2024 Corporate responsibility report

MOTOROLA SOLUTIONS

Letter from the CEO

"At Motorola Solutions, we believe that safety is the foundation on which better lives are built.

Finding a missing child in a museum in just 90 seconds, shaving 11 minutes off the response time to a house fire and reducing violence against retail staff by more than 10%. These results emphasize the importance of our mission to strengthen safety and security everywhere.

At Motorola Solutions, we believe that safety is the foundation on which better lives are built, and it's our unwavering commitment to build and connect the technologies that help protect communities and defend against today's ever evolving threats. That's why we've invested more than $13B in research and development (R&D) and acquisitions over the last 10 years, and it's why we relentlessly advance the innovations that help first responders protect better, businesses run better and people live better.

I'm incredibly proud of our achievements in 2024, reflecting our steadfast dedication to our customers and communities. Highlights include:

- Appointing Nicole Anasenes and Elizabeth Mann to our board of directors, two experienced executives, collectively adding expertise in finance, operations, strategy, data analytics and risk management.
- Supporting critical response and recovery efforts on the front lines when natural disasters struck around the world, including Hurricanes Helene and Milton.

- Awarding more than 215 of our finest innovators with new patents and growing our patent portfolio to 7,200 worldwide.
- Volunteering a record 105,000+ hours for worthy causes, while providing $14.9 million in strategic grants and donations through our company and the Motorola Solutions Foundation.
- Celebrating numerous recognitions as a destination workplace, including Forbes' World's Best Employers, Fast Company's World's Most Innovative Companies and TIME's World's Best Companies.
- Providing 5 billion gallons of treated groundwater, enough to serve over 45,000 single-family homes for a year, for irrigation and potable water supply at our remediation site in Scottsdale, Arizona.

I invite you to read our 2024 corporate responsibility report, which articulates not only why we do what we do, but how we do it.

With every innovation, every collaboration and every life touched, we strengthen our resolve to help create a safer world for us all. Our mission inspires us daily, and we look forward to continuing this vital work in the years ahead.

Greg Brown
Chairman & CEO | Motorola Solutions Inc.

Our approach

Corporate responsibility at Motorola Solutions

Safety and security are at the heart of everything we do at Motorola Solutions. We build and connect technologies to help protect people, property and places.

Our technologies support public safety agencies and enterprises alike, enabling the collaboration that's critical for safer communities, safer schools, safer hospitals and safer businesses.

Our approach to corporate responsibility continues to be guided by three principles: operate ethically, protect the environment and help foster public safety and thriving communities. Our 2024 Corporate Responsibility Report demonstrates our global commitment to corporate responsibility and to making genuine progress, year after year.

We welcome comments or questions at: corpresponsibility@motorolasolutions.com.

Our governance framework

Our governance framework does more than demonstrate our governance standards and our social and environmental commitments – it highlights how we continue to drive meaningful impact for our employees, our customers and the communities that we share. Whether aligning with the Science Based Targets initiative (SBTi) or incorporating numerous standards and frameworks to shape our culture and inform our goals, our work to achieve sustainable and inclusive growth through our Corporate Responsibility Framework aligns within six key pillars.

Our approach

For our business

Our business is deeply integrated with corporate responsibility concerns. We believe that the work we do, and the technology we create, plays an essential role in our world today. We embrace the opportunity to create solutions and develop our technologies with the intent to address larger societal challenges and the goal to ultimately impact the greater good.

Community engagement

We partner with organizations around the world to drive meaningful change through employee volunteerism, strategic grants and other community investment initiatives. By supporting organizations that align with our values, furthering technology and engineering education and supporting first responders, we are helping to create safer cities and thriving communities.

Human capital management

Our employees are a critical enabler of business value. Our human capital management programs are designed to recruit, retain, develop and optimize our workforce. Whether through increased outreach efforts, enhanced compensation and rewards programs, investment in professional development or reinforcing an inclusive environment, our goal is to take care of our strongest resources by anticipating employee needs and adapting to meet them.

Supply chain

We aim to deliver exceptional customer experience through agility, speed and collaboration. Through our membership in the Responsible Business Alliance (RBA) and our alignment with the United Nations Guiding Principles on Business and Human Rights, we continually strive to source efficiently and ethically from our supply base, launch and deliver new products and solutions on-time and exceed customer expectations by delivering outstanding quality, service and support.

Environmental

We strive to stay abreast of top environmental issues that affect our operations and the communities we serve. We remain focused on matters such as waste and pollution and aim to identify and address a wide array of factors that impact the sustainability of the communities we inhabit.

Governance and compliance

Our governance and compliance framework is centered around our goals of: (1) accountability; (2) consistent application of our well-established policies and practices; (3) providing transparent and reliable information to our stakeholders; and (4) integrity at the root of all that we do.

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Introduction

Scope of report

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2024 (Jan. 1, 2024 to Dec. 31, 2024), including our global operations, unless otherwise noted. It provides key CR metrics and goals, with a focus on meeting the needs of investors and stakeholders. More detailed information is available on our website.

Details on our financial performance are not included in this report, but can be found on our website and in our public filings available through the U.S. Securities and Exchange Commission (SEC).

Statements in this report which are not historical in nature are forward-looking statements, which are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, as amended, and generally include words such as "expect," "may," "could," "believe," "would," "might," "anticipates" or similar words. The principal forward-looking statements in this report include: (1) our goals, commitments and programs; (2) our business plans, strategies and initiatives; (3) our assumptions and expectations; (4) the scope and impact of our corporate responsibility risks and opportunities; and (5) standards and expectations of third parties. Although we believe there is a reasonable basis for the forward-looking statements, our actual results could be materially different. The most important factors that could cause our actual results to differ from our forward-looking statements are set forth in our description of risk factors included in Part I, Item 1A, "Risk Factors" of our Annual Report on Form 10-K for the year ended December 31, 2024, which should be read in conjunction with the forward-looking statements in this report and is accessible on the SEC's website and on our website. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

In addition, historical, current and forward-looking statements, including non-financial climate-related metrics presented herein, may be based on standards measuring progress that are still developing, internal controls and processes that continue to evolve, assumptions that are subject to change in the future, and measurements that contain uncertainties resulting from limitations inherent in the nature and methods used for determining such data. We reserve the right to update our measurement techniques and methodologies in the future.

Links to websites in this report are provided for convenience and informational purposes only. Motorola Solutions bears no responsibility for the accuracy, legality or content of any external site or for that of subsequent links within such site.

Please contact the external site for answers to questions regarding its content.

Alignment with reporting standards and frameworks

The European Sustainability Reporting Standards (ESRS), the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), the Task Force for Climate Related Financial Disclosures (TCFD) and the UN Sustainable Development Goals (UNSDGs) are referenced when relevant.

Material topics

Our CR management and reporting focuses on the topics that are material to our business. This report uses certain terms, including those that the ESRS, GRI, SASB, TCFD or others refer to as or consider to be "material" to reflect the issues or priorities of Motorola Solutions and its stakeholders. Materiality and its relevant definition as used in this report is different from the definition of "materiality" used in the context of filings with the SEC. Issues deemed material for purposes of this report and for purposes of determining our corporate responsibility strategies may not be considered material for SEC reporting purposes.

Methodology

In 2024, we completed a Double Materiality Assessment in alignment with European Sustainability Reporting Standards (ESRS) and various other standards and guidance. Our approach consisted of five components: (1) identifying and defining potential corporate responsibility-related topics for consideration; (2) selection of internal and external stakeholders to be involved in the assessment; (3) conducting qualitative interviews with Motorola Solutions' internal business leaders and subject matter experts (SMEs) as well as a selection of its strategic external stakeholders; (4) the completion of a survey that was collected from Motorola Solutions' employees across various functions, lines of business and geographic regions; and (5) the performance of desktop research involving key imperatives of a number of Motorola Solutions' suppliers and customers to ensure that a comprehensive analysis of all necessary stakeholders was performed.

A detailed and comprehensive scoring methodology was applied to plot the topic's score in terms of social and environmental impact (impact materiality) as well as impact on business value (financial materiality) for the purposes of differentiating between topics that were considered material (as defined by ESRS) and those that were not.

As a result of this process, 22 topics were determined to be material for Motorola Solutions. Throughout 2024, these topics were further refined by Motorola Solutions' executive leadership through workshops and readout sessions resulting in the identification of eight final material topics and 26 sub-topics. More information about many of the material topics is provided throughout this report.

Periodic refreshment

Moving forward, we will continue to refresh our Double Materiality Assessment on a regular basis, aiming to continually identify and mitigate risks associated with issues that can affect the company ("impacts inward") as well as improve the areas wherein the company impacts society and the environment ("impacts outward").

Material topics

Climate change

- Greenhouse gas emissions reduction
- Physical risk from climate change
- Energy efficiency

Circular economy & resource use

- Product design efficiency
- Waste and hazardous waste management
- Sustainable materials sourcing
- Opportunities from sustainable products
- Reputational risks from not meeting customers' sustainability expectations

Supply chain management

- Labor practices in the value chain, including human rights
- Health and safety of workers in the value chain
- Supply chain management, including geopolitical instability and supplier resiliency

Business ethics

- Lobbying and political contributions
- Anti-bribery and corruption

Corporate philanthropy

- Community engagement
- Corporate giving

Labor practices in our own workforce

- Equal treatment and opportunities for our workforce
- Talent attraction, retention and development
- Labor practices for employees, including human rights
- Employee health and safety

Responsible technology

- Data privacy
- Responsible use of technology
- Cybersecurity
- Product safety and quality
- Social inclusion of customers and end-users

CR governance

- CR oversight and risk management
- Board composition

Technology for a safer tomorrow

We build and we connect

Technologies are stronger united. People are no different. We proudly stand side-by-side with our customers, listening, learning and leading the development of innovative solutions. It's all part of our commitment to safer, helping first responders protect better, businesses run better and people live better.

The power of connected technologies ...

Individually, our technologies help make the world safer. United, they are exponentially more powerful.

Critical Communications

Command Center

Video Security

Managed and Support Services

... and connected people.

We enable the collaboration between public safety agencies, enterprises and communities for a proactive approach to safety and security.

Public Safety Agencies

Connect

Connect

Enterprises

Connect

Communities

Our impact

Our technologies can directly support some of the world's largest societal challenges. Throughout this report, we proudly share our customer stories, and we invite you to learn the impact of our work through their words.

Creating safer schools

In the U.S., more than 394,000 students have been exposed to gun violence at schools since the 1999 Columbine shooting.*

Video cameras can give law enforcement visibility on scene, access control systems can automatically lock down doors, smart sensors can discreetly light the path to safety in hallways and radios can support coordination and response.

The U.S. of Community Oriented Policing Services disbursed $73 million for School Violence Prevention Programs in 2024.

*Based on a study by The washington Post, Gun violence in schools.
**Based on a study by COPS, U.S. Department of Justice.

Countering cyber attacks

In 2024, 324 confirmed cyber attacks impacted public safety agencies worldwide, resulting in 25 complete system shutdowns.*

Cybersecurity solutions, such as 24/7 managed detection and response (MDR), and professional services, including risk assessments and penetration testing, can provide significant protection for public safety agencies and enterprises against ever-evolving cyber threats. These proactive measures enable organizations to fortify their defenses against cyber threats and effectively protect communities.

The financial impact of cybercrime is anticipated to reach nearly $15.6 trillion annually by 2029.

*Based on a study by Motorola Solutions Public Safety Threat Alliance.
**Based on a study by Statistica.

Responding faster to 911

~10,000 lives could be saved each year if 911 could get to callers just one minute faster.*

A command center can unify information about an incident, from "911 call to case closure," helping to create a broad informational view that can simplify workflows and improve the accuracy and speed of decisions.

240 million calls are made to 911 each year.

*Based on a study by Federal Communications Commission.
**Based on a study by NENA (as of February 2021).

Responding to natural disasters

U.S. natural disasters have cost $2.915 trillion since 1980 across 403 disasters on record.*

Land mobile radio (LMR) devices and networks are built for redundancy and can withstand extreme conditions, offering reliable communication that's critical to coordinate emergency response.

Omdia projects active LMR users will increase to 66 million by 2028.

*Based on a study by NCEI.
**Based on a study by Omdia, Licensed Mobile Radio Report - 2024 Analysis

Curbing retail theft and violence

Shoplifting incidents increased 93% from pre-COVID levels in 2019 to 2023, with ~177 incidents per day in the U.S.*

Body cameras can be a deterrent to aggressive or criminal behavior in stores, while access control systems and panic buttons can help make frontline workers feel safer.

Frontline workers make up 60% of the global workforce, with 21% in the U.S. retail industry alone.

*Based on a study by National Retail Federation, December 17, 2024.
**Based on the study Bureau of Labor Statistics, Gartner Hype Cycle for Frontline Worker Technologies, 2024, August 8, 2024.

The Greater Dayton School
Dayton, Ohio

> " I've been in the security industry all of my life, but I've never seen a place that brings all these pieces together, including cameras, access control and sensors. The cameras provide a complete, 360-degree view inside and outside of the building. It's incredible.

Layne Herrington
Security Officer,
The Greater Dayton School

100,000 sq ft
24/7 support

An integrated ecosystem of video cameras, two-way radios and smart sensors helps keep students and staff protected across a sprawling campus at The Greater Dayton School.

For our business

Data privacy and protection

We respect the privacy rights and freedoms of all individuals and apply appropriate technical and organizational measures to protect all personal data processed by Motorola Solutions.

We're committed to ensuring that personal data is collected, used and processed only when there is a legal basis for doing so. Further, we adhere to privacy principles, promote ethical data management and extend this requirement to our third-party providers. We believe that trust in our company is created through transparency and accountability. We're transparent about our commitments and expectations regarding shared responsibilities with our customers to protect and manage personal data.

Our approach to privacy is grounded in our commitment to provide governance, transparency and accountability over the collection, use and distribution of personal data. Our products and services are designed with secure engineering and privacy-by-design practices to protect our customers' data and to assist and support compliance obligations. We continue to strengthen our culture of data protection across the company through expanding our privacy expertise, training and awareness opportunities.

We have a data protection officer to address European General Data Protection Regulation (GDPR) obligations, and we continuously monitor evolving privacy laws and regulations to ensure Motorola Solutions' privacy program addresses the changing privacy risk and compliance landscape.

For information on our data management approach, see our Trust Center and the Motorola Solutions Code of Conduct for Data Ethics and Rights.

Addressing inquiries and requests

Privacy inquiries and concerns are received primarily via the Motorola Solutions dedicated mailbox, privacy1@motorolasolutions.com. We respond to inquiries using our established process designed according to applicable law.

We have appointed employees located around the world as data privacy champions (DPCs) who provide guidance on our privacy policy and act as a first point of contact for privacy at a local level. DPCs work with country managers, who are responsible for corporate governance and compliance efforts within their country.

Data subject requests

	2022	2023	2024
Total data subject / Consumer requests	147	171	439

2024 goals	Outcomes
Complete Enterprise Privacy and Security external audit. Obtain ISO/IEC 27001:2022 certification with extensions ISO/IEC 27017: 2015, ISO/IEC 27018:2019 and ISO/IEC 27701.	**Achieved:** Successfully completed Privacy Information Management System (PIMS) ISO 27001 certification process with extensions ISO/IEC 27017: 2015, ISO/IEC 27018:2019 and ISO/IEC 27701 (Aug. 2024)
Update privacy program to meet evolving U.S. and international privacy legislation.	**Achieved:** Successfully updated privacy program to address the U.S. state privacy laws that came into effect in 2024, and we continue to monitor for any regulatory updates. In addressing our obligations for U.S. state privacy laws, a comprehensive review was conducted and reflected in our 2024 updates.
Achieve security and privacy certifications.	**Achieved:** We continue to achieve ISO 27001 (information security management), 27017 (information security for cloud services), 27018 (protection of personally identifiable information in public clouds), and 27701 (privacy management system) certification of our Privacy and Information Security Management System. These certifications govern the information assets and data processed by our development and technical engineering support operations systems and relevant corporate infrastructure for the products and services included in our LMR Communications, Command Center solutions and Video offerings managed at 32 sites worldwide. We also achieved SOC2 Type II reporting including the security, confidentiality, processing integrity, availability and privacy trust criteria across these same 32 sites. Our North American Commercial and Federal Managed Services including the Network Operations Center, Security Operations Center and Technical Support Operations continue to achieve ISO 27001 and most recently, achieved SOC2 Type II reporting. Our achievement of ISO 22301 certification for our Business Continuity Management System continues to expand with 11 sites now certified.

Responsible use of technology

Governments, enterprises and communities around the world rely on our technology to help keep cities safer, businesses thriving and society moving forward. That reliance is built on trust that our technology will perform as promised and be designed in a way that enables its responsible, ethical and fair use.

As our products increasingly incorporate powerful technologies, such as AI and machine learning, it's our responsibility to ensure that they are inherently purpose-built, human-centered, accurate, fair, transparent and privacy-protective.

With new technologies often advancing faster than legislative and regulatory frameworks, we align our innovations with our company's purpose and ethics while considering the broader implications of how our technologies can be used by our customers. We build controls into our products that enable customers to comply with government regulations and responsible usage policies.

The Motorola Solutions Technology Advisory Committee (MTAC), a multidisciplinary internal group commissioned by our management executive committee, guides the solutions we create and bring to market.

In 2024, we established a Responsible AI & Technology Stewardship governance program to drive standards, improve processes and implement best practice recommendations from MTAC to support responsible design and development across our products. This program will prepare us for when the EU Artificial Intelligence Act becomes fully applicable in 2026, enabling us to assess high-risk AI systems and establish training and education for employees. The new program is designed to prepare us for AI-related certifications and the integration of responsible AI into our business processes, including procurement.

Our Trust Center includes the Code of Conduct for Data Rights and Ethics and Guidelines for Responsible Use of Artificial Intelligence published by MTAC. MTAC also develops and publishes internal guidelines for employees worldwide about positioning and selling sensitive technologies, as well as responsible, transparent disclosure of product capabilities. MTAC partners with our Office of Ethics and Compliance and international sales leadership to establish controls in our sales processes. This helps identify and provide objective review of prospective transactions that contain sensitive technologies to help prevent the use of our products outside of their intended purpose or in a manner that causes harmful social impacts.

Solving with AI

We enable artificial intelligence as a trusted partner, assisting and augmenting humans without diminishing their critical role, and ultimately allowing people to prioritize their time for situations that require empathy, complex judgment and human interaction.

Augmenting human focus. AI can simultaneously pay attention to multiple tasks and never get bored.

Augmenting human effort. AI can transfer knowledge with contextual relevance.

Augmenting human performance. AI can automate what we need to empower human capabilities, not replace them.

Port Discovery Children's Museum
Baltimore, Maryland

"

We use Avigilon Alta's smart search feature to comb through hours of video quickly. That is one of my favorite things in the world.

Kelli Coffman
Senior Vice President
of Museum Operations

After deploying a cloud-based security and analytics solution throughout its campus, Port Discovery Children's Museum reduced the time taken to find a missing child from

five minutes to 90 seconds.

Human rights program

We employ a holistic approach with our human rights program. Our employees are trained on the importance of respect and integrity, as well as our core values, which include "inclusive" and "accountable." Our high standards are also communicated to business partners through our Supplier Code of Conduct. We leverage expertise from leading authorities in the field by participation in groups such as the RBA and the Responsible Minerals Initiative (RMI). We use industry-leading processes for vetting customers and third-party sales representatives to ensure we're not only adhering to the law, but our own values. Guided by our strong ethical values, commitment to human rights and MTAC, we identify and evaluate potential risk and build controls into our sales process, particularly when dealing with conflict-affected areas.

Cybersecurity

At Motorola Solutions, we differentiate ourselves through our dedication to cybersecurity. We secure our enterprise environment and build our products, solutions and services with security, resilience and user experience in mind. Given the critical nature of our business and customers' needs, data privacy and cybersecurity are integral to everything we do, and we strive to build trust in every interaction by demonstrating our focus on secure and responsible practices.
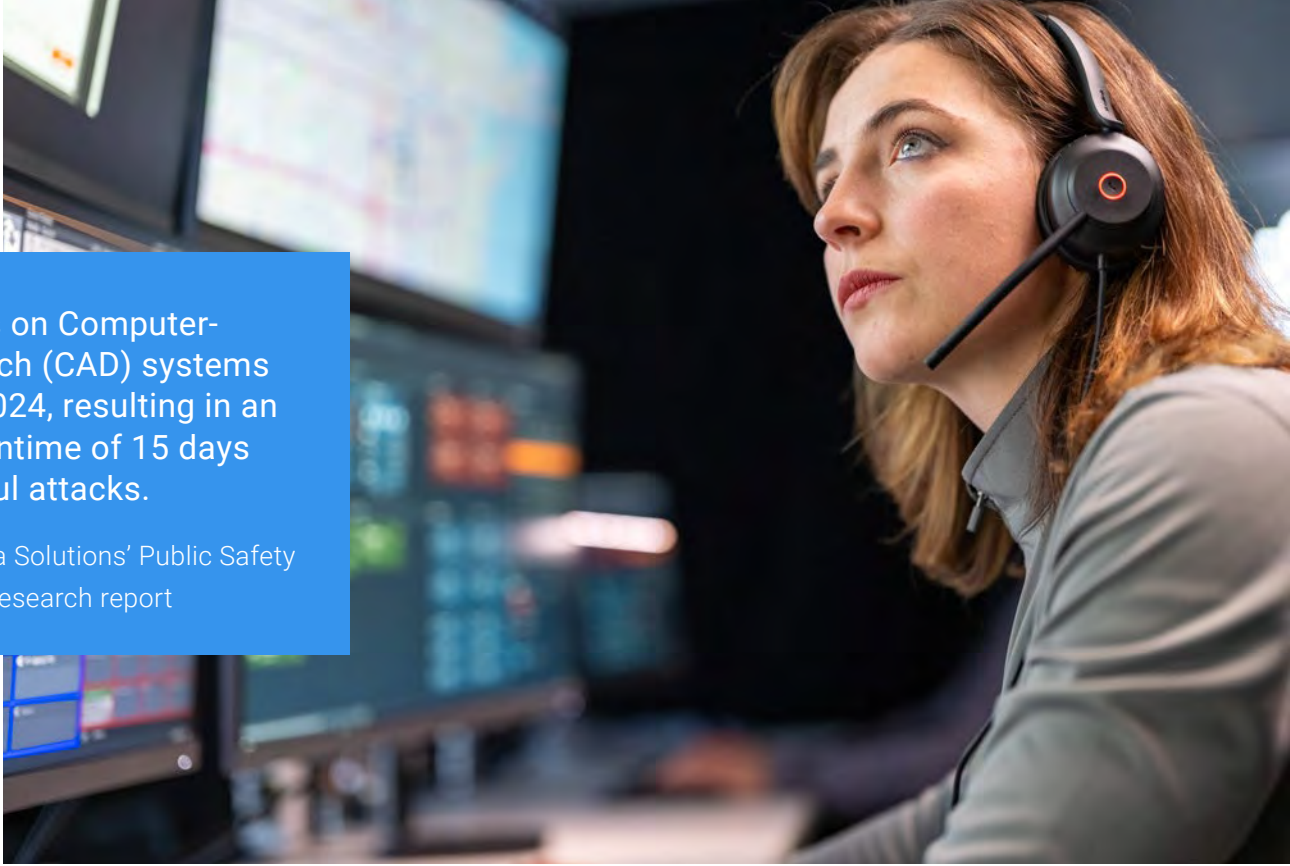
Our cybersecurity capabilities span people, tools and processes, with a comprehensive layer of controls designed to identify, protect, detect, respond to and recover from the wide range of cyber threats that our company and our customers face.

One of our most valued defenses is our employees, who we equip with the tools and knowledge they need to contribute to a safer environment, regardless of role. Throughout the year, we send our employees thousands of simulated phishing exercises, training them to maintain constant vigilance and report suspicious emails. We also routinely practice simulated crises and incidents, from small-scale reviews of our incident response processes to executive-level, strategic tabletop exercises. We actively strengthen our security culture through almost 900 cybersecurity champions

who drive security measures and practices within their respective areas of the company.

Through our Public Safety Threat Alliance (PSTA), a cyber threat sharing initiative, we equip our customers with the knowledge they need to defend themselves against attacks that are growing in scale and complexity. We've achieved a number of information security and privacy management certifications that encompass our LMR Communications, Video and Command Center solutions. We regularly engage independent third parties to assess our Enterprise Information Security program against the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

We prioritize product cybersecurity through our secure development lifecycle (SDLC), integrating security from design to deployment. We collaborate with product teams throughout the product lifecycle, ensuring the end result meets stringent security standards and achieves regulatory compliance. Our approach includes continuous monitoring and comprehensive market-ready reviews, aligning with frameworks to improve security such as the Open Worldwide Application Security Project (OWASP), the Software Assurance Maturity Model (SAMM) and the NIST Cybersecurity Framework for robust defense.

Cyberattacks on Computer-Aided Dispatch (CAD) systems doubled in 2024, resulting in an average downtime of 15 days for successful attacks.

Source: Motorola Solutions' Public Safety Threat Alliance research report

We emphasize governance, secure design, software security, testing and operational security, safeguarding our customers and maintaining their trust through secure products.

We use modern technology to support our people and processes, incorporating layers of technology across our systems to balance controls and efficiency to optimize our risk. From vulnerability management and endpoint security to enhanced authentication capabilities and streamlined monitoring, our goal is to ensure that both our cybersecurity program and employees have the technology they need to protect the future we're creating.

For example, our cybersecurity programs are collaborating closely with the newly formed Responsible AI & Technology Stewardship program to ensure our AI governance policies, technical controls, product teams and all other employees are all aligned around how

to use and build products with AI. We mandate the use of trusted devices to access Motorola Solutions' core applications as part of our long-term journey toward a 'zero trust' access model. We maintain robust internal and external response teams that leverage automation and industry-leading tools and are capable of responding to a broad spectrum of cybersecurity incidents.

When we experience setbacks, we work closely with stakeholders to help ensure that there are tools and processes in place to recover critical data and that we respond effectively and implement opportunities to improve. To enable this, we designed and implemented a global incident response procedure, which helps enable us to quickly detect, respond to and recover from third-party malicious attacks and potential security incidents. This procedure includes formal steps to review incidents and implement improvements.
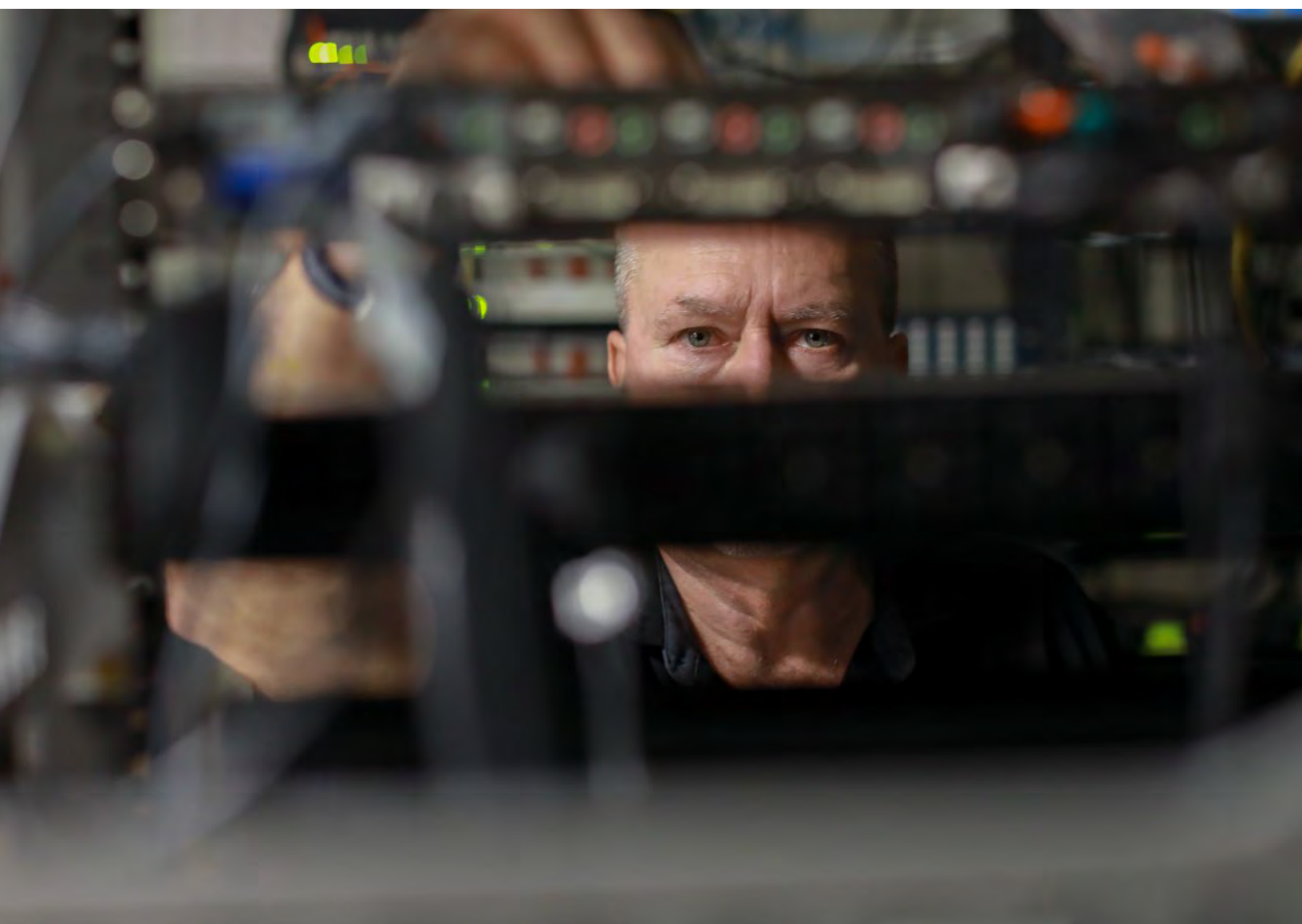
Product safety and quality

Motorola Solutions delivers innovative solutions that help make the world safer, and we're committed to operating with integrity. We collaborate with customers, suppliers and communities for ongoing feedback to expand our capabilities, exceed customers' requirements and meet business objectives. Our products are designed, manufactured and tested to comply with relevant industry standards and regulatory safety requirements. We standardize services support and delivery practices based on business needs and industry best practices. We regularly measure our performance against the objectives within our integrated management system, driving continual improvement and communicating progress and key issues to senior leaders and stakeholders for continual optimization.

Inclusive product design

We consider social impacts and the different populations that encounter our products and solutions across all stages of the development lifecycle. Over the past year, we've built a design system focused on contrast ratios, color usage, development best practices and user inclusivity in the elements shared between applications in our products.

We designed our iconography to be inclusive, especially in the representation of people, and have built an internal library designed to communicate storytelling as an extension of our design tool.

Inclusive design principles

Our design guidelines follow accessibility guidelines, including:

- Creating simple, intuitive and ergonomic design
- Supporting temporary and situational, functional limitations in our products (e.g. enabling firefighters to operate devices in smoky environments, providing noise cancellation and solving dexterity limitations with voice interactions and knobs and buttons that can be operated while wearing bulky gloves)
- Providing content in multiple ways (e.g. auditory, visual and haptic) to enable users to interact with information in ways that accommodate different abilities
- Designing our products to provide equivalent experiences for users with functional limitations (e.g. enabling mission-critical functions for users with little or no color perception)
- Considering gender difference in the wearability of our accessories
- Ensuring product manuals and marketing materials incorporate inclusive language

Policies

The following policies are applied in our product safety and quality efforts:

- Integrated Management System Policy
- Wireless Communications and Health

Community engagement

> **"** Riding a 'blood bike' is an honor that demands long hours and working through the night, but I gain as much from it as the people I try to help. To be recognized by the company was amazing and I'm truly humbled.

Matt Rockall delivers lifesaving supplies to medical facilities across the U.K. with Severn Freewheelers. He is a recipient of Motorola Solutions' 2024 CEO Award for Volunteerism.

Community

At Motorola Solutions, we're proud to be a positive force for change.

The Motorola Solutions Foundation acts as the charitable and philanthropic arm of Motorola Solutions and is focused on giving back to the communities where our employees live and work through strategic grants, employee volunteerism and other community investment initiatives.

The Foundation has donated more than $100 million over the last 10 years and aims to partner with organizations that share our passion for creating safer cities, thriving communities and prioritizing support for under-resourced populations. The Foundation focuses its grantmaking on three key areas: first responder programming, technology and engineering education and programs that blend the two. In addition, the Foundation partners with organizations that align to our values of accountability, innovation, impact and inclusion.

2024 giving summary

Annual grants program			Other areas of giving		Employee programs
First responder programming	Technology & engineering education	Blended programming	Disaster relief	Community	Employee volunteerism & giving
$5M	$5M	$0.2M	$0.3M	$0.5M	$2.4M

Corporate giving	$1.5M
Total donations*	$14.9M

*Includes Motorola Solutions Foundation & Motorola Solutions, Inc. charitable donations

2024 Foundation impact

190+
strategic grants awarded in 21 countries

6,700+
charitable organizations supported

50%+
employees donated

$3.5M
in value* generated through volunteerism

$1.6M+
to programs focused on first responder mental health

1.3M
first responders, teachers, students and more supported

$2.6M
in scholarships to future innovators, children of fallen first responders and under-resourced populations

*Based on a study by Independent Sector.

2024 Foundation highlights

It was a remarkable year for the Motorola Solutions Foundation. In 2024, it set a new company record with **more than 105,000 employee volunteer hours** generating **more than $3.5 million in value** to organizations around the world. Additionally, the Foundation awarded more than **190 strategic grants** valued at **$10.2 million across 21 countries,** supporting communities in need, as well as first responders, students and teachers.

Annual grants program

Bright Minds, Bold Futures scholarship

The Foundation, together with nonprofit partner Calculated Genius, awarded approximately $100,000 in scholarships to 40 deserving students from Chicagoland communities who are pursuing degrees in technology and engineering. Recipients receive $3,000 during their first year of college and an additional $2,500 each subsequent year throughout their college education, up to four years. They were recognized at a prestigious ceremony hosted at Motorola Solutions' headquarters in Chicago. Through the program, students also gain access to peers and professionals who are pursuing their interests in technology, engineering, networking and prevocational learning opportunities.

Since establishing its partnership with First H.E.L.P in 2019, the Motorola Solutions Foundation has donated **$700,000+** to connect first responders with resources for healing and recovery and offer support to their families.

Heroes Memorial Park Monument, Rockwall, Texas

The Motorola Solutions Foundation joined First H.E.L.P, a nonprofit dedicated to destigmatizing mental health issues for first responders, for the unveiling of the Heroes Memorial Park Monument in Rockwall, TX.

The 10-foot tall monument is the first in the U.S. to honor the lives of first responders and military veterans who tragically died by suicide, creating a lasting memory of their service and sacrifice. The memorial's unveiling ceremony attracted 400+ first responders, members of the military and their families.

The Foundation supported The Quell Foundation, First H.E.L.P, Blue Courage, Copline, Survivors of Blue Suicide and many other organizations that support mental health for first responders and their families. Additionally, the Foundation awarded more than $1.4M to programs supporting families of fallen first responders.

"
I've been able to direct my full attention to my education, thanks to financial support from the National Fallen Firefighters Foundation (NFFF) and the Motorola Solutions Foundation.

Courtney Quiroz
NFFF scholarship recipient and stepdaughter of the late Captain Anthony Lynn (Tony) Grider.

Employee programs

In 2024, more than half of all employees were donors on our giving platform, the MotoCares Portal, and nearly a third volunteered at least once. Further, employees' volunteer service yielded $3.5 million in value generated* for charitable organizations around the world.

The majority of volunteerism (60,000+ hours) occurred during the Foundation-sponsored Global Months of Service, Motorola Solutions' annual volunteer-a-thon in September and October. Employees in 48 out of 50 U.S. states — and across nearly 40 countries — participated in more than 350 virtual and in-person team projects, resulting in $260,000 donated to charitable organizations around the world.

As a means of welcoming new Motorolans into our company's culture of giving, we provided new hires with a $25 USD (or local currency equivalent) credit which they could donate to an eligible charitable organization of their choice on the MotoCares Portal. Nearly 70% of new hires redeemed their credit, 20% of whom logged a volunteer hour shortly thereafter.

*Based on a study by Independent Sector.

105,000+
volunteer hours logged, +9% increase YoY

500+
volunteer projects

45%
of employees either donated or volunteered

2024 goals	Outcomes
Drive increases in employee volunteer hours and participation	**Achieved:** Employee participation levels were stable while the number of volunteer hours logged increased by 9% YoY. Total volunteer hours recorded was 105,000+, a new company record.
Increase new hire engagement in giving and volunteer programs	**Achieved:** Provided new hires with $25 credit to donate to a charitable organization of their choice. New hire volunteer participation increased 13% YoY.
Maintain support for special focus areas: • First responder wellness • Families of fallen first responders	**Achieved:** Increased support for families of fallen first responders and first responder wellness YoY.

VRA Rescue NSW

Australian volunteer organization

" On any given day, VRA Rescue NSW's 50 specialized squads and search dog teams perform rescue missions in challenging environments and unforeseen circumstances.

Brenton Charlton
NSW Commissioner and Vice President, Australasian Rescue Organisation

With 50,000 first responders, 50 emergency services and 200,000+ square miles,

the Public Safety Network is one of the largest of its kind in the world. Innovative software helps to keep first responders connected, even in New South Wales' most remote and rugged areas.

Disaster relief

Motorola Solutions provides comprehensive solutions and critical operational support for emergencies. For nearly 100 years, we've collaborated with public safety organizations to deliver essential technologies and resources to assist communities in disaster preparedness and rapid recovery.

Our mission-critical ecosystem of technologies is strengthened by our managed and support services. These services include system design, network management and field support services that help maintain resilient communications, enhance emergency awareness and improve operational response.

We proactively monitor impending threats through our centralized Network Operations Center and are ready to mobilize our response teams at a moment's notice. Before, during and after an incident, our on-the-ground teams work hand-in-hand with customers to determine the impact on communication sites and coordinate repairs as needed.

Within a two-week period in 2024, Hurricanes Helene and Milton devastated the Southeast U.S., destroying tens of thousands of buildings, cutting power supplies and hampering cellular communications as agencies and communities worked to respond and recover.

Super Typhoon Yagi, Asia's biggest typhoon in 2024, hit multiple countries in Southeast Asia in early September resulting in numerous deaths, damage to infrastructure and the displacement of thousands. Record-breaking rainfall and flash floods hit Spain, Brazil and Kenya causing many dozens of casualties with massive disruption and economic losses.

Motorolans around the world supported relief efforts, helping first responders stay connected as they carried out their life-saving work and donating money to local organizations assisting emergency response teams on the front lines.

Motorola Solutions offers tips for public safety agencies to prepare for hurricanes and other natural disasters, as well as a comprehensive preparedness checklist. More information is available on our website.

When Hurricane Helene moved across the Southeast United States, Motorola Solutions responded quickly, delivering hundreds of radios and accessories to cities and agencies across North Carolina. These vital technologies enabled first responders to communicate with clarity while supporting recovery efforts.

Human capital management

Global workforce

For nearly a century, we've proudly shaped innovation in public safety and enterprise security. We continue to enable and encourage our approximately 21,000 employees to collaborate together, exploring their interests and passions to inspire the next great innovation.

Global workforce

Year	Employees
2022	20,000
2023	21,000
2024	21,000

Full-time employees

2022	2023	2024
99%	99%	99%
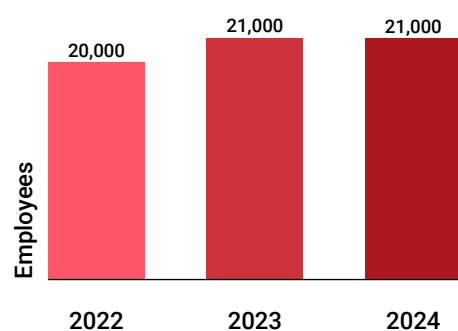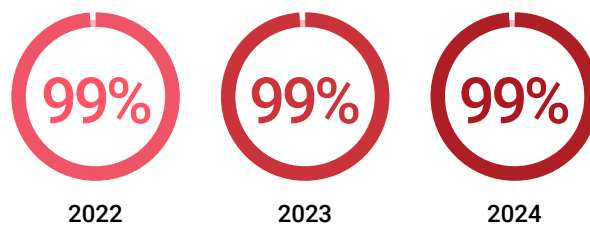
Total investment in learning and development

2022	2023	2024
$9.3M	$10.2M	$9.2M

Learning

Our personalized, engaging and relevant learning experiences equip our customers, partners and employees with the knowledge and confidence they need to succeed in their roles. As complex technologies go to market faster and workforce dynamics continue to evolve, it's more critical than ever to accelerate the learner's time-to-productivity. Our education approach focuses on four areas to foster learning outcomes.

Simplified experience

Our focus on high quality educational content helps simplify the user experience while increasing engagement. As we've expanded our company through acquisitions, we've merged our education teams and systems to create new services to increase our impact. This consolidation contributed to the addition of more than 200,000 new customers to our Learning eXperience Portal (LXP) in 2024. The online portal provides users with self-paced learning resources and enables them to sign up for in-person training and access product documentation.

High quality content

Our learning experience provides access to high quality content that supports customers and empowers them to quickly adopt new product technologies.

In 2024, we refreshed out content topic for critical communication, contributing to a 9% improvement in customer satisfaction. We also delivered video security training for the first time.

Simplified experience drives customer growth in education

Legend:
- Employee/Contractor
- Partner
- Customer

Year	Employee/Contractor	Partner	Customer	Total
2021	38,130	38,569	66,354	143,053
2022	28,541	38,130	153,302	219,973
2023	28,380	40,101	217,928	286,409
2024	34,044	86,327	366,954	487,325

Education customer satisfaction

Legend: LMR communications · Command center · Video security

Year	LMR communications	Command center	Video security
2021	85	69	
2022	81	61	
2023	81	76	
2024	89	75	88
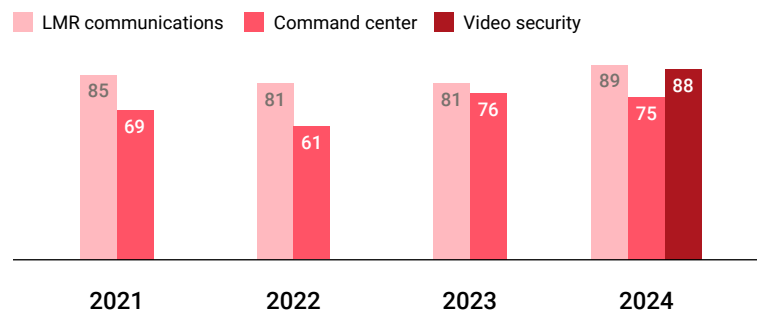
Content usage

A key performance indicator for our education programs is learner engagement with our content. We measure engagement by tracking enrollment across all training types and education programs. In 2024, we expanded our offering to more than 200 courses, reflecting our growth through acquisitions and further maturing of our content and tracking systems.

We continued to leverage strategic third-party relationships, such as LinkedIn Learning, to keep pace with market trends and incorporate high quality industry content in leadership, technical training and manager development training.

Our dedicated internal education employees work across functions to provide services and programs to help develop technical enablement, business acumen and strengthen our workplace culture.

Yearly training consumption global education content

- In-person
- Self-paced

	2021	2022	2023	2024
Total	274,426	226,590	231,455	516,337
In-person	16,859	16,083	18,815	12,622
Self-paced	257,567	210,507	212,640	503,715
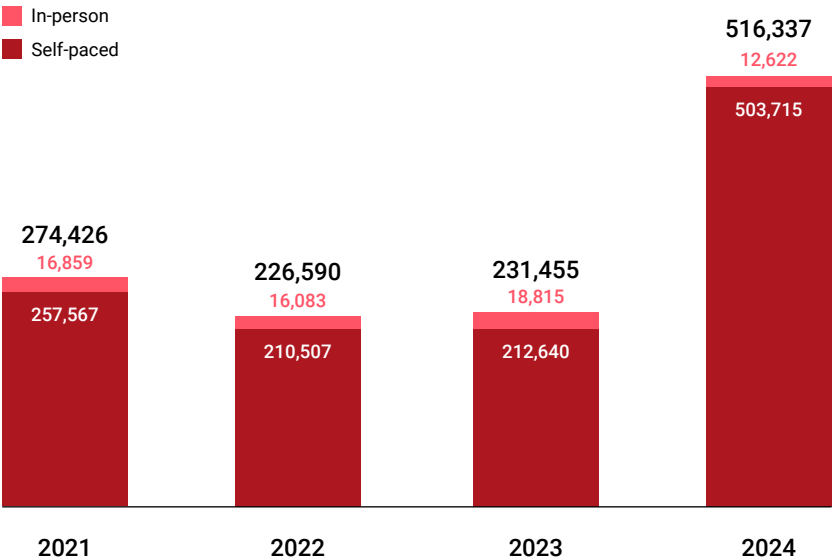
Grand Traverse Metro Fire Department
Northern Michigan

" Every day I'm here is a blessing. Every day I get to hug my girls. The responders that saved me risked their lives, and there are no words to express the gratitude I have for them.

Dan Hoffman
Smart911 User Traverse City, Michigan Resident

A man trapped in a raging house fire was unable to speak when he called 911. Critical details in his Smart911 Safety Profile helped Grand Traverse Metro Fire Department to pinpoint his location.

Saving 11 minutes in emergency response time saved his life.

Global inclusion

At Motorola Solutions, we continuously work to build a culture shaped by our six company values — inclusive, innovative, passionate, driven, accountable and partners. Our values drive everything we do, both for our employees and our customers.

These are more than just words, they are traits that define us. Our inclusive value engages every Motorolan in efforts to foster a culture where we understand, embrace and amplify the collective strengths and unique contributions of every member of our global business. It helps make all Motorolans feel valued and supported, and it recognizes that the next great idea can come from anywhere. We seek high-performing individuals to expand our talent pool, drive innovation and support our customers, communities and each other.

Workforce demographics

Motorola Solutions is an equal opportunity employer that hires and promotes the best talent based on their ability to do the job, and we do not consider protected category status when making any employment-related decisions. We publish our annual workforce demographics data in the interest of transparent disclosure and to meet the needs and interests of our stakeholder communities.

Global workforce by region	2022	2023	2024
North America	53%	53%	51%
International	47%	47%	49%

Vice presidents by region	2022	2023	2024
North America	91%	87%	87%
International	9%	13%	13%

Directors by region	2022	2023	2024
North America	76%	77%	76%
International	24%	23%	24%

Global employees by gender	2022	2023	2024
Men	73%	72%	72%
Women	27%	28%	28%

Vice presidents by gender	2022	2023	2024
Men	72%	71%	71%
Women	28%	29%	29%

Directors by gender	2022	2023	2024
Men	80%	79%	78%
Women	20%	21%	22%

U.S. employees by race and ethnicity	2022	2023	2024
White	66%	66%	66%
Asian	15%	15%	14%
Hispanic or Latinx	10%	10%	10%
Black or African American	7%	7%	7%
Other*	2%	2%	3%

U.S. vice presidents by race and ethnicity	2022	2023	2024
White	73%	70%	72%
Asian	15%	13%	11%
Hispanic or Latinx	7%	10%	10%
Black or African American	3%	6%	6%
Other*	1%	1%	1%

U.S. directors by race and ethnicity	2022	2023	2024
White	75%	74%	73%
Asian	14%	14%	14%
Hispanic or Latinx	7%	6%	6%
Black or African American	3%	4%	4%
Other*	1%	2%	3%

Percentages may not add up due to rounding.
*Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.

Inclusion volunteer community

Our numerous volunteer groups aim to weave inclusion into the fabric of who we are globally through their dedication to and participation in programming that brings our core values to life.

In 2024 alone, our inclusion volunteer community facilitated **more than 200 events** and initiatives to drive inclusion and belonging across the company, helping further Motorola Solutions' position as a destination workplace.

Global inclusion team

Motorola Solutions business councils

LatinX · MAPI · MBIDO
Pride · PwD+A · VBC
WBC · YPG

Employee resource groups for identity-based communities and allies

Inclusion champions

Business unit-aligned inclusion ambassadors

Regional inclusion councils

ANZ Regional Inclusion Council · LACR Regional Inclusion Council

Region-specific inclusion advisory members

Affinity groups

Shared interest employee groups

Business councils

Business councils are voluntary, employee-led groups, open to all employees, that help us live out our core values by spearheading opportunities for employees to feel connected to the company, engage in professional development and network across functions. The business councils support various business efforts, including leadership development, learning and education programs and community volunteer activities that engage all Motorola Solutions employees globally.

Our eight business councils are:

- LatinX Business Council
- Motorola Solutions Asian Pacific Islander (MAPI) Business Council
- Motorola Solutions Black Inclusion and Diversity Organization (MBIDO)
- People with Disabilities and Allies (PwD+A) Business Council
- Pride Business Council
- Veterans Business Council (VBC)
- Women's Business Council (WBC)
- Young Professionals Group (YPG)

Affinity groups

Affinity groups are voluntary, employee-led groups where employees with shared hobbies and passions can come together to create connections and build relationships. Affinity groups increase engagement and strengthen our company culture by creating opportunities for employees to network and serve the wider community, all while developing skills and knowledge in areas of personal interest.

Inclusion champions

Inclusion champion teams consist of employee volunteers who help to amplify initiatives, programs and learning opportunities to embed inclusion in our business. In 2024, nearly 200 employees volunteered from around the world.
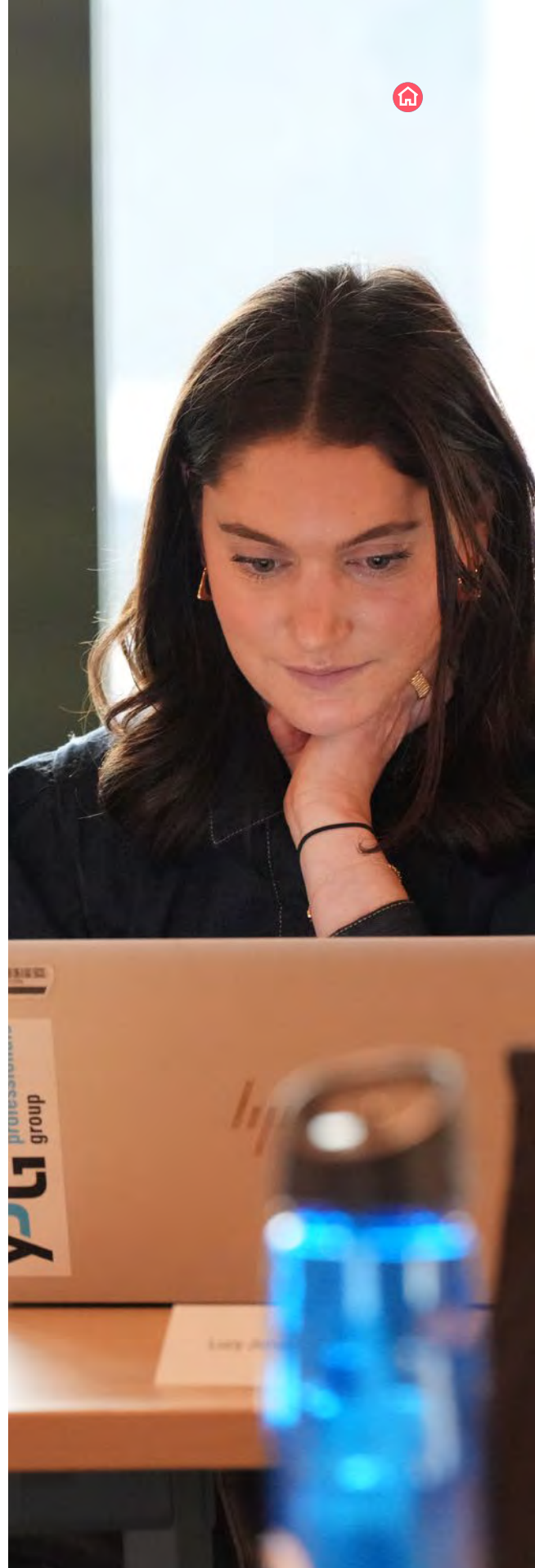
Programs

Over the last few years, we've introduced or expanded programs to make our company more inclusive.

Meet a Motorolan

In 2024, we launched "Meet a Motorolan," a networking initiative designed to connect employees across different teams and functions. This networking initiative pairs participants randomly each month with colleagues outside their teams. ~2,000 employees participated - building relationships, sharing knowledge and collaborating globally.

Movember

For the second year, we conducted a Movember campaign to raise awareness and funds for men's health issues, including mental wellness, suicide prevention and prostate and testicular cancer. Throughout November, we shared employee stories, hosted mental health sessions and conducted mustache growth and movement challenges, helping raise $25,000 for the Movember Foundation.

Inclusive Learning Community

To engage employees in voluntary, self-paced education, we launched the Inclusive Learning Community, a central hub offering curated multi-modal content on topics including building collaborative partnerships, leadership development and creating belonging through trust, respect and learning. The platform enables Motorolans to learn, share perspectives and foster a supportive environment conducive to meaningful discussions.

Additional programs

- Issuing a paid mental health day for all employees globally, encouraging them to pause and re-energize.

- Updating Gmail and internal communication systems to reflect employees' chosen names in situations where they listed one, rather than defaulting to legal names in workplace communications.

- Publishing a global Equal Employment Opportunity and accessibility statement for all new job descriptions.

- Created an events calendar for all company-wide, inclusive culture events.
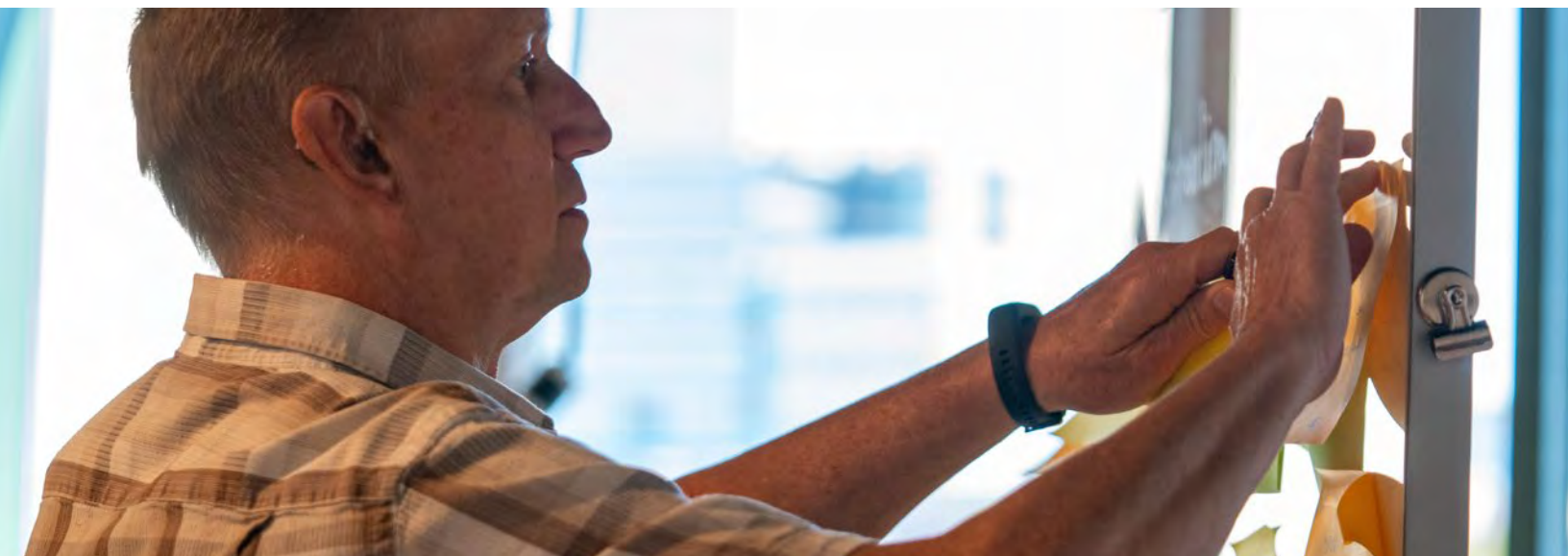
Talent attraction, retention and development

We recognize that our success would not be possible without our people. We continually strive to make Motorola Solutions a destination workplace, and we're guided by our **purpose, brand and values, as well as a culture** that empowers our employees to deliver on our strategy.

Leadership development programs

Emerging Leader Acceleration Program

Our leadership academy helps to develop our emerging leaders with in-person training, self-paced learning and practice activities geared toward building their leadership skills. In 2024, we continued to invest in our leaders of people through this program, which includes in-person training, self-paced learning and activities geared toward building their leadership skills.

Strategic Leader Acceleration Program

Our Strategic Leader Acceleration program challenged participants to develop a practical proposal that can be applied to support our business. In 2024, we continued to invest in our high-potential senior leaders through this program, which includes in-person training, leadership assessments and coaching.

Manager Academy

Our program for first-level people leaders provides in-person training focused on critical management skills with interactive workshops, peer networking and engagement with senior leaders. In 2024, the program saw a 120% increase in YoY participation.

Managing at Motorola Solutions

We delivered more than 50 virtual training sessions to people managers, focused on understanding our global organization and values, rewards and compensation, recruiting and hiring employees as well as performance management and employee development.

Making Motorola Solutions a destination workplace

We regularly consult our employees to ensure we're cultivating an environment that allows them to do their best work. Additionally, functional and regional business leaders conduct engagement surveys to identify employee needs. Motorola Solutions is proud to have earned the following recognitions for being a great place to work in 2024:

- TIME World's Best Companies of 2024
- Fast Company World's Most Innovative Companies of 2024
- Newsweek America's Most Responsible Companies 2024
- Forbes World's Best Employers 2024
- Wall Street Journal 250 Best Managed Companies of 2024
- Newsweek World's Most Trustworthy Companies 2024
- HR Asia Best Companies to Work for in Asia 2024

Putting people first

At Motorola Solutions, we believe that people leadership is a great responsibility. We promote a leadership framework which outlines the people-centric behaviors that we expect from all managers. All current people managers, newly hired or promoted managers are enrolled in a manager training program. Our dynamic learning experience platform provides an engaging curriculum that reinforces this philosophy.

Developing our talent pipeline

Our Human Resources team works with functions across the company to perform extensive talent assessments and reviews on an annual basis. Leaders conduct annual talent review meetings, assessing the potential and performance of each team member and identifying ways to facilitate their continued growth across the organization. Employees have access to a wide variety of technical, functional and professional skills learning resources, ranging from on-demand tools to in-person classroom learning to on-the-job learning opportunities.

Total rewards

Our employee rewards programs are designed to help attract, retain and motivate employees. Each year, we review our rewards programs to make sure they are competitive with local market practices in the industries and countries where we operate. All Motorola Solutions employees participate in an annual incentive plan or a sales incentive plan.

In 2024, 54% of employees in 26 countries participated in our discounted employee stock purchase plan.

Total rewards	2022	2023	2024
Amount paid to employees through annual sales and incentive plans	$288M	$320M	$349M
Number of employees awarded restricted stock units, market stock units and/or stock options	5,156	5,189	5,701
Restricted stock units, market stock units, performance stock units and stock options awarded to employees	1.31M	1.18M	1.20M
Total value of Motorola Solutions stock purchased through our employee stock purchase plan	$85.4M	$87.7M	$97.9M
Total value of equity awards granted	$218.4M	$244.8M	$298.7M

Eligibility for our annual equity grant was extended to employees below the director level in 2022, an offering that continues today. This provides more of our employees with the opportunity to participate in company ownership.

Benefits

Motorola Solutions is proud to offer a comprehensive benefits package for our U.S. employees, including:

- Health insurance and wellness programs
- 401(k) plan and financial counseling and coaching programs
- Paid parental and family leave
- Life and disability insurance
- Commuter benefits
- Paid time off (including flexible time off for exempt employees)
- Flexible work options
- Assistance and support for employees going through life-changing events

Outside the U.S., Motorola Solutions aligns benefits offerings with market standards in each country where we operate.

Supply chain

Labor practices in our value chain

We maintain high labor and environmental standards at every stage in the supply chain and are committed to ensuring our company and suppliers do not use forced, bonded, indentured or child labor or engage in modern slavery or human trafficking. We're a member of the Responsible Business Alliance (RBA), an organization dedicated to supporting continuous improvement in the social, environmental and ethical responsibility of the global electronics industry supply chain.

Supply chain management

Robust supplier monitoring forms an essential part of our supply chain corporate responsibility efforts. Our monitoring program helps us identify suppliers that pose a high risk as well as those with whom we want to establish deeper, longer-term relationships. We communicate our requirements to suppliers and identify practices that do not align with our values, which are described in our [Supplier Code of Conduct](#).

We engage with our tier-one suppliers to assess their performance and encourage ownership and improvement of any practices that do not align with our values. Supplier performance and responsiveness is included in the decisions made to award new business, and performance is tracked through key performance indicators (KPIs) on our suppliers' "scorecards."

We continually reinforce responsible business practices in the supply chain. Our tier-one suppliers are expected to flow down our social, governance and environment-related contract requirements to their suppliers. We conducted supplier surveys confirming adherence to our labor policies.

In 2024, we continued to be recognized for our commitment to responsible supply chain and business continuity practices. We were named as a top-tier U.S. Customs-Trade Partnership Against Terrorism (CTPAT) partner for the 22nd consecutive year. This designation recognizes our commitment to protecting the interests of our customers and suppliers by ensuring all goods and related documents will be protected against alterations, damage or loss as well as criminal activities such as drug trafficking, terrorism and human smuggling. We maintained ISO 22301 certification at seven of our largest sites worldwide, highlighting our commitment to business continuity.

Risk assessment

Motorola Solutions assesses risk in the supply chain by evaluating the type of supplier and the type of service or product each is providing. We conduct an annual risk-based supplier assessment program with independent audits for high-risk suppliers identified through self-assessment questionnaires and third-party reporting.

For tier-one product and indirect suppliers, we use the RBA-Online tool that assesses labor, ethics, health and safety, and environmental sustainability risk.

Supplier risk is rated based on responses to self-assessment questionnaires at the corporate and facility level. The RBA system also allows for information sharing among its members to avoid duplication of effort and present a consistent set of requirements to electronics industry suppliers. High-risk suppliers are targeted for audits, and medium-risk suppliers are given feedback and invited to engage in dialogue with us to develop plans to address their risks.

Field service suppliers are also assessed for risk, and suppliers identified by our process as higher risk are required to complete further assessment through Avetta, our independent third-party provider. The third-party assessment evaluates the supplier based on health, safety and environmental criteria. Suppliers who do not meet our criteria are not awarded business. To date, we've screened more than 750 suppliers using this process.

2024 goals	Outcomes
Ensure that suppliers accounting for 80% of our direct spend are evaluated for risk	**Achieved:** 100% of total direct spend reviewed in the period
Conduct audits of 100% of tier-one direct suppliers evaluated as "high risk" using Motorola Solutions criteria	**Achieved:** All tier-one direct material suppliers evaluated as "high risk" were audited

Auditing and improving

Supplier risk assessments are backed by our audit program, whereby an RBA-approved third-party firm conducts detailed on-site audits. We decide which facilities to audit based on information collected through self-assessments, specific reports made to our EthicsLine and other reporting channels, along with risk factors such as amount of spend, activity, location and reputation. We may audit new suppliers and periodically audit suppliers with which we have the largest commercial relationships to ensure they remain in compliance with our Supplier Code of Conduct.

In 2024, we continued to include corporate social responsibility related criteria in all supplier audits performed by our supplier development engineering (SDE) team, which is part of our Quality organization. Through this Quality Supplier Assessment process, four suppliers were involved and we identified zero high-risk suppliers that will be scheduled for an onsite audit in 2025. More details of our 2024 audit findings are provided in the table below.

Following these audits, we provide feedback to the suppliers and work with them to correct the issues identified. For suppliers with priority findings, we provide one-on-one, third-party consulting services to individually help them analyze and successfully rectify any deficiencies. We may use a follow-up audit, conducted by a third-party or our own supply chain team, to verify that suppliers have made the necessary improvements.

2024 onsite audits for identified high-risk suppliers

Reason for audit	2024
Planned - high risk	1
Issue response	1
Labor supplier	0
Follow-up	4
Total sites audited	6

Most common supplier audit findings	2024
Freely chosen employment	7
Working hours	10
Supplier responsibility	9
Labor control processes	5

Labor	2024
Freely chosen employment	7
Young workers	0
Working hours	10
Wages and benefits	1
Humane treatment	2
Non-discrimination	1
Freedom of association	0
Risk assessment	4
Control processes	5
Communications	1
Performance review & continuous improvement	3

Health and safety	2024
Occupational safety	3
Emergency preparedness	4
Occupational injury and illness	1
Industrial hygiene	2
Physically demanding work	0
Machine safeguarding	1
Sanitation, food and housing	3
Risk assessment	1
Control processes	4
Communications	1
Performance review & continuous improvement	3

Health and safety	2024
Environmental permits and reporting	1
Hazardous substances	0
Solid waste	0
Air emissions	0
Water management	0
Energy consumption and greenhouse gas emissions	3
Risk assessment	0
Control processes	2
Communications	3
Performance review & continuous improvement	0

Ethics	2024
No improper advantage	0
Disclosure of information	0
Intellectual property	0
Fair business, advertising and competition	0
Protection of identity and non-retaliation	0
Privacy	0
Risk assessment	4
Control processes	2
Communications	1
Performance review & continuous improvement	4

Management system	2024
Company commitment	1
Materials restrictions	0
Responsible sourcing of minerals	0
Supplier responsibility	9
Total findings	**87**

2024 onsite Validated Assessment Program (VAP) audits

In addition to onsite audits that we conduct of our high-risk suppliers, as an RBA member we have access to audits of our suppliers conducted by other RBA members, known as onsite Validated Assessment Program (VAP) audits. We are able to review the audit findings and subsequent corrective actions to ensure these suppliers are conforming to the RBA Code of Conduct and implementing permanent and appropriate changes.

Type of VAP audit	2024
Initial/planned	28
Closure	16
Priority closure	4
Total sites audited	48

These categories align with the RBA audit protocol, V8.0.

Responsible and sustainable materials sourcing

Our products contain various metals, including tantalum, tin, tungsten and gold (3TG), originating from mines around the world. Some of this production comes from the Democratic Republic of the Congo (DRC) and neighboring countries, where political instability and lack of security have allowed mines to be exploited by armed groups.

We support responsible sourcing from conflict-affected and high-risk areas. We avoid any activities that could be associated with financing armed conflict, and we engage with local initiatives such as The International Tin Supply Chain Initiative (ITSCI) to avoid contributing to conflict, human rights abuses or other risks in Central Africa.

Through our membership in the Responsible Minerals Initiative (RMI), we support a range of industry tools and resources developed to address issues related to the responsible sourcing of minerals in the global supply chain, including the Responsible Minerals Assurance Process (RMAP). RMI runs regular workshops on responsible minerals sourcing issues and contributes to policy development and debates with leading civil society organizations and governments.

In 2024, we communicated directly to smelters in our supply chain in addition to tier-one suppliers to encourage these smelters to either maintain their RMAP-conformant status in the RMI's program, or to encourage them to participate and become RMAP-conformant if they are not already.

Our due diligence program is fully disclosed in our conflict minerals report attached as an exhibit to our 2024 Form SD filed with the SEC. The 2024 report is available here.

RMI due diligence summary	2024
Responses received from suppliers	223
Percent of in-scope spend	97.6%
Smelters verified by RMI	390
Smelters audited and found conformant with the relevant RMAP standard	247

Supplier responsibility program

Motorola Solutions is committed to value-driven procurement processes and upholding our responsibility as a global corporate citizen. By leveraging our buying power thoughtfully, we aim to drive competitive advantage for our business and contribute to positive economic growth in the communities we serve.

Poundland
U.K. retail store chain

"

We have three main business goals: love our customers, care for our colleagues and protect the pounds. Our body cameras allow us to achieve all of these. They are helping us create a safer in-store environment, gather vital evidence and reduce shop theft.

Dan Hayward
National Profit Protection Manager, Poundland

After deploying body cameras, U.K. retailer Poundland reported a marked reduction in shoplifting and theft, and an

11% decrease in violence against employees.

Environmental

Environment, health and safety management

Our Environment, Health, Safety and Quality (EHSQ) management system is certified to the following international standards: ISO 14001, ISO 45001 and ISO 9001. Certifications cover our manufacturing sites, design centers and larger facilities.

We ask our tier-one suppliers to implement an environmental management system in accordance with ISO 14001 or an equivalent standard and expect our suppliers to pass on this requirement through their supply chains.

Additionally, we have integrated our Environmental, Health and Safety management systems, to the extent possible, into a single Integrated Management System (IMS), which has improved our performance by establishing consistency, optimizing our processes and helping to drive continual improvement.

We conduct IMS audits at our sites to assess compliance with our Integrated Management System Policy, management system, legal and other applicable requirements. Our ISO 14001, ISO 45001 and ISO 9001-certified sites each undergo internal and external audits every year.

In addition, all of the ISO 14001 and ISO 45001-certified sites undergo Environmental, Health and Safety regulatory compliance audits every three years by independent third-party auditors, and periodically at our smaller sites and new acquisitions.

EHS non-compliance incidents

	2022	2023	2024
Environmental*	0	0	0
Safety*	0	0	0
Fines/penalties*	$0	$0	$0

*Notices of violation, citations, administrative orders or notices of non-compliance

Motorola Solutions' subsidiary, Airwave Solutions, is proud to have received the following recognitions for Environment, Health and Safety Operations:

- The Royal Society for the Prevention of Accidents (RoSPA) commended in the Information & Communication Industry Sector Award
- RoSPA Fleet Safety Gold Award

Site remediation

Motorola Solutions is involved in environmental remediation at several former manufacturing locations and third-party waste disposal facilities. Past activities at these sites that generally were common and accepted practices at the time of operation resulted in soil and groundwater contamination. We collaborate with other responsible parties, regulatory agencies, water providers and community members to evaluate environmental impacts at these sites. We perform remediation activities to restore these sites and their environmental resources to an acceptable condition in conformance with applicable regulatory standards.

At the end of 2024, we had $129 million reserved to cover environmental liabilities. We share environmental liabilities and remediation expenses with other companies and organizations at many of these sites.

We are committed to reducing our environmental footprint in the implementation of our remediation projects. At our remediation site, located in Scottsdale, Arizona, approximately 5 billion gallons of treated groundwater, enough to serve over 45,000 single-family homes for a year, has been provided for irrigation and potable water supply or returned to the aquifer for future beneficial use.

Support for biodiversity

We support biodiversity through maintaining wildlife habitats at two of our remediation sites, the Ischua Creek Habitat meadow/forest habitat near Machias, New York and the North Indian Bend Wash Granular Activated Carbon Treatment Facility (NGTF) Desert Habitat in Scottsdale, Arizona.

We work closely with local water providers to operate remediation systems in a manner that reduces environmental impacts, helps them to provide clean water for potable use and reduces their reliance on other water resources. We use renewable energy for the operation of our treatment facilities and work to reduce our water, electricity and natural gas usage with refinements to our operating procedures. Where carbon is used for treatment, we endeavour to renew and reuse the carbon to reduce our total usage.

Renewable energy use

Renewable energy use is part of our commitment to responsible environmental remediation, and in 2024 we used about 1.95 million kilowatt hours of power for remediation entirely from renewable sources. Our total energy use from renewable resources was 28 million kilowatt hours in 2024.
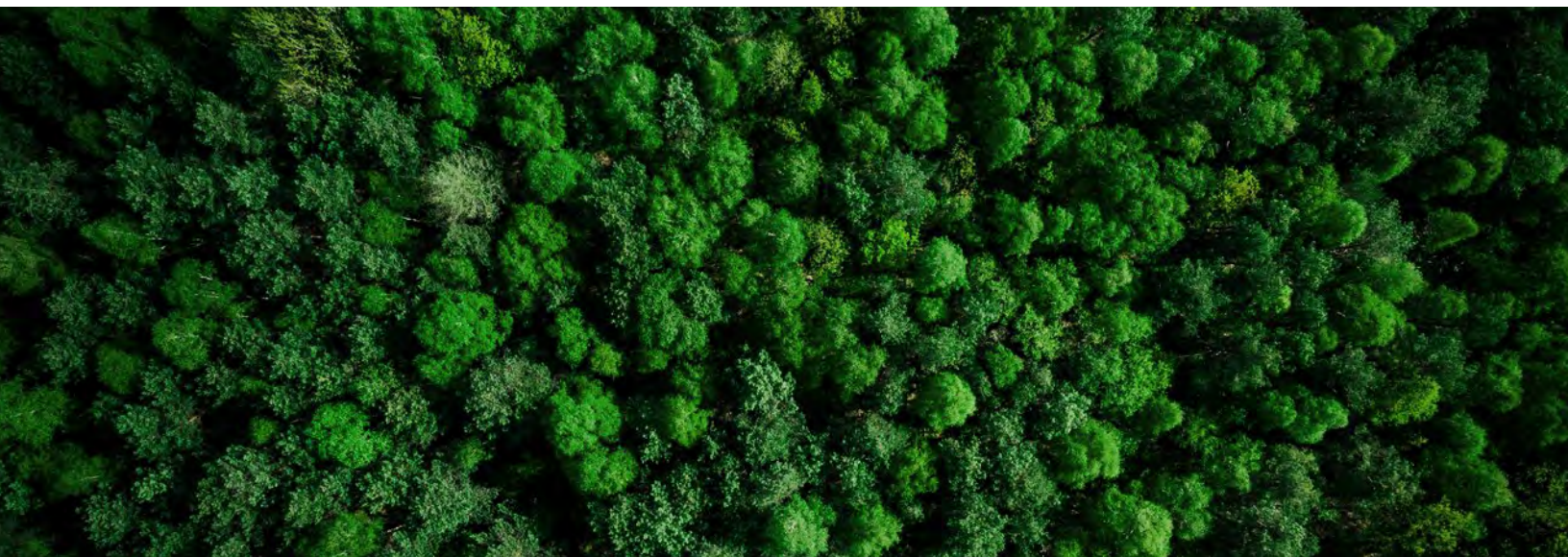
Climate impact

We recognize that we have a shared responsibility for minimizing climate impact, and we've set goals to help us limit our contribution to average global temperature increases. In 2024, we began a refresh of our standalone Task Force on Climate-related Financial Disclosures (TCFD) report to consider changes to our business and updated climate models since our inaugural report was published in 2022. This report follows the framework outlined in the TCFD recommendations and includes the core elements — including governance, strategy, risk management, metrics and targets — while addressing each of the 11 TCFD disclosure recommendations. The full report was completed in 2025 and is available on our website.

In 2024, we worked to improve data and methodologies around our greenhouse gas (GHG) calculations. We continued to collect and improve the quality of primary data related to the energy use of our products which will allow us to work on an effective carbon reduction strategy for Scope 3 Category 11: "Use of Sold Products." As part of this effort, we continued to improve our product carbon footprint database where we define and calculate product carbon footprint attributes across our portfolio and added these attributes to our engineering Product Lifecycle Management (PLM) system.

Scope 1, 2 and 3 emissions reporting

Our carbon footprint (Scope 1 and location-based Scope 2 emissions from GHG) totaled 74,636 tonnes of carbon dioxide equivalent (CO_2e) emissions in 2024, a decrease of 3.5% compared to 2023. Our Scope 1 emissions in 2024 totaled 14,181 tonnes CO_2e and Scope 2 emissions were 60,455 tonnes CO_2e.

Our Scope 3 emissions data reporting is currently in its sixth year. As our company grows and the way we do business evolves, we're taking a closer look at how we can better capture our Scope 3 data, including capturing additional Scope 3 categories that are relevant to our business. In 2024, we continued using tools made available to us through our Responsible Business Alliance (RBA) membership that better capture environmental performance within our supply chain. We deployed an Emissions Management Tool from the RBA for our suppliers, which captures the GHG emissions of our suppliers and their reduction goals. This allows us to continue to engage with our suppliers on environmental performance and their progress towards their goals. We also continued to refine calculations for our largest Scope 3 category, use of sold products, through internal data collection. Our total Scope 3 emissions for 2024 was 1,332,113 tonnes CO_2e, an increase of 33% from 2023, due to improvements in our data collection process and calculation methodology in our largest Scope 3 category (category 11, use of sold products). Our emission reporting is independently verified by Apex Companies, LLC annually. Our verification statements are available on our website.

Carbon Footprint - Scope 1 and 2 [Tonnes CO_2e]

	2022	2023	2024
Carbon footprint Scopes 1 and 2 [Tonnes CO_2e]	71,619	77,339	74,636

Carbon Footprint - Scope 3 [Tonnes CO_2e]

	2022	2023	2024
Purchased goods and services	407,693	332,005	283,731
Capital goods	39,511	29,000	29,995
Upstream fuel and energy	4,591	4,841	9,010
Upstream transportation and distribution	89,473	69,508	90,087
Waste	556	614	632
Business travel	19,913	30,745	35,333
Employee commuting	5,540	5,791	5,813
Use of sold products	473,137*	531,423	877,953
Investments	213	110	191

*Due to enhancements in data quality and methodology, this number was re-verified with the 2023 inventory.

Our current GHG reduction goal is to:

- **Reduce global absolute GHG emissions, Scopes 1 and 2, to 3.4 kT CO_2e by 2031, which represents a 95% reduction compared to our 2021 baseline.**

We aim to align with the Science Based Targets initiative (SBTi) framework for our greenhouse gas reduction program. We plan to reevaluate our current greenhouse gas reduction goals and baseline in 2025, taking into consideration updated guidance from the SBTi organization and changes to our business through acquisitions and outsourcing.

We're proud of the following recognition we received in 2024, demonstrating our commitment to sustainability and the environment:

- TIME World's Best Companies 2024
- USA TODAY's America's Climate Leaders 2024
- Newsweek's America's Most Responsible Companies 2024
- Sustainalytics' ESG Regional Top Rated 2024
- Sustainalytics' ESG Top-Rated Companies List 2024

Safe and sustainable operations

Motorola Solutions continues to pursue its sustainability goals to create positive environmental impacts across its global real estate portfolio which spans 227 sites and 3.5 million square feet. We do this by collaborating closely with property owners and implementing sustainable programs.

In 2024, we implemented Smart FM technology – including condition-based maintenance and fault detection and diagnostics – to integrate systems, process, technology and personnel while enhancing the management of a building for increased efficiency, sustainability and enhanced comfort.

We delivered further energy efficiency improvements in 2024. At our Westminster, CO site, HVAC control optimizations led to a significant reduction of 72,261 kWh, equivalent to 28.90 Metric Tonnes of CO2. In Schaumburg, Illinois, adjustments to building automation systems produced substantial quarterly savings. Our Fault Detection and Diagnostic (FDD) program identified further HVAC inefficiencies, highlighting technology's pivotal role in fostering sustainable operations.

As Motorola Solutions has grown through acquisitions, we strive to optimize our real estate footprint to accommodate more employees while upholding our sustainability goals. The integration of different businesses not only allows us to maximize the use of space within our facilities, but helps to stimulate collaboration and innovation among our teams.

Sustainable buildings

Our Chicago, Illinois headquarters continues to maintain designations for LEED Gold and Energy Star and BOMA360. Participation in the Oncor Energy Program in Allen, Texas unlocked substantial savings of 379,210 kWh, equivalent to 268.11 MTC02E, through simple, cost-effective measures. In Plantation, Florida, implementing ASHRAE Guideline 36 resulted in a reduction of 165,860 kWh, or 66.34 MTC02E. Transitioning to LED lighting in Lanham, Maryland, reduced energy consumption by 23,658 kWh, or 16.73 MTC02E.

Retro commissioning efforts, involving comprehensive evaluations of our building's systems and how they interact with each other, were conducted in Schaumburg.

Demand response participation provided further savings, highlighting the flexibility needed for efficient energy management. In Israel, electricity billing reconciliation and Building Management System unification resulted in a significant reduction of 6,791,616 kWh or 2,716.65 MTC02E, a 21.7% improvement on the previous year. Occupancy sensor and LED installations in Krakow, Poland resulted in a reduction of 105,212 kWh or 42.08 MTC02E. An energy review at our London, U.K. site and a water contract adjustment in Glasgow, Scotland resulted in further energy savings. Overall, our total energy saving for the 2024 fiscal year reached 3,128.81 MTC02E.

Furniture

In 2024 we continued our strategic approach to managing space in our facilities and reducing the volume of items being placed in landfills by reusing or donating office equipment and supplies to nonprofit and community organizations.

By thoughtfully repurposing furniture and IT equipment across multiple locations — including Chicago and Elgin, Illinois; São Paulo, Brazil; Orlando, Florida; Gurgaon, India; and Uxbridge, U.K. — we demonstrated a strong commitment to sustainability and circular economy principles. This not only minimized landfill waste but also exemplified our dedication to responsible resource management and environmental stewardship.

Habitat for Humanity, an organization that supports vulnerable families through the construction of new homes so that more families can access affordable and safe housing, was among the charities we supported through furniture donation in 2024.

As Motorola Solutions continues its sustainability journey, these achievements remind us that reimagining the use of our resources and investing in technology are vital to creating a more sustainable future.

Construction projects

Our real estate construction projects emphasize sustainability by incorporating low volatile organic compound (VoC) emitting materials, solid surfaces, and paint and carpet with recycled content. Beyond the projects we directly manage, we also collaborate with landlords on Tenant Improvement initiatives to ensure that e-waste is handled responsibly. Notable locations where we have implemented sustainable construction materials and e-waste management practices include Krakow, Poland; Basingstoke, U.K.; Lisbon, Portugal; Washington, DC; Culver City, California; Chicago, Illinois; Plattsburg, New York; and Markham, Canada. Through our strategic portfolio management, we successfully completed 62 projects and managed a total of 191 projects in 2024, with particularly strong progress made at our larger new sites in Cork, Ireland and Plantation, Florida.

Energy efficiency

Motorola Solutions used 194.2 million kWh, or 699,013 GJ, of energy (electricity and fossil fuel) in our operations in 2024, a 1.7% decrease from 2023. We measure environmental impacts at sites which account for 80% of total floor space and extrapolate the measured data to provide an estimate of impacts for the remaining 20% of floor space.

Globally, our renewable energy use was 17%, with 83% from non-renewable sources, which was completely sourced from the power grid.

Global total energy use: electricity and fossil fuel (normalized in million kWh)	2022	2023	2024
Measured energy use	155	179	166
Measured electricity	137	164	150
Measured fossil fuel combustion	18	15	16
Total estimated energy use	186	198	194
Total electricity (measured + estimated)	165	172	169
Total fossil fuel combustion (measured + estimated)	21	26	26

Renewable energy use as a percent of total energy use	2022	2023	2024
	24%	24%	17%

Gross total electricity used from renewable and non-renewable (million kWh)	2022	2023	2024
Renewable	40	41	28
Non-Renewable	125	131	140

Waste and recycling

In 2024, our reported total global waste was 2,160 tonnes. This figure reflects an 18.6% increase from 2023, primarily due to enhancements in our data collection methodologies, providing a more accurate representation of our total waste.

Of the non-hazardous waste we generated in 2024, 57% was recycled or reused, and 43% of waste was sent to a landfill. Our waste includes production, laboratory and office waste.

Our 2024 recycling rate improved to 57% (up from 49% in 2023) due to refinements in our calculations and improvements in our data collection process. Our recycling program includes business, production, consumer and packaging materials.

In 2025, we'll continue our work and seek to maintain a recycling rate above 50%.

Waste and recycling	2022	2023	2024
Total waste (tonnes)	1,908	1,821	2,160
Waste per employee (tonnes/ employee)	0.1	0.09	0.1
Recycling rate	49%	49%	57%

Waste diversion

In 2024, 1,220 total tonnes were diverted from landfills globally.

Water use

Nearly all of the water we use in our operations is in cafeterias, restrooms or cooling towers. We use very little water in manufacturing. At most sites, we discharge wastewater to public sewer systems for treatment in compliance with regulations.

Our water consumption reporting is independently verified by Apex Companies, LLC annually. Our 2024 verification statements are available on our website. We measure water use at sites that account for 55% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 45% of the total floor space.

For 2025, we have set a goal to maintain current water usage levels, normalized for new acquisitions.

Water use (1,000 cubic meters)	2022	2023	2024
Measured	149	127	136
Total (measured + estimated)	262	251	241

Emissions

The majority of our volatile organic material (VOM) emissions result from the combustion of fossil fuels at our facilities. Operations involved include heating, cooking and use of emergency back-up generators as needed. Motorola Solutions does not have operations that create significant nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM) or hazardous air pollutant (HAP) air emissions.

For 2025, we have set a goal to maintain VOM emissions at less than 1 tonne annually.

Volatile Organic Materials (tonnes)	2022	2023	2024
VOM*	0.1		
NOx**		.001	.001
SOx**		0.015	0.021
PM2.5**		<0.001	<0.001
VOC**		<0.001	<0.001
HAP**		0	0

*VOM total represented by pollutant breakdown below

**New reporting breakdown included in 2023

Employee health and safety

The safety of all employees is a top priority for Motorola Solutions. Safety professionals located at our larger sites also support the smaller sites within their region to ensure EHS compliance. We use our global EHS compliance procedures to help ensure program and reporting consistency at all of our sites. We also use a third-party auditing consultant to perform health and safety audits at our larger sites (determined by number of employees and activity-based risk) every three years, and periodically at our smaller sites and new acquisitions. Our larger sites include, but are not limited to:

- Berlin, Germany
- Edinburgh, Scotland
- Elgin, Illinois
- Krakow, Poland
- London, United Kingdom
- Melbourne, Australia
- Penang, Malaysia
- Plantation, Florida
- Santiago, Chile
- Schaumburg, Illinois
- Tel Aviv, Israel

Our general approach includes assessing risks and identifying controls through the use of our comprehensive job hazard and risk-assessment tool. All activities are assessed, including those within our facilities and in the field, to ensure that risks are addressed and hazard controls are identified and implemented. We maintain a training matrix that identifies EHS training requirements based on activities being performed. Training is assigned to employees through our LXP to ensure compliance.

All employees are responsible for maintaining a safe workplace by following established safety and health policies and procedures. As outlined in our Code of Business Conduct, employees must immediately report accidents or injuries and unsafe equipment, practices or conditions to a supervisor or other designated person, or by using our confidential EthicsLine reporting process.

We have included a breakdown of our injury rate (IR) by region. The IR is based on U.S. Department of Labor Occupational Safety and Health Administration (OSHA) CFR 1904.7 general recording criteria. Our global recordable injury and illness case rate remains well below the U.S. Bureau of Labor Statistic (BLS) 2023 industry average of 1.1 for similar businesses.

Global	2022	2023	2024
Injury rate (IR)	0.10	0.12	0.08
Occupational disease rate	0.08	0.04	0.01
Lost time case rate (LTC)	0.12	0.13	0.05
Lost days	449	450	500
Work-related fatalities	0	0	0
Minor first aid	123	102	58

Asia Pacific (APAC)	2022	2023	2024
Injury rate (IR)	0	0.06	0
Occupational disease rate	0	0	0
LTC	0	0.06	0
Lost days	6	28*	0
Work-related fatalities	0	0	0
Minor first aid	0	4	8

North and Latin America	2022	2023	2024
Injury rate (IR)	0.15	0.08	0.07
Occupational disease rate	0.13	0.05	0.01
LTC	0.15	0.10	0.05
Lost days	394	239	329
Work-related fatalities	0	0	0
Minor first aid	115*	90	31

Europe, Middle East and Africa (EMEA)	2022	2023	2024
Injury rate (IR)	0.13	0.26	0.17
Occupational disease rate	0	0.03	0.02
LTC	0.08	0.26	0.12
Lost days	43	183*	171
Work-related fatalities	0	0	0
Minor first aid	2	8	19

*Improved reporting for minor injuries at a supply chain site, due to our investment in an onsite EHS professional and enhanced training of first aid responders

Our business focus has evolved from the manufacturing of products to include managed and support services, such as network operation and maintenance. Additionally, our employees work in the field and at customer sites performing a wide variety of tasks with different risks. We have safety resources aligned with our site operations and our field teams.

Key Measurements

Incident Rate = Number of OSHA Recordable Cases x 200,000 / Number of Employee Labor Hours worked

Lost Time Case Rate (LTC) = Number of Lost Time Cases x 200,000 / Number of Employee Labor Hours worked. It is calculated on day one and includes scheduled work days.

Minor first aid is a count of all reported work-related injuries and illnesses that are not included in the incident rate.
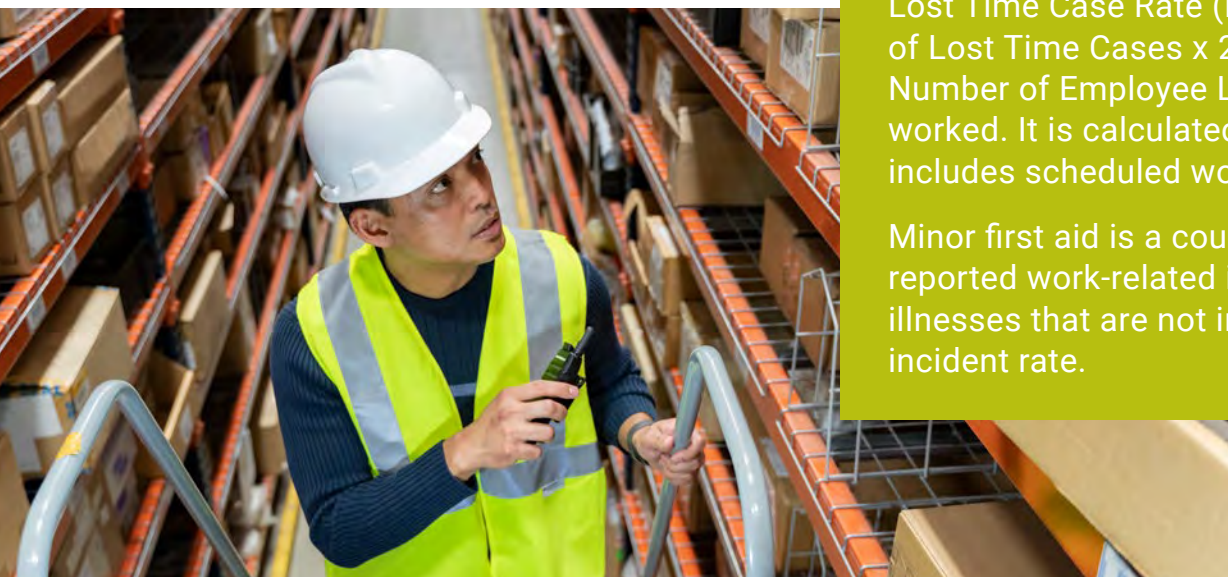
Peel Regional Police
Ontario, Canada

> **"**
> These results demonstrate the importance of both innovation and the necessary resources to ensure emergency services remain accessible for those in critical need.

Chair Nando Iannicca
Peel Police Service Board

Through investments in next generation emergency call handling software, staff training and public education, Peel Regional Police

reduced 911 call wait times by 80% in 2024.

Sustainable design and product stewardship

We consider environmental impacts in the design of our products and work across all stages of the lifecycle to reduce our carbon footprint and increase environmental benefits.

Environmental design principles

We incorporate the following principles:

- Comply with laws and regulations
- Use environmentally preferred materials
- Improve energy efficiency and reduce our product carbon footprint
- Reduce material consumption, including packaging
- Design our products for longevity, including upgradeability and serviceability
- Increase the recyclable content of our products

Materials management

We work to reduce hazardous substances in our products and find environmentally sound alternatives, without compromising performance and quality.

We follow all relevant regulations for substance restrictions, including the European Union (EU) directive on the Restriction of Hazardous Substances and the EU's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation. We register our products sold in the EU according to the "Substances of Concern In articles as such or in complex objects

(Products)" (also referred to as SCIP) requirements established under the EU Waste Framework Directive (WFD).

We take a precautionary approach to materials selection and have compiled a list of 77 substances or substance groups targeted for exclusion, reduction or reporting. Please see the list of specific substances here. We've collected Full Material Content data from our direct material suppliers for many years, which has allowed us to develop an extensive database of our product material content.

Product energy efficiency

We're improving energy efficiency across our product range. Evolving regulatory and customer requirements for energy-efficient products aligns with our drive to reduce carbon impacts across our portfolio.

Packaging

We're optimizing product packaging by:

- Replacing packaging materials with environmentally preferential alternatives and increasing the use of recycled and recyclable materials
- Reducing the quantity of printed materials required for orders
- Improving the volumetric weights to optimize the amount of material used
- Continually increasing our library of online manuals

Product recycling and battery take-back

We operate take-back programs as an organization and in partnership with customers, retailers, recyclers and governments.

We are legally required to take back and recycle our products in the EU and the European Economic Area under the Waste Electrical and Electronic Equipment Directive (WEEE) and on a product-by-product basis in various other jurisdictions. Our commitment goes beyond legislation with take-back programs in each region around the world. Our recycling website includes more information about how to recycle Motorola Solutions equipment, batteries and all other products.

We strive to fully comply with the EU Battery Regulation. We also voluntarily publish product data sheets that help our customers manage our batteries:

- Lithium-ion and Lithium-ion Polymer Batteries - U.S.
- Lithium-ion and Lithium-ion Polymer Batteries - Australia
- Nickel Metal Hydride (NiMH) Batteries - Australia
- Nickel Cadmium (NiCd) Batteries - Australia

In 2024, we collected nearly 647.4 tonnes of electronic waste from customers and recycled 3.8 tonnes of batteries.

Employee and community engagement

At Motorola Solutions, our employees are driven by their commitment to give back to the communities they serve. This mindset extends to the environment, and we work to provide our employees with opportunities to learn about sustainability topics and engage with their local communities. The Motorola Solutions Green Team is an employee-led group dedicated to green volunteerism, environmental education and identifying ways Motorola Solutions can increase sustainability. Through the Green Team, we hosted community cleanups around the world and educated employees on topics ranging from circular economy to environmental justice.

In 2024, Motorola Solutions joined the Illinois Department of Transportation Adopt-a-Highway program, engaging employees to clean up trash from a designated stretch of road several times a year. The program fosters community involvement and gives employees an opportunity to make a positive environmental impact.

Governance and compliance

Policies aimed to drive compliance

The following policies govern aspects of our efforts in corporate responsibility:

- Code of Business Conduct
- Corporate Governance
- Human and Labor Rights Policy
- Principles of Conduct for Members of Board of Directors
- Privacy Statement
- Supplier Code of Conduct

Corporate responsibility strategy and risk oversight

Our Executive Management Governance Team (Governance Team) is co-chaired by two members of our executive committee. The Governance Team consists of key executives with direct leadership and oversight of the teams that influence our corporate social responsibility program. Meeting no less than once per quarter, the Governance Team is charged with driving the strategies, goals and programs that align to our responsibility reporting framework. A key member of the Governance Team is our vice president, Legal, who leads the alignment of our corporate social responsibility efforts within our various reporting frameworks. The vice president briefs both the Audit and Governance and Nominating committees of our Board. While the Governance and Nominating committee is chartered with oversight of corporate responsibility for the company, the Audit committee is also briefed on corporate responsibility-related matters as part of our enterprise risk management process. These matters include but aren't limited to privacy, cybersecurity and responsible use of technology.

Business conduct

Our executive leaders champion a culture of ethics and compliance for the company to ensure we conduct business with transparency and integrity, which is essential to earning the trust of our stakeholders. Our policies, including our Code of Business Conduct and Human and Labor Rights Policy are reviewed and approved at the executive level.

We engage with employees worldwide through our Business Conduct Champions (BCCs), who represent a wide range of business functions and geographical diversity. We raise awareness of our standards so that employees understand our values and encourage their colleagues and third parties to report ethics concerns without fear of retaliation. We investigate all allegations of ethical misconduct and take appropriate actions where claims are substantiated.

For more information, please visit our website.

2024 goals	Outcomes
Strengthen our corporate culture by reinforcing our anti-corruption program	**Achieved:** We conducted a company-wide anti-corruption program awareness campaign that included "tone-from-the-top" messaging, live and on-line training for targeted audiences, quarterly leadership briefings in all regions and coordinated outreach by our BCCs throughout the world.
Continue Development of the Business Conduct Champion Program	**Achieved:** We enhanced our BCC program by refreshing our roster of participants, adding BCCs at new locations and increasing recognition for our champions.

Commitment to anti-corruption

Communications and training*	2022	2023	2024
New or promoted employees who received ethics communications	6,100	4,700	4,900
Employees who received live ethics and compliance training	900	1,000	900
Percentage of new vice presidents who received a one-on-one briefing from Chief Compliance Officer	100%	100%	100%
Online ethics and compliance training course sessions completed by employees	102,000	107,000	123,000

Global due diligence*	2022	2023	2024
Number of third-party sales representatives (TPSRs) who received due diligence reviews	800	800	800
Percentage of global TPSRs who received anti-corruption training	100%	100%	100%

*Data is rounded

Addressing concerns

We respond to people who contact us with ethics concerns quickly and handle their requests in confidence when requested. Calls received by the EthicsLine are not recorded. Additionally, individuals emailing the Motorola Solutions EthicsLine dedicated mailbox, ethicsline@motorolasolutions.com, callers to the EthicsLine using EthicsLine Interactive, our online channel for reporting ethical concerns, may choose to remain anonymous.

BCCs located around the world provide guidance to employees on our ethics policy and Code of Business Conduct at a local level. These champions work with country managers who are responsible for country governance and compliance.

In circumstances that may lead to allegations of misconduct or a potential violation of law by an employee, director or agent of the company, the company may conduct an internal investigation of the matter and recommend appropriate corrective and/or disciplinary action. In keeping with its responsibility to the Motorola Solutions board of directors, the Office of Ethics and Compliance has primary responsibility for the investigation of certain matters, including but not limited to: anti-corruption, fraud, theft/embezzlement, kickbacks, money laundering, insider trading, business espionage, anti-trust and conflicts of interest.

Reports to Office of Ethics	2022	2023	2024
Reports requiring investigation	18	21	10
Investigations substantiated	8	14	7
Investigations closed	33	21	12
Resulting disciplinary actions*	10	10	5

*A single matter may require multiple actions.

Reports by topic*	2022	2023	2024
Human resources	76	94	79
Products	1	0	0
Allegations of impropriety	32	24	10
Code of business conduct	115	117	107
Other	104	159	105

*More than one topic may apply to a single report

Reporting channels used	2022	2023	2024
EthicsLine (telephone and email)	83	102	99
EthicsLine Interactive (online)	20	19	18
Business Conduct Champions	14	6	12
Data Privacy Office	1	0	0
Direct contact to the Office of Ethics	179	198	128

Disciplinary actions	2022	2023	2024
Separation	4	8	5
Written warning	6	1	1

Government Affairs and lobbying

Motorola Solutions engages with governments and regulators on issues of significance to our company. We work within applicable laws wherever we operate. We promote and advocate for policies that further our business objectives and benefit our customers, including:

- Artificial intelligence
- Cybersecurity
- Privacy and data security
- Public safety technology funding
- Spectrum allocation
- Supply chain

We have policies for the disclosure and oversight of lobbying activities and strive to comply with all laws governing lobbying activities. Employees who seek to engage in lobbying or retain an independent contractor as a lobbyist on behalf of the company must first consult the Government Affairs organization and obtain written approval. We conduct training on applicable laws and the company's lobbying policies and processes. We require individual lobbyists to file all required reports, registrations and disclosures.

Political contributions in the United States

In the U.S., where permitted by federal, state and local law, Motorola Solutions and its employees engage in the political process and support those candidates — regardless of party affiliation — who understand and support policy issues that advance our business in the U.S. and globally. Legal corporate contributions, as well as legal contributions made by our non-partisan employee Political Action Committee (PAC), are based on the interests of the company without regard to personal political preferences of our executives.

Our robust policy and an internal political contribution approval process enables Motorola Solutions to comply with current campaign finance and disclosure laws, as well as with our Code of Business Conduct. A committee within our Government Affairs department develops a plan for the Motorola Solutions PAC Board which identifies the candidates and campaigns that will receive contributions based on a non-partisan effort to advance and protect the interests of our company, shareholders and employees. The company's vice president of Government Affairs reviews the plan, and our legal counsel reviews all political contributions

in advance. In addition, the Motorola Solutions board of directors receives an annual report of all political contributions.

Criteria for assessing candidates include:

- Leadership on important business objectives
- Champions for public safety
- Geographic representation of our sites and employee population
- Strong or emerging positions on issues impacting the high-tech industry and business community
- Assignments on key legislative committees
- International engagement and reach in key countries

Eligible employees participate voluntarily in our non-partisan PAC, which enables them to pool their voluntary contributions to support federal, state and local candidate committees, political party committees/organizations and PACs. The PAC giving criteria are approved each year by the PAC board of directors. In 2024, the Motorola Solutions PAC distributed $588,595 in employee contributions.

View the Motorola Solutions PAC 2024 contributions.

While U.S. law prohibits corporate contributions to federal political candidates, these contributions may be used in many states for candidates seeking state or local offices. In 2024, we contributed $401,858 to state and local candidate committees, party committees/organizations and ballot-measure campaigns. The Company does not use corporate funds to make direct independent expenditures on behalf of candidates running for public office.

Motorola Solutions is a member of trade associations in the U.S. that represent the public policy objectives of our industry. In 2024, we paid $50,000 or more to these associations:

- Information Technology Industry Council
- Security Industry Association
- Telecommunications Industry Association
- U.S. Chamber of Commerce

For more information regarding political contributions, please visit our website.

Reporting references

GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
GRI 2: General Disclosures	2-1 Organizational details	**Our Approach**	x	2024 Form 10-K p.4-7
	2-2 Entities included in the organization's sustainability reporting	**Introduction**	x	2024 Form 10-K p.9, 28, 64
	2-3 Reporting period, frequency and contact	**Our Approach** **Introduction**	x	2024 Form 10-K p.1 Motorola Solutions & the Environment
	2-4 Restatements of information	**Introduction**	x	
	2-5 External assurance	**Environmental** Climate impact Waste and recycling	x	2024 Form 10-K p.57-58 Motorola Solutions & the Environment
	2-6 Activities, value chain and other business relationships	**Supply chain** Suppliers Risk assessment	x	2024 Form 10-K p.4-6, 7, 9, 10-11, 16, 28, 98-99
	2-7 Employees	**Human capital management** Global workforce Workforce demographics	x	
	2-9 Governance structure and composition		x	2025 Definitive Proxy
	2-10 Nomination and selection of the highest governance body		x	2025 Definitive Proxy
	2-11 Chair of the highest governance body		x	2025 Definitive Proxy Principles of Conduct for Members of Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	**Governance & compliance** ESG strategy and risk oversight	x	2025 Definitive Proxy
	2-13 Delegation of responsibility for managing impacts		x	2025 Definitive Proxy
	2-14 Role of the highest governance body in sustainability reporting		x	2025 Definitive Proxy
	2-15 Conflicts of interest	**Governance & compliance** Policies aimed to drive compliance	x	Principles of Conduct for Members of Board of Directors
	2-16 Communication of critical concerns	**Governance & compliance** Addressing concerns	x	
	2-17 Collective knowledge of the highest governance body		x	2025 Definitive Proxy
	2-18 Evaluation of the performance of the highest governance body		x	2025 Definitive Proxy
	2-19 Remuneration policies		x	2025 Definitive Proxy
	2-20 Process to determine remuneration		x	2025 Definitive Proxy
	2-21 Annual total compensation ratio		x	2025 Definitive Proxy
	2-22 Statement on sustainable development strategy	**Foreword** CEO Letter	x	
	2-23 Policy commitments	**Governance & compliance** Policies aimed to drive compliance ESG strategy and risk oversight Business conduct Addressing concerns **Environmental** Sustainable design and product stewardship Materials management	x	Code of Business Conduct Governance and Compliance

GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
GRI 2: General Disclosures 2022	2-24 Embedding policy commitments	**Governance & compliance** Policies aimed to drive compliance Business conduct Commitment to anti-corruption Addressing concerns	x	Code of Business Conduct Governance and Compliance
	2-25 Processes to remediate negative impacts	**Supply chain** Responsible and sustainable materials sourcing **Environmental** Site remediation	x	
	2-26 Mechanisms for seeking advice and raising concerns	**For our business** Responsible use of technology **Governance & compliance** Policies aimed to drive compliance Business conduct Addressing concerns	x	
	2-27 Compliance with laws and regulations	**Environmental** Environment, health and safety management	x	
	2-28 Membership associations	**Governance & compliance** Political contributions in the United States	x	
	2-29 Approach to stakeholder engagement	**Introduction** Material topics **Community engagement** Community **Human capital management** Global inclusion Workforce demographics **Supply chain** Supply chain management **Governance & compliance** Government affairs and lobbying	x	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	**Governance & compliance** Business conduct Commitment to anti-corruption	x	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	**Our approach** **Introduction** Scope of report Material topics	x	
	3-2 List of material topics	**Introduction** Material topics	x	
	3-3 Management of material topics	**Our approach** **Introduction** Material topics	x	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	**Environmental** Energy efficiency	x	
	302-4 Reduction of energy consumption	**Environmental** Energy efficiency	x	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	**Environmental** Water use	x	
	303-5 Water consumption	**Environmental** Water use	x	

GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	**Environmental** Climate impact	x	
	305-2 Energy indirect (Scope 2) GHG emissions	**Environmental** Climate impact	x	
	305-3 Other indirect (Scope 3) GHG emissions	**Environmental** Climate impact	x	
	305-5 Reduction of GHG emissions	**Environmental** Climate impact	x	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	**Environmental** Emissions	x	
GRI 306: Waste 2020	306-3 Waste generated	**Environmental** Waste and recycling	x	
	306-4 Waste diverted from disposal	**Environmental** Waste and recycling	x	
	306-5 Waste directed to disposal	**Environmental** Waste and recycling	x	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	**Supply chain** Auditing and improving: Number of audit findings	x	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Human capital management** Benefits	x	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	**Environmental** Safe and sustainable operations: Employee health and safety	x	
	403-2 Hazard identification, risk assessment, and incident investigation	**Environmental** Safe and sustainable operations: Employee health and safety	x	
	403-5 Worker training on occupational health and safety	**Environmental** Safe and sustainable operations: Employee health and safety	x	
	403-9 Work-related injuries	**Environmental** Safe and sustainable operations: Employee health and safety	x	
	403-10 Work-related ill health	**Environmental** Safe and sustainable operations: Employee health and safety	x	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	**Human Capital Management** Global workforce: Learning	x	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	**Human capital management** Global workforce Global inclusion Workforce demographics Talent attraction, retention and development	x	
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	**Supply chain** Supply chain management Risk assessment Auditing and improving	x	
GRI 415: Public Policy 2016	415-1 Political contributions	**Governance & compliance** Political contributions in the United States	x	

SASB reference

SASB code	Disclosures description	Report section	Report page number	Additional reference / URL
TC-TL-220a.1	Advertising and Customer Privacy		x	Data protection and privacy Privacy statement
TC-SI-220a.1	Advertising and Privacy Discussion		x	Data protection and privacy Privacy statement
TC-TL-130a.1	Energy Use by Source	**Environmental** Climate impact	x	
TC-SI-130a.2	Water Use and Sources - Energy Management	**Environmental** Water use	x	
TC-HW-430a.1	Tier 1 Supplier Facilities	**Supply chain** Auditing and improving	x	
TC-HW-440a.1	Management of Risks (Critical Materials)	**Supply chain** Implementing due diligence in our supply chain Responsible and sustainable materials sourcing	x	
TC-TL-230a.2	Data Security Discussion	**For our business** Cybersecurity	x	
TC-HW-230a.1	Data Security Policies	**For our business** Cybersecurity	x	
TC-TL-440a.1	Product End-of-Life	**Environmental** Waste and recycling	x	
TC-HW-410a.4	Weight of End-Life Products	**Environmental** Product recycling and battery take-back	x	
TC-SI-550a.2	Technology Disruptions Discussion	**For our business** Data privacy and protection	x	
TC-TL-550a.2	Managing Systemic Risks from Technology Disruptions Discussion	**For our business** Data privacy and protection **Supply chain** Supply chain management	x	

TCFD index

For additional climate-related information, please see our most recent:

- TCFD Report
- Annual Report Form 10-K
- Proxy Statement

Category	Disclosures	Reference
Governance Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Board Oversight, p 05
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Executive Leadership, p.05 Risk Management, p. 14
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	TCFD Climate-Related Risks and Opportunities Overview, p. 10-13
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Business Strategy Overview, Our Approach to Climate Strategy, p. 06-07 TCFD Climate-Related Risks and Opportunities Overview, p. 10-13
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Scenario Analysis: Understanding Potential Impacts, p. 08-09
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	Governance, p. 05 Risk Management, p.14
	b) Describe the organization's processes for managing climate-related risks.	Governance, p. 05 TCFD Climate-Related Risks and Opportunities Overview, p. 10-13 Risk Management, p.14
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Management, p. 14
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Metrics, p. 15, 16 Climate Impact, p 54-55
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Metrics, p. 15, 16 Climate Impact, p 54-55
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Approach to Climate Strategy, p. 07 Targets, p. 16

UNSDGs

At Motorola Solutions, we recognize the importance of international collaboration and innovation to achieving the seventeen UNSDGs. These goals were set to inspire and guide governments, businesses and individuals in creating economic and social development policies and practices. The following chart outlines the ways in which we believe we contribute to the achievement of these global goals. We are working to further incorporate these goals into our strategy development because we believe that in achieving these goals we will see a more sustainable and prosperous future for all.

Relevant SDG	Subgoals	Examples of Motorola Solution's Contribution	Location in Report
3 - Good Health and Well-Being	3.5	• Support for organizations like The Quell Foundation, First H.E.L.P, Blue Courage, Copline, Survivors of Blue Suicide and others that support mental health for first responders and their families • Movember campaign to raise awareness and funds for men's health issues • Paid mental health day for all employees globally	x
4 - Quality Education	4.3, 4.4	• Learning eXperience Portal (LXP) • LinkedIn Learning	x
6 - Clean Water and Sanitation	6.3, 6.6	• Site remediation in Scottsdale, Arizona	x
7 - Affordable and Clean Energy	7.a	• Safe and sustainable operations • Energy-efficient products	x
8 - Decent Work and Economic Growth	8.5, 8.6, 8.7	• Participation in apprenticeship programs such as CareerSpring, Code Platoon, DoD SkillBridge Program, and Year Up • Usage of social recruitment platforms such as ArmyPaYS, Getting Hired, Path Forward, and Posse Foundation to promote job opportunities to a wider audience • Labor practices in our value chain	x
11 - Sustainable Cities and Communities	11.5	• Rapid support for first responders during Hurricane Helene	x
12 - Responsible Consumption and Production	12.4, 12.5, 12.6	• Supplier Code of Conduct • Participation in groups such as the Responsible Business Alliance Minerals Initiative and Anti-Slavery International (RBA) and the Responsible Minerals Initiative (RMI) • ISO 14001, ISO 45001 and ISO 9001 certifications for our Environment, Health, Safety and Quality (EHSQ) management system • Optimized product packaging • Product take-back programs and battery recycling	x
13 - Climate Action	13.1	• Disaster relief • Safe and sustainable operations • LEED Gold, Energy Star and BOMA360 certifications for our Chicago, Illinois headquarters	x
15 - Life on Land	15.1, 15.5	• Site remediation in Scottsdale, Arizona • Support for biodiversity through maintaining wildlife habitats at two of our environmental remediation sites	x

2024 Corporate Responsibility Report

MOTOROLA SOLUTIONS