



# Zebra Technologies Global PFAS Position Statement

May 20, 2026

Zebra Technologies recognizes the importance of understanding its environmental responsibilities and complying with applicable laws and regulations to minimize adverse effects on human health and the environment.

Zebra's Global Environmental Compliance Specification (CPZ-CE-010) details substances that are banned, restricted, targeted for reduction in the future, or required to be reported in its products and product packaging. This Environmental Specification is integrated into Zebra's design guideline requirements and product development processes. It is further included in Zebra supplier requirements and is available online ([www.zebra.com/compliance-scf](http://www.zebra.com/compliance-scf)).

Zebra is vigilant about legal changes concerning Per- and Polyfluoroalkyl Substances (PFAS) globally and acknowledges the need to phase out restricted chemicals while maintaining full compliance with both existing and emerging reporting frameworks:

## United States and Canada (Reporting Requirements)

In North America, regulatory focus has largely centered on reporting subsets of PFAS to understand their impact and proliferation. Zebra has successfully completed reporting for the Canadian PFAS list (covering approximately 300 substances) as of early 2025.

In the U.S., under the EPA's TSCA Section 8(a)(7) rule, the reporting timeframe is currently set from April 2026 to October 13, 2026. While the EPA is considering potential reporting exemptions for article importers (which applies to Zebra), we are preparing our inventory and supplier declarations as if the original dates and requirements remain unchanged. Additionally, Zebra is actively managing state-level requirements, such as the Minnesota PFAS Reporting Rule (Chapter 7026), which requires initial reports of intentionally added PFAS by July 1, 2026.

## European Union (Evaluations and Restrictions)

Certain PFAS controlled by the EU Regulation 850/2004/EC (amended to POPs Regulation (EU) 2015/2030) are already governed by Zebra's Global Environmental Compliance Specification and are not found in our products. Furthermore, we are closely monitoring the European Chemicals Agency (ECHA), which is currently evaluating a broader proposal to restrict over 10,000 PFAS. With public consultations underway and ECHA aiming to complete its evaluations by the end of 2026.

## Zebra's Proactive Supply Chain Actions

To prepare for these global shifts, Zebra is diligently compiling a detailed inventory of PFAS used in our products through extensive supplier outreach and Material Declarations (MD). We are actively conducting impact analysis on all proposed banned PFAS. For the few potential impacts in our supply chain—such as specific PFAS used in semiconductors, soldering agents, or as flame retardants in certain plastics—our materials team is already collaborating with vendors to source and test high-quality, PFAS-free alternatives.

Zebra understands our customers' need to collect this data to comply with their own downstream requirements and remains fully committed to ensuring transparency, continuous compliance, and environmental stewardship.

A handwritten signature in blue ink, appearing to read "Andrew Carges".

**Andrew Carges**

**Regulatory Manager – Product Environmental Compliance**

For additional inquiries, please consult [www.zebra.com/environment](http://www.zebra.com/environment) or reach out to us  
Product Environmental Compliance Team at [PEC@zebra.com](mailto:PEC@zebra.com).