fair value of any modification, based on the difference between the fair value of the original award and the fair value of the modified award, both as measured on the date of the modification.

No reduction is recognised if this difference is negative. Where an equity-settled award is cancelled, it is treated as if it had vested on the date of cancellation, and any cost not yet recognised in the income statement for the award is expensed immediately. Any compensation paid up to the fair value of the award at the cancellation or settlement date is deducted from equity, with any excess over fair value being treated as an expense in the income statement or directly booked in equity for a certain element of share-based payments.

###### Employee Share schemes

The cost of awards to employees that have the form of shares or rights to shares are recognised over the period of the employees' related performance. Where there are no performance criteria the cost is recognised when the employee becomes unconditionally entitled to the shares. No cost is recognised in respect of Save As You Earn ("SAYE") schemes that are offered on similar terms to all, or substantially all, employees.

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **2 Accounting policies (continued)**

##### **2.3 Significant accounting policies (continued)**

###### **Other taxation and social security**

National Insurance on outstanding share options that are expected to be exercised is calculated at the total enacted National Insurance rate applied to the difference between the market value of the underlying shares at the balance sheet date and the option exercise price and allocated over the period from the date of grant to the end of the performance period.

###### **Provisions**

A provision is recognised when the company has a legal or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation.

#### **3 Turnover**

Revenues were derived from the principal continuing activity of the company.

Revenue analysed by geographical market is not disclosed because the directors consider such disclosure would be prejudicial to the business of the company.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 4 Gross and operating profit

|                      | 2023      | 2022      |
|----------------------|-----------|-----------|
|                      | \$ 000    | \$ 000    |
| <b>Cost of sales</b> |           |           |
| Cost of goods sold   | 526,771   | 812,072   |
| Freight and duty     | 35,898    | 91,267    |
| Other                | 473,695   | 209,047   |
|                      | 1,036,364 | 1,112,386 |

The section "Other" includes Royalties charged from ultimate parent company in the amount of \$331,677,000 (2022 - \$102,331,000).

|  | 2023    | 2022    |
|--|---------|---------|
|  | \$ 000  | \$ 000  |
| <b>Administrative expenses</b>               |         |         |
| <b>Depreciation of tangible fixed assets</b> |         |         |
| – owned                                      | 876     | 1,105   |
| – Right of Use asset                         | 1,423   | 1,910   |
| Exchange (gain)/loss                         | (8,380) | 8,071   |
| Other administrative expenses                | 278,031 | 273,614 |
|  | 271,950 | 284,700 |

The section "Other administrative expenses" includes market development services charged from multiple Zebra group companies in the amount of \$110,601,000 (2022 - \$103,958,000).

|  | 2023   | 2022   |
|--|--------|--------|
|  | \$ 000 | \$ 000 |
| <b>Amortisation of intangible assets</b> |        |        |
| Customer relationships                   | 9,146  | 18,205 |
|  | 9,146  | 18,205 |

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 5 Interest receivable and similar income

|                      | 2023          | 2022          |
|----------------------|---------------|---------------|
|                      | \$ 000        | \$ 000        |
| Other finance income | 35,404        | 17,381        |
|                      | <u>35,404</u> | <u>17,381</u> |

Other finance income includes interests from cash pooling arrangements with parent company Zebra Diamond Holding Ltd. The development (2023 - 5.06 %, 2022 - 1.98 %) of average US treasury bond rate caused increase compared to 2022.

#### 6 Auditors' remuneration

|           | 2023   | 2022   |
|-----------|--------|--------|
|           | \$ 000 | \$ 000 |
| Audit fee | 51     | 45     |

Fee regarding the audit required for group purposes of \$342,000 (2022 - \$325,000) is borne by another entity within the group and the current amount disclosed represents the fee relating to statutory updates required following the completion of the group audit.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 7 Directors' remuneration

The directors' remuneration for the year was as follows:

|   | <b>2023</b>   | <b>2022</b>   |
|---|---------------|---------------|
|   | <b>\$ 000</b> | <b>\$ 000</b> |
| Remuneration  | 539           | 682           |
| Amounts receivable under long term incentive schemes          | 351           | 498           |
| Company's contribution to defined contribution pension scheme | 7             | -             |
|   | <b>897</b>    | <b>1,180</b>  |

During the year the number of directors who were receiving benefits and share incentives was as follows:

|   | <b>2023</b> | <b>2022</b> |
|---|-------------|-------------|
|   | <b>No.</b>  | <b>No.</b>  |
| Received or were entitled to receive shares under long term incentive schemes | 1           | 1           |
| Exercised share options   | 1           | 1           |

The aggregate remuneration of the highest paid director was \$897,391 (2022 - \$1,179,930) including company pension contributions of \$6,683 (2022 - \$ nil) that were made to a defined contribution pension scheme on their behalf.

Retirement benefits are accruing to 1 director (2022 - 0) under defined contribution pension schemes.

Number of directors (including the highest paid director) who exercised share options is 1 (2022 - 1).

Number of directors (including the highest paid director) who received shares under the long-term incentive scheme is 1 (2022 - 1).

Some of the directors of the company are also directors or officers of other companies within the Zebra Technologies Corporation group and are remunerated by other group companies. The directors consider that their provision of services to Zebra Technologies Europe Limited is incidental to their provision of services to other group companies and as such their remuneration has been borne by those other group companies.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 8 Staff costs

The aggregate payroll costs (including directors' remuneration) were as follows:

|  | 2023<br>\$ 000 | 2022<br>\$ 000 |
|--|----------------|----------------|
| Wages and salaries                         | 71,590         | 73,041         |
| Social security costs                      | 7,223          | 7,862          |
| Pension costs, defined contribution scheme | 3,174          | 3,098          |
|  | <u>81,987</u>  | <u>84,001</u>  |

Included in wages and salaries is a total expense for share based payments of \$3,118,000 (2022 - \$2,918,000) of which \$3,118,000 (2022 - \$2,918,000) arises from transactions accounted for as equity-settled share based payment transactions.

The monthly average number of persons employed by the company (including directors) during the year, analysed by category was as follows:

|                          | 2023<br>No. | 2022<br>No. |
|--------------------------|-------------|-------------|
| Administration and sales | 445         | 458         |
| Production               | 268         | 282         |
|                          | <u>713</u>  | <u>740</u>  |

#### 9 Trade and other debtors

|   | 2023<br>\$ 000 | 2022<br>\$ 000 |
|---|----------------|----------------|
| Trade debtors                             | 76,898         | 178,402        |
| Provision for impairment of trade debtors | (80)           | (144)          |
| Net trade debtors                         | 76,818         | 178,258        |
| Debtors from related parties              | 1,838          | 1,102          |
| Loans to related parties                  | 687,448        | 480,440        |
| Prepayments                               | 10,588         | 218,638        |
| Other debtors                             | 14,588         | 12,361         |
| Income tax asset                          | 14,592         | -              |
| Deferred tax asset                        | 24,190         | 22,841         |
|   | <u>830,062</u> | <u>913,640</u> |

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 9 Trade and other debtors (continued)

Loan to related party includes investment in group cash pooling arrangement of \$687,448,000 (2022 - \$480,440,000). The company invests surplus cash under a group Cash Pooling arrangement managed by an intermediary parent undertaking, Zebra Diamond Holdings Limited. Interest receivable under the group Cash Pooling arrangement is accrued on the amount invested at an interest rate of the US Treasury bill rate plus 0.25% p.a. (2022 - 0.25% p.a.). There were no impairments during the year.

Other debtors includes deferred sales commissions of \$13,990,000 (2022 - \$10,881,000) and value added tax receivable of \$452,000 (2022 - \$1,360,000).

In 2018, the company entered into a receivables factoring arrangement, pursuant to which, certain receivables are sold to a bank in exchange for cash without the company maintaining a beneficial interest in the receivables sold. The company services the receivables on behalf of the bank, but otherwise maintains no continuing involvement with respect to the receivables. As of 31 December 2023, \$67,225,000 (2022 - \$69,266,000) of uncollected receivables have been sold and Trade debtors have been reduced by this amount.

Upon adoption of IFRS 15, the company has recognised contract assets for any earned consideration that is conditional. As per IFRS15 following table shows the movements for Provision for impairment of trade receivables and Contract assets during the year.

The Company maintains an allowance for doubtful accounts for estimated uncollectible accounts receivable that is based on expected credit losses. Expected credit loss (ECL) is included within Bad debts provision section.

|                         | <b>Bad debts<br/>provision<br/>\$ 000</b> | <b>Contract assets<br/>\$ 000</b> | <b>Total<br/>\$ 000</b> |
|-------------------------|---|-----------------------------------|-------------------------|
| At 01 January 2023      | (144)                                     | 4,790                             | 4,646                   |
| Arising during the year | -   | 6,068                             | 6,068                   |
| Utilised                | 64  | (7,434)                           | (7,370)                 |
| At 31 December 2023     | (80)                                      | 3,424                             | 3,344                   |

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 10 Creditors: Amounts falling due within one year

|  | 2023           | 2022           |
|--|----------------|----------------|
|  | \$ 000         | \$ 000         |
| Trade creditors                                | 107,812        | 177,685        |
| Accrued expenses                               | 27,838         | 46,153         |
| Amounts due to related parties                 | 208,786        | 79,240         |
| Social security and other taxes                | 1,949          | 1,959          |
| Outstanding defined contribution pension costs | 549            | 545            |
| Other creditors                                | 2,815          | 2,137          |
| Income tax liability                           | -              | 25,217         |
| Loans and borrowings                           | 94,124         | 107,689        |
| Lease liabilities (Note 11)                    | 1,959          | 2,162          |
| Deferred income                                | 150,400        | 134,874        |
|  | <u>596,232</u> | <u>577,661</u> |

Revenue from extended service agreements / maintenance warranties is recognised over the term of the agreement on a straight-line basis. Upon adoption of IFRS 15, the company disclosed element of unrecognised revenue separately in the balance sheet as contract liability. The above deferred income represents the short-term portion, due within one year.

Amount owed to group undertaking includes cash received in cash pooling arrangements of \$46,916,000 (2022 - \$37,647,000) from other cash pooling participants. Interest payable under the cash pooling arrangement is accrued on the amount received at an interest rate of EURIBOR + 0.25 % p.a. margin.

Loans and borrowings include liability to the bank arising from factoring arrangements in respect of collections made from customers but not yet remitted to the bank of \$94,124,000 (2022 - \$107,689,000). Other creditors include accrued payroll benefits of \$1,662,000 (2022 - \$1,339,000).

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 11 Trade and other creditors

##### Lease liabilities

Set out below are the carrying amounts of lease liabilities and the movements during the period

|                | 2023<br>\$ 000 | 2022<br>\$ 000 |
|----------------|----------------|----------------|
| At 01 January  | 9,594          | 11,947         |
| Additions      | 2,523          | 519            |
| Payments       | (3,991)        | (2,872)        |
| At 31 December | 8,126          | 9,594          |
| Non-current    | 22             | 7,432          |
| Current        | 10             | 2,162          |
|                | 8,126          | 9,594          |

#### 12 Income tax

(a) Tax charged in the profit and loss account

|  | 2023<br>\$ 000 | 2022<br>\$ 000 |
|--|----------------|----------------|
| <b>Current taxation</b>  |                |                |
| UK corporation tax   | 33,982         | 101,927        |
| UK corporation tax adjustment to prior periods                 | 173            | (708)          |
| Foreign tax  | (15)           | 1              |
| Total current income tax                                       | 34,140         | 101,220        |
| <b>Deferred taxation</b>                                       |                |                |
| Arising from origination and reversal of temporary differences | (418)          | (1,055)        |
| Arising from changes in tax rates and laws                     | (26)           | (333)          |
| Deferred tax adjustment to prior periods                       | (199)          | 202            |
| Total deferred taxation  | (643)          | (1,186)        |
| <b>Tax expense in the profit and loss account</b>              | <b>33,497</b>  | <b>100,034</b> |
| <b>Equity items (credit) / charge:</b>                         |                |                |
| Current tax  | -              | -              |
| Deferred tax current year                                      | (709)          | 1              |
| Deferred tax – prior year                                      | 3              | (25)           |
|  | (706)          | (24)           |

**Zebra Technologies Europe Limited**  
**Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

**12 Income tax (continued)**

(b) Factors affecting total tax expense for the period

The following table reconciles the tax expense at the standard rate to the actual tax expense:

|   | <b>2023</b>    | <b>2022</b>    |
|---|----------------|----------------|
|   | <b>\$ 000</b>  | <b>\$ 000</b>  |
| Profit before tax   | <u>142,560</u> | <u>526,349</u> |
|   |                |                |
|   | <b>2023</b>    | <b>2022</b>    |
|   | <b>\$ 000</b>  | <b>\$ 000</b>  |
| Corporation tax at standard rate  | 33,531         | 100,006        |
| Effects of current tax from adjustment for prior periods                                | (25)           | (507)          |
| (Decrease)/increase from effect of different UK tax rates on some earnings              | (26)           | (333)          |
| Decrease from effect of revenues exempt from taxation                                   | (319)          | (1,731)        |
| Increase from effect of expenses not deductible in determining taxable profit           | 159            | 1,726          |
| Decrease from effect of exercise employee share options                                 | 192            | 397            |
| Increase arising from overseas tax suffered   | (15)           | 1              |
| Amounts not recognised in relation to Customer relationships                            | -              | 483            |
| Other tax effects for reconciliation between accounting profit and tax (income)/expense | <u>-</u>       | <u>(8)</u>     |
| Total tax charge (a)  | <u>33,497</u>  | <u>100,034</u> |

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 12 Income tax (continued)

##### (c) Deferred tax

Deferred tax movement during the year:

|  | At 1 January<br>2023<br>\$ 000 | Recognised in<br>income<br>\$ 000 | Recognised in<br>equity<br>\$ 000 | At<br>31 December<br>2023<br>\$ 000 |
|--|--------------------------------|-----------------------------------|-----------------------------------|-------------------------------------|
| Provision at start of period                             | (22,841)                       | -                                 | -                                 | (22,841)                            |
| Adjustment in respect of prior years                     | (195)                          | -                                 | -                                 | (195)                               |
| Deferred tax (credit) to income statement for the period | -                              | (445)                             | -                                 | (445)                               |
| Deferred tax charge in equity for the period             | -                              | -                                 | (709)                             | (709)                               |
| Movement arising on transfer of trade                    | -                              | -                                 | -                                 | -                                   |
| Provision at the end of the period                       | <u>(23,036)</u>                | <u>(445)</u>                      | <u>(709)</u>                      | <u>(24,190)</u>                     |

Deferred tax movement during the prior year:

|  | At 1 January<br>2022<br>\$ 000 | Recognised in<br>income<br>\$ 000 | Recognised in<br>equity<br>\$ 000 | At<br>31 December<br>2022<br>\$ 000 |
|--|--------------------------------|-----------------------------------|-----------------------------------|-------------------------------------|
| Provision at start of period                             | (21,054)                       | -                                 | -                                 | (21,054)                            |
| Adjustment in respect of prior years                     | 176                            | -                                 | -                                 | 176                                 |
| Deferred tax (credit) to income statement for the period | -                              | (1,388)                           | -                                 | (1,388)                             |
| Deferred tax charge in equity for the period             | -                              | -                                 | 1                                 | 1                                   |
| Movement arising on transfer of trade                    | (576)                          | -                                 | -                                 | (576)                               |
| Provision at the end of the period                       | <u>(21,454)</u>                | <u>(1,388)</u>                    | <u>1</u>                          | <u>(22,841)</u>                     |

A deferred tax asset has been recognised as the directors believe that, based on forecast results, it is more likely than not that there will be sufficient taxable profits from which the future reversal of the underlying timing differences can be deducted.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 12 Income tax (continued)

The balance of the deferred taxation account shown on the balance sheet consists of the tax effect of timing differences in respect of:

|                               | 2023            | 2022            |
|-------------------------------|-----------------|-----------------|
|                               | \$ 000          | \$ 000          |
|                               | \$'000          | \$'000          |
| Deferred tax on fixed assets  | (22,844)        | (22,264)        |
| Temporary differences trading | (1)             | (1)             |
| Share options                 | (1,345)         | (576)           |
| Total deferred tax asset      | <u>(24,190)</u> | <u>(22,841)</u> |

There is an unrecognised deferred tax asset of \$4,491,000 in respect of unrelieved tax losses (2022 - \$4,107,000). These tax losses relate to former operations of subsidiaries, Cortexica Vision Systems Limited and Reflexis Systems (UK) Limited, transferred to the company.

#### (d) Change in Corporation Tax rate

The current UK corporate tax rate for the year ended 31 December 2023 is a blended rate of 23.5 % (2022: 19 %).

On 10 June 2021, the Finance Act 2021 received Royal Assent, confirming that the UK rate of corporation tax increased from 19 % to 25 % from 1 April 2023. This has a consequential impact on the company's tax charge. Deferred tax balances are measured at the tax rate to be applied when temporary differences are expected to reverse in the future.

#### 13 Dividends

A dividend of \$250,000,000 was approved and paid to Zebra Jersey Holdings II Limited during the year ended 31 December 2023 (2022 - \$400,000,000).

A dividend of \$408,000 was received during the year from subsidiary undertakings (2022 - \$ nil).

**Zebra Technologies Europe Limited**

**Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

**14 Intangible assets**

|                          | <b>Trademarks,<br/>patents and<br/>licenses<br/>\$ 000</b> | <b>Contractual<br/>customer<br/>relationships<br/>\$ 000</b> | <b>Other intangible<br/>assets<br/>\$ 000</b> | <b>Goodwill<br/>\$ 000</b> | <b>Total<br/>\$ 000</b> |
|--------------------------|--|--|---|----------------------------|-------------------------|
| <b>Cost or valuation</b> |  |  |   |                            |                         |
| At 1 January 2023        | 48,597   | 150,983  | 56,822  | 654,679                    | 911,081                 |
| Additions                | -  | -  | -   | -                          | -                       |
| At 31 December 2023      | 48,597   | 150,983  | 56,822  | 654,679                    | 911,081                 |
| <b>Amortisation</b>      |  |  |   |                            |                         |
| At 1 January 2023        | 48,597   | 136,298  | 56,822  | 1,983                      | 243,700                 |
| Amortisation charge      | -  | 9,146  | -   | -                          | 9,146                   |
| At 31 December 2023      | 48,597   | 145,444  | 56,822  | 1,983                      | 252,846                 |
| <b>Carrying amount</b>   |  |  |   |                            |                         |
| At 31 December 2023      | -  | 5,539  | -   | 652,696                    | 658,235                 |
| At 1 January 2023        | -  | 14,685   | -   | 652,696                    | 667,381                 |

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **14 Intangible assets (continued)**

##### **Other intangible assets**

Other intangible assets consist primarily of current technology, customer relationships, trade names, unpatented technology, patents and patent rights. These assets are recorded at cost and amortized on a straight-line basis over the asset's useful life which range from 2 years to 9 years.

##### **Goodwill impairment test**

The company test the goodwill for an annual impairment, or more frequently if an event occurs or circumstances change that would more likely than not reduce the fair value of a reporting unit below its carrying value. The company's annual impairment testing consists of comparing the estimated fair value of each reporting unit to its carrying value. If the carrying value of a reporting unit exceeds its estimated fair value, goodwill would be considered to be impaired and reduced to its implied fair value. The company estimates the fair value of reporting units with valuation techniques including both the income and market approaches. The income approach requires management to estimate a number of factors for each reporting unit, including projected future operating results, economic projections, anticipated future cash flows and discount rates.

The company performed a goodwill impairment test in the fourth quarter of 2023 using a quantitative approach which did not result in any impairment.

**Zebra Technologies Europe Limited**

**Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

**15 Tangible assets**

|                              | Freehold Land<br>and buildings<br>\$ 000 | Freehold<br>building<br>improvements<br>\$ 000 | Leasehold<br>improvements<br>\$ 000 | Plant, toolings<br>& machinery<br>\$ 000 | Furniture, fittings<br>and equipment<br>\$ 000 | Asset under<br>construction<br>\$ 000 | Total<br>\$ 000 |
|------------------------------|--|--|-------------------------------------|--|--|---------------------------------------|-----------------|
| <b>Cost or valuation</b>     |  |  |                                     |  |  |                                       |                 |
| At 1 January 2023            | 1,731                                    | 4,341  | 3,872                               | 16,682                                   | 3,672  | 815                                   | 31,113          |
| Additions                    | -  | -  | 539                                 | 158                                      | 128  | 1,448                                 | 2,273           |
| Disposals                    | -  | -  | (210)                               | (878)                                    | (55)   | -                                     | (1,143)         |
| Transfers between categories | -  | -  | -                                   | 195                                      | 71   | (266)                                 | -               |
| At 31 December 2023          | 1,731                                    | 4,341  | 4,201                               | 16,157                                   | 3,816  | 1,997                                 | 32,243          |
| <b>Depreciation</b>          |  |  |                                     |  |  |                                       |                 |
| At 1 January 2023            | 849                                      | 2,076  | 3,127                               | 11,200                                   | 2,414  | -                                     | 19,666          |
| Charge for the year          | -  | 252  | 209                                 | 1,434                                    | 461  | -                                     | 2,356           |
| Eliminated on disposal       | -  | -  | (210)                               | (869)                                    | (55)   | -                                     | (1,134)         |
| At 31 December 2023          | 849                                      | 2,328  | 3,126                               | 11,765                                   | 2,820  | -                                     | 20,888          |
| <b>Carrying amount</b>       |  |  |                                     |  |  |                                       |                 |
| At 31 December 2023          | 882                                      | 2,013  | 1,075                               | 4,392                                    | 996  | 1,997                                 | 11,355          |
| At 1 January 2023            | 882                                      | 2,265  | 745                                 | 5,482                                    | 1,258  | 815                                   | 11,447          |

Right of use asset disclosure presented separately (refer to note 16).

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 16 Right of use assets

|                            | <b>\$ 000</b> |
|----------------------------|---------------|
| <b>Cost or valuation</b>   |               |
| At 1 January 2022          | 15,344        |
| Additions                  | 639           |
| Disposals                  | (1,072)       |
| Transfers                  | 2,184         |
| At 31 December 2022        | 17,095        |
| Additions                  | 464           |
| Disposals                  | (1,511)       |
| At 31 December 2023        | 16,048        |
| <br><b>Depreciation</b>    |               |
| At 1 January 2022          | 4,611         |
| Charge for year            | 1,978         |
| Eliminated on disposal     | (68)          |
| Transfers                  | 1,256         |
| At 31 December 2022        | 7,777         |
| Charge for the year        | 1,710         |
| Eliminated on disposal     | (287)         |
| At 31 December 2023        | 9,200         |
| <br><b>Carrying amount</b> |               |
| At 31 December 2023        | 6,848         |
| At 31 December 2022        | 9,318         |

The Company has lease contracts for various items of buildings and their improvements, motor vehicles and office equipment used in its operations. The lease of machinery and office equipment generally have lease terms between 3 and 5 years, and leases for office buildings generally have lease terms of 3 to 10 years.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 17 Investments

|                          |               |
|--------------------------|---------------|
| <b>Subsidiaries</b>      | <b>\$ 000</b> |
| <b>Cost or valuation</b> |               |
| At 1 January 2022        | 27,098        |
| Additions                | 229           |
| Impairment               | (7,295)       |
| At 31 December 2022      | 20,032        |
| <br>                     |               |
| At 1 January 2023        | 20,032        |
| Additions                | -             |
| At 31 December 2023      | 20,032        |
| <b>Carrying amount</b>   |               |
| <br>                     |               |
| <b>Subsidiaries</b>      | <b>\$ 000</b> |
| At 31 December 2023      | 20,032        |
| At 31 December 2022      | 20,032        |

Shares in group undertakings are accounted for at net book value. Details of the subsidiaries as at 31 December 2023 are as follows:

| Name of subsidiary                          | Registered office  | Class of shares       | Number of shares | Proportion of ownership interest and voting rights held 2023 |
|---|--|-----------------------|------------------|--|
| Zebra Technologies BV ("ZTBV")              | Mercurius 12, 8448GX Heerenveen, The Netherlands                                   | ordinary<br>€1,000    | 200              | 100%   |
| Zebra Technologies AB ("ZTAB")              | Borgarfjordsgatan 13 A, Plan 3, 164 40 Kista, Sweden                               | ordinary<br>€1        | 11,000           | 100%   |
| Zebra Technologies Sp. z.o.o. ("ZT Sp.zoo") | 5th Floor Oxygen Park, Building A, Jutrzenki 137, 02-231 Warszawa, Poland          | ordinary<br>1,000 PLN | 50               | 100%   |
| Adaptive Vision Sp. z o.o. ("ADV")          | ul. Bojkowska 41N, 44-141 Gliwice, Poland  | ordinary<br>50 PLN    | 1,000            | 100%   |
| Antuit UK Limited ("AUL")                   | Dukes Meadow, Millboard Road, Bourne End, Buckinghamshire, United Kingdom, SL8 5XF | ordinary 1<br>GBP     | 100,000          | 100%   |

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 17 Investments (continued)

Restricted cash deposits relate to funds deposited into a bank account in Saudi Arabia, which are not available to use as long as the branch is operating in Saudi Arabia. For these financial statements, the year ending 31 December 2023, the restricted cash is not reported separately. It is included in 2022 brought forward balance in the amount of \$137,000.

No new subsidiaries were acquired during the year 2023.

Subsidiary Cortexica Vision Systems Limited, which was fully impaired for 2022 year-end, was formally dissolved on 22 September 2023.

Subsidiary Antuit UK Limited ("AUL") entered into Members' Voluntary Liquidation on 19 March 2024.

#### 18 Stock

|                                     | 2023           | 2022           |
|-------------------------------------|----------------|----------------|
|                                     | \$ 000         | \$ 000         |
| Work in progress                    | 128            | 465            |
| Finished goods and goods for resale | 114,067        | 144,128        |
| Raw materials and consumables       | 13,560         | 21,893         |
|                                     | <u>127,755</u> | <u>166,486</u> |

Cost of stocks recognised as an expense (included in cost of sales) is \$526,771,000 (2022 - \$760,894,000). Inventory write off recognised as an expense during the year is \$7,624,000 (2022 - \$6,676,000).

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 19 Other provisions

##### Dilapidations

The company has a provision for dilapidations of its properties.

##### Maintenance warranties

In general, the company provides warranty coverage of one year on mobile computers, printers and batteries. Advanced data capture products are warrantied from one to five years, depending on the product. Thermal printheads are warrantied for six months and battery-based products, such as location tags, are covered by a 90-day warranty. A provision for warranty expense is adjusted quarterly based on historical and expected warranty experience.

##### Waste Electrical and Electronic Equipment

Under the Waste Electrical and Electronic Directive (WEEE), producers of electronic goods are financially responsible for specified collection, recycling, treatment and disposal of past and future electronic products. The provision in the financial statements represents management's estimate of the amount required to cover the anticipated liability. This provision has been calculated based on estimated costs of freight, recycling, handling and administration, taking into account estimates of average lifetime of relevant products.

#### 20 Share capital

##### Authorised, allotted, called up and fully paid shares

|  | 2023      |        | 2022      |        |
|--|-----------|--------|-----------|--------|
|  | No.       | \$ 000 | No.       | \$ 000 |
| Ordinary shares of £1 (2022 - £1) each | 4,891,604 | 7,818  | 4,891,604 | 7,818  |

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## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 21 Movements on reserves

|  | <i>Share<br/>premium<br/>account</i> | <i>Retained<br/>earnings</i> | <i>Total<br/>Reserves</i> |
|--|--------------------------------------|------------------------------|---------------------------|
|  | <b>\$'000</b>                        | <b>\$'000</b>                | <b>\$'000</b>             |
| At 1 January 2023  | 573,991                              | 476,872                      | 1,050,863                 |
| Profit for the year                                      | -                                    | 109,063                      | 109,063                   |
| Dividend paid from Retained Earnings                     | -                                    | (250,000)                    | (250,000)                 |
| Credit in relation to share related awards               | -                                    | 3,118                        | 3,118                     |
| Credit in relation to share based payments (note 12 (a)) | -                                    | 706                          | 706                       |
| At 31 December 2023                                      | <u>573,991</u>                       | <u>339,759</u>               | <u>913,750</u>            |

|  | <i>Share<br/>premium<br/>account</i> | <i>Retained<br/>earnings</i> | <i>Total<br/>Reserves</i> |
|--|--------------------------------------|------------------------------|---------------------------|
|  | <b>\$'000</b>                        | <b>\$'000</b>                | <b>\$'000</b>             |
| At 1 January 2022  | 573,991                              | 447,615                      | 1,021,606                 |
| Profit for the year                                      | -                                    | 426,315                      | 426,315                   |
| Dividend paid from Retained Earnings                     | -                                    | (400,000)                    | (400,000)                 |
| Credit in relation to share related awards               | -                                    | 2,918                        | 2,918                     |
| Credit in relation to share based payments (note 12 (a)) | -                                    | 24                           | 24                        |
| At 31 December 2022                                      | <u>573,991</u>                       | <u>476,872</u>               | <u>1,050,863</u>          |

#### 22 Creditors: Amounts falling due after more than one year

|                              | <b>2023</b>    | <b>2022</b>    |
|------------------------------|----------------|----------------|
|                              | <b>\$ 000</b>  | <b>\$ 000</b>  |
| Lease liabilities (Note 11)  | 6,167          | 7,432          |
| Long term deferred income    | 124,649        | 131,098        |
| Creditors to related parties | -              | 7,799          |
|                              | <u>130,816</u> | <u>146,329</u> |

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 22 Creditors: Amounts falling due after more than one year (continued)

Revenue from extended service agreements / maintenance warranties is recognised over the term of the agreement on a straight line basis. Upon adoption of IFRS 15, the company disclosed element of unrecognised revenue separately in the balance sheet as other borrowings. The above other borrowings represents the long term portion, due after more than one year.

#### 23 Pension and other schemes

The company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the company to the fund and amounted to \$3,174,000 (2022 - \$3,098,000). There were contributions outstanding at year end of \$258,000 (2022 - \$250,000).

#### 24 Share-based payments

##### Scheme description

Stock awards (which may consist of equity or cash-settled restricted stock awards, performance-based stock awards, stock appreciation rights, or stock options) in the company's ultimate parent undertaking, Zebra Technologies Corporation are granted to certain employees of the company.

The grant-date fair value of awards issued in 2023 and 2022, which only consisted of restricted stock awards and performance-based stock awards, were based on the fair market value of the Company's Class A Common Stock at the time of grant.

|  | 2023        | 2022        |
|--|-------------|-------------|
| Fair value of awards granted                             | \$6,165,355 | \$3,896,377 |
| Weighted average grant date fair value of awards granted | \$247.31    | \$363.20    |

No charge is made to the company by Zebra Technologies Corporation for these stock awards. However, in accordance with IFRS 2, a charge of \$3,118,000 (2022 - \$2,918,000) has been made to the current year income statement, with a corresponding equivalent amount credited to reserves, see the movement in reserves in note 21.

## Zebra Technologies Europe Limited

### Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)

#### 25 Capital commitments

The company had no capital commitments at the end of the financial year (2022 - nil).

#### 26 Derivatives

The company purchases forward foreign currency contracts to hedge a proportion of currency exposure on future forecasted turnover. The premiums paid on contracts held at the balance sheet date are shown in note 9.

The fair values of the derivatives held at the balance sheet date by ultimate parent undertaking Zebra Technologies Corporation, determined by reference to their market values are as follows:

|          | 2023<br>\$ 000 | 2022<br>\$ 000  |
|----------|----------------|-----------------|
| Forwards | (6,014)        | (14,132)        |
|          | <u>(6,014)</u> | <u>(14,132)</u> |

Gain / (loss) made on forward foreign currency contracts and recognised in income statement is as follows:

|          | 2023<br>\$ 000  | 2022<br>\$ 000 |
|----------|-----------------|----------------|
| Forwards | (14,644)        | 87,303         |
|          | <u>(14,644)</u> | <u>87,303</u>  |

## **Zebra Technologies Europe Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2023 (continued)**

#### **27 Related party transactions**

During the year, the company entered into transactions, in the ordinary course of business, with other related parties. The company has the exemption under paragraph 8(k) of FRS 101 not to disclose transactions with fellow wholly owned subsidiaries of Zebra Technologies Corporation.

#### **28 Parent and ultimate parent undertaking**

The company's immediate parent undertaking is Zebra Jersey Holdings II Limited a company incorporated in Jersey.

The ultimate parent undertaking and controlling party is Zebra Technologies Corporation, a company incorporated in the United States of America. This is the smallest and largest undertaking into which the results of the company are consolidated.

Copies of financial statements for Zebra Technologies Corporation may be obtained from the company's registered office at 3 Overlook Point, Lincolnshire, Illinois, USA.

#### **29 Subsequent events**

Appointment of Richard Edward Hudson as a director of Zebra Technologies Europe Limited was terminated effective 15 January 2024. Timothy Christopher Stoddard was appointed as a director of Zebra Technologies Europe Limited effective 15 January 2024.

Subsidiary Antuit UK Limited ("AUL") entered into Members' Voluntary Liquidation on 19 March 2024.