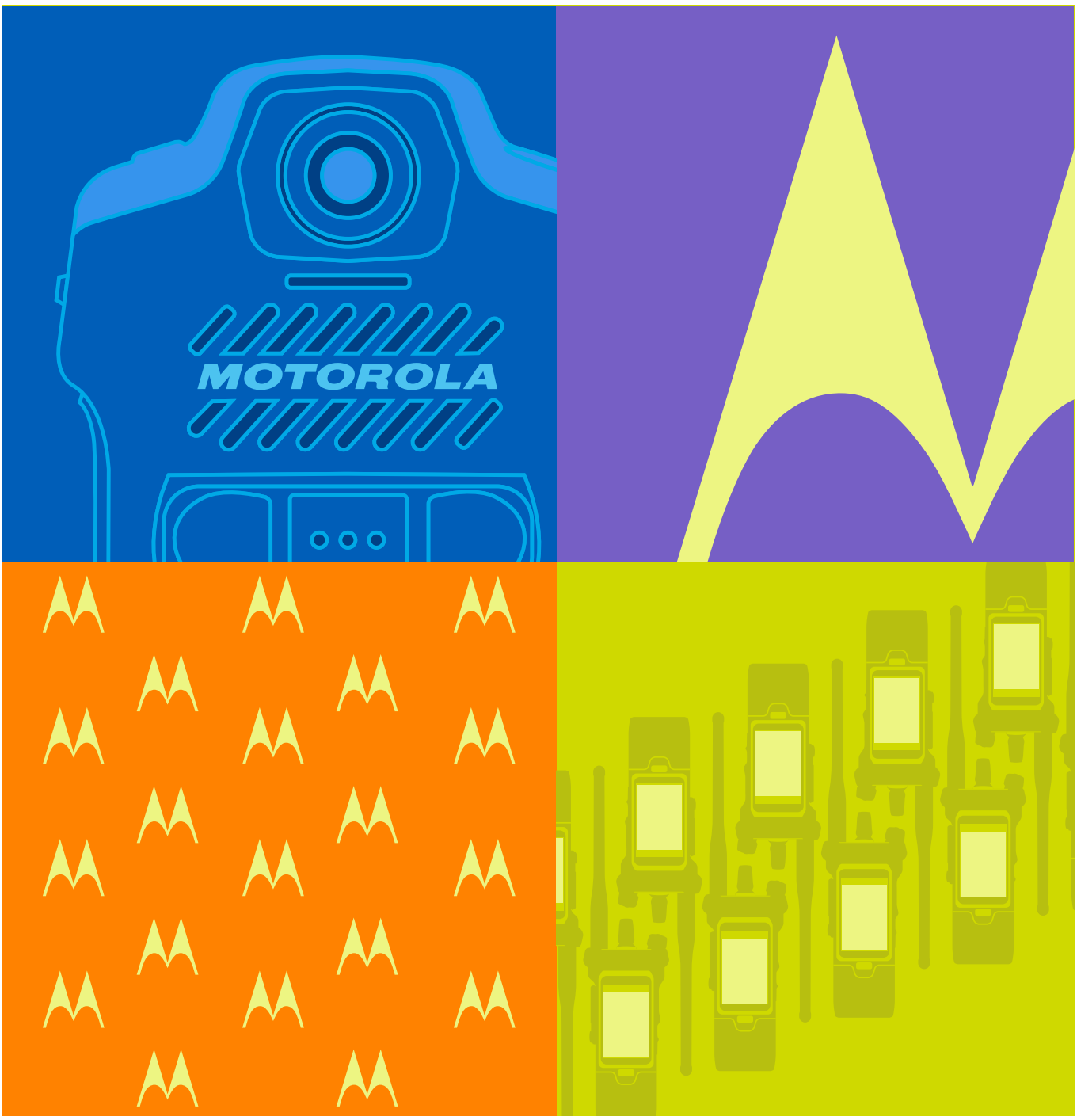
MOTOROLA SOLUTIONS



2025
Corporate Responsibility Report

We are driven by a profound responsibility to those we protect, a commitment that propels us to build a safer world today and for the years to come.

Greg Brown

Letter from the CEO

We live in a rapidly evolving world where the velocity of information and the complexity of threats accelerate every day. In this environment, across public safety, defense and enterprise, every second matters.

At Motorola Solutions, it's our mission to help ensure those managing these threats are backed by safety and security technologies as resilient as they are. We believe that architecture resiliency is the difference that sets us apart, providing an entire ecosystem of mission-critical networks, video security and command center technologies powered by AI situational awareness. Together, we're transforming these technologies into force multipliers, designed to ensure our customers are heard, seen and supported when it matters most.

Our commitment to delivering industry-defining innovation never wavers. It's driven by a global team dedicated to *Solving for safer*. We continue to expand the reach of our impact, bringing intelligence to the edge with solutions that place critical information into the hands of those on the front lines faster, while helping protect their safety. From our SVX body-worn assistant, which converges secure voice, video and AI for officers into a single device, to advanced multi-modal drone detection to protect against growing aerial threats, we relentlessly deliver on this vision.

And as AI becomes a force multiplier across every customer workflow, from police reports to data unification and enterprise resiliency, we remain committed to driving this innovation with accountability. The launch of our AI Labels, an industry first that provides clear insights into how AI powers our solutions, directly demonstrates this transparency. These advancements further strengthen a technical legacy that now includes a global portfolio of approximately 7,300 patents and is underpinned by our $970 million investment in research and development this year.

We're again recognized as a destination workplace by *Glassdoor*, *Fast Company* and *The Wall Street Journal*, reflecting the culture and passion of our approximately 23,000 people who also tirelessly volunteered in record numbers for worthy causes, complementing the more than $10 million in Motorola Solutions Foundation strategic grants. We also further strengthened our board of directors, which welcomed Mark Lashier, and most recently Peter Leav, as we continue to build for the future.

I invite you to explore this report, which showcases our purpose in action. The scale of our impact and the passion of the people behind it are the heartbeat of this company. Ultimately, we are driven by a profound responsibility to those we protect, a commitment that propels us to build a safer world today and for the years to come.

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 solutions foster the collaboration that's critical for safer communities, safer schools, safer hospitals, safer businesses and ultimately, safer nations.

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 2025 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 approach

Our governance framework

Our governance framework serves as the engine for our corporate responsibility strategy, translating high-level social and environmental commitments into measurable action. By integrating rigorous standards into our framework – including our alignment with the Science Based Targets initiative (SBTi) – we strive for sustainable, inclusive growth that is both disciplined and transparent. We continue to deliver impact across our six strategic pillars, creating long-term value for our employees, customers and the communities we serve.

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 continue to monitor 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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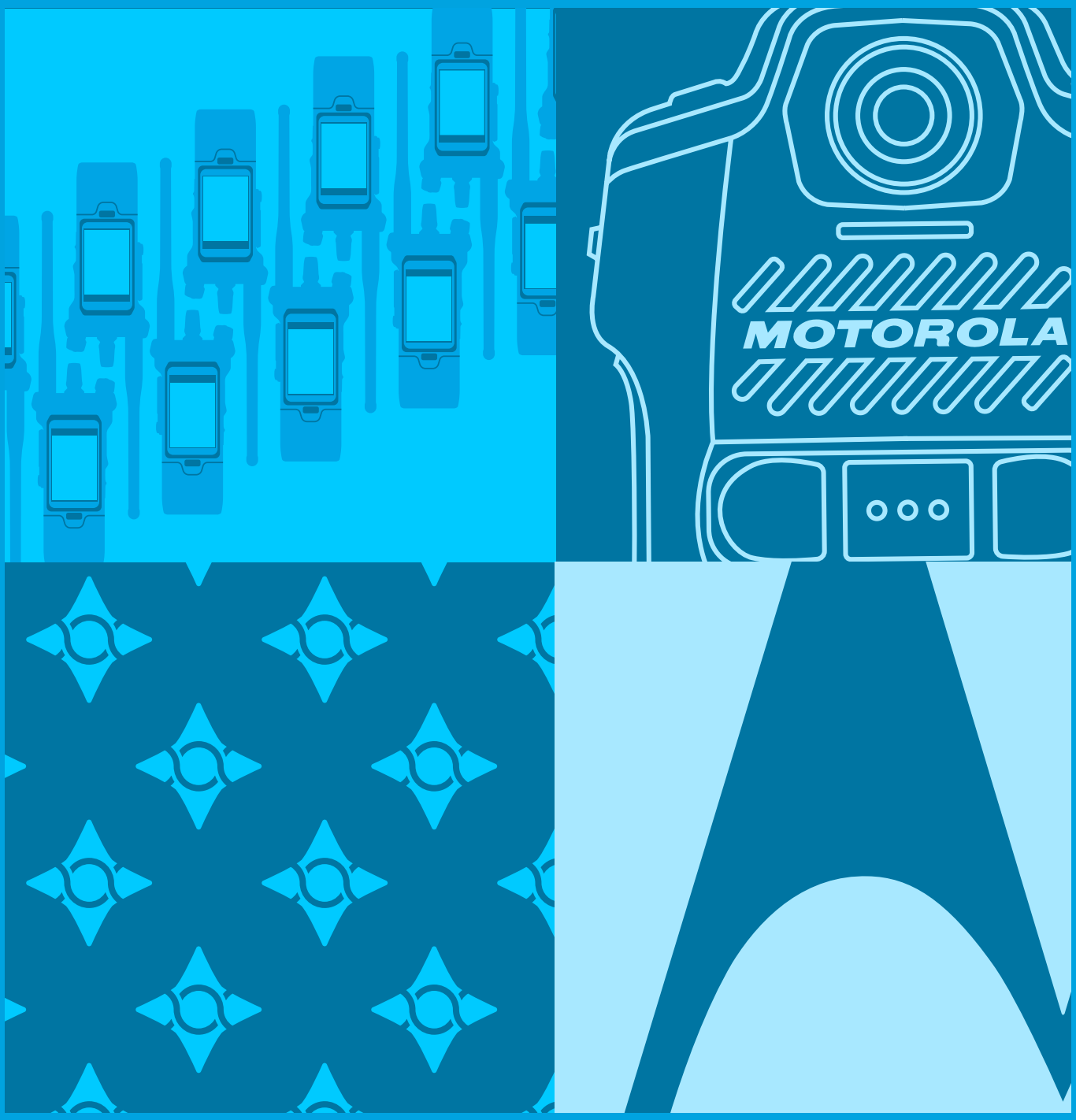


Introduction

Scope of report

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2025 (Jan. 1, 2025 to Dec. 31, 2025), 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 that 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, 2025, 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 on 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

We have an established process for performing a Double Materiality Assessment (DMA) for our business in alignment with European Sustainability Reporting Standards (ESRS) and various other standards and guidance. Our approach consists 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 surveys 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 necessary stakeholders was performed.

A detailed and comprehensive scoring methodology is 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, topics determined to be material are further refined by Motorola Solutions' executive leadership through workshops and read-out sessions, resulting in the identification of the final material topics and sub-topics. More information about many of the material topics is provided throughout this report.

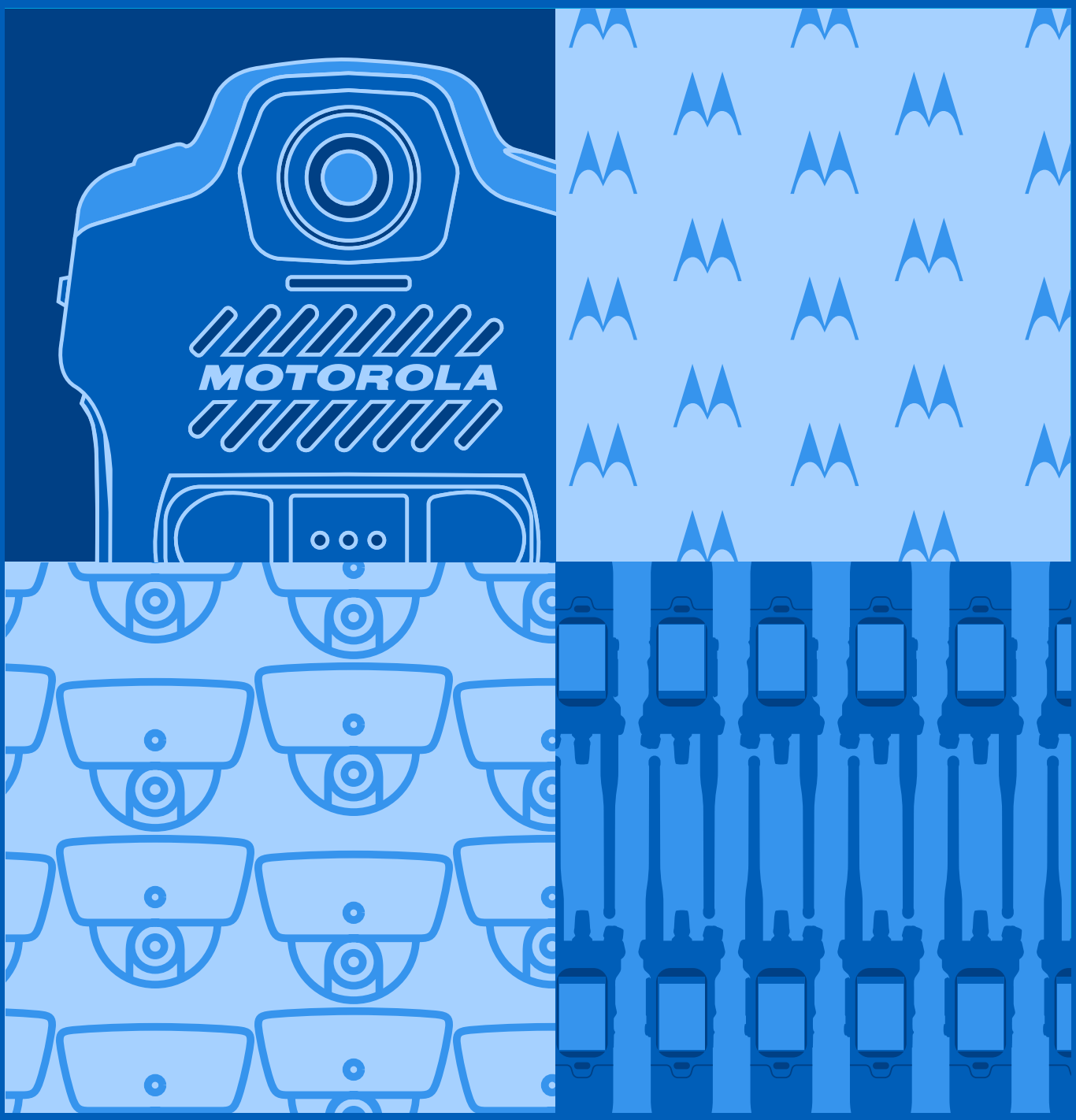
Periodic refreshment

Our current DMA was performed in 2024, and we expect to continue to refresh it 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").

"The security of people, facilities and equipment is one of our top priorities. We need to manage access to our campus and have an understanding of any potential emergencies or threats in real-time to create a safe environment where creativity, culture and knowledge can thrive."

— Professor Pietro Paolo Corso, Rector's Delegate for Extraordinary Projects and University Digital Infrastructure, and Assistant Professor, University of Palermo

Through the integration of AI-powered video cameras and advanced access control solutions, one of Italy's biggest universities has **automated the monitoring of over 400 gates**, significantly reducing manual surveillance and false alarms.



Technology for a safer tomorrow

Safety is the prerequisite for possibility

We build and connect technologies that help safeguard our world, from the rhythm of daily life to the front lines of a crisis. Technology is the foundation; artificial intelligence is the force multiplier. In an era where threats outpace human capability, we are pioneering mission-critical AI — innovation that doesn't just process data but helps drive life-saving outcomes.

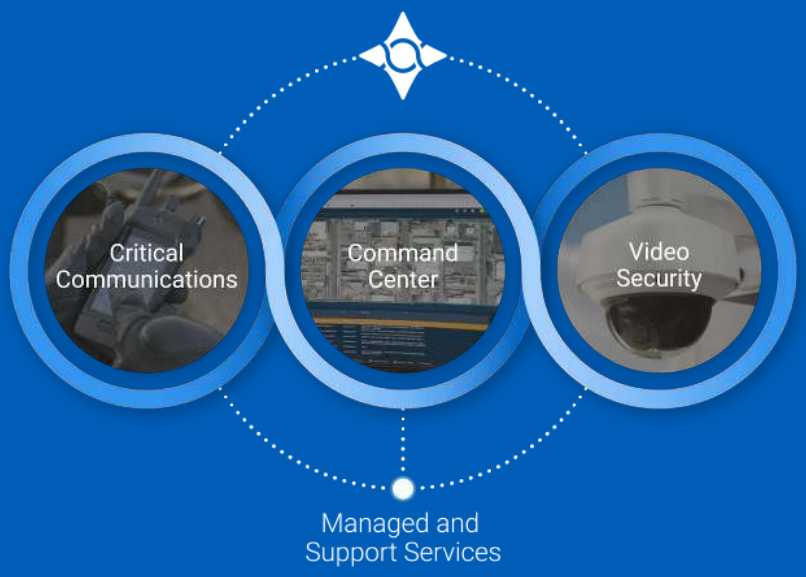
In 2025 we launched Assist, mission-critical AI designed to connect people and technology across the entire incident lifecycle. Assist helps create a unified thread of intelligence, integrating data from multiple sources including radios, cameras and records to provide real-time support and hands-free access to vital information.

By natively weaving AI into daily workflows, we transform fragmented data into role-specific intelligence. We distill 911 audio, radio traffic and real-time video into a clear stream of insights tailored to the individual in that moment. This holistic approach helps bridge the gap between teams and eliminates the administrative friction that typically stalls a response.

This is AI that is inherently scalable and continuously evolving. By empowering those on the front lines to make smarter, faster decisions when every second counts, we aren't simply processing data; we are helping ensure that those who protect our communities have the right intelligence at the right time.

AI serves as a unified thread of intelligence

We are redefining public safety by weaving a unified thread of intelligence through every stage of an incident — from the initial 911 call to field response and final case closure.



The majority of 911 calls requiring translation are delayed by more than one minute.*
Break language barriers with real-time translation, providing clarity when it matters most.

Call handlers report that up to a third of 911 calls involve an excessive amount of information to process.*
Summarize and highlight key details so telecommunicators can focus on the caller, not the search for data.

Assist saves time. Time saves lives.

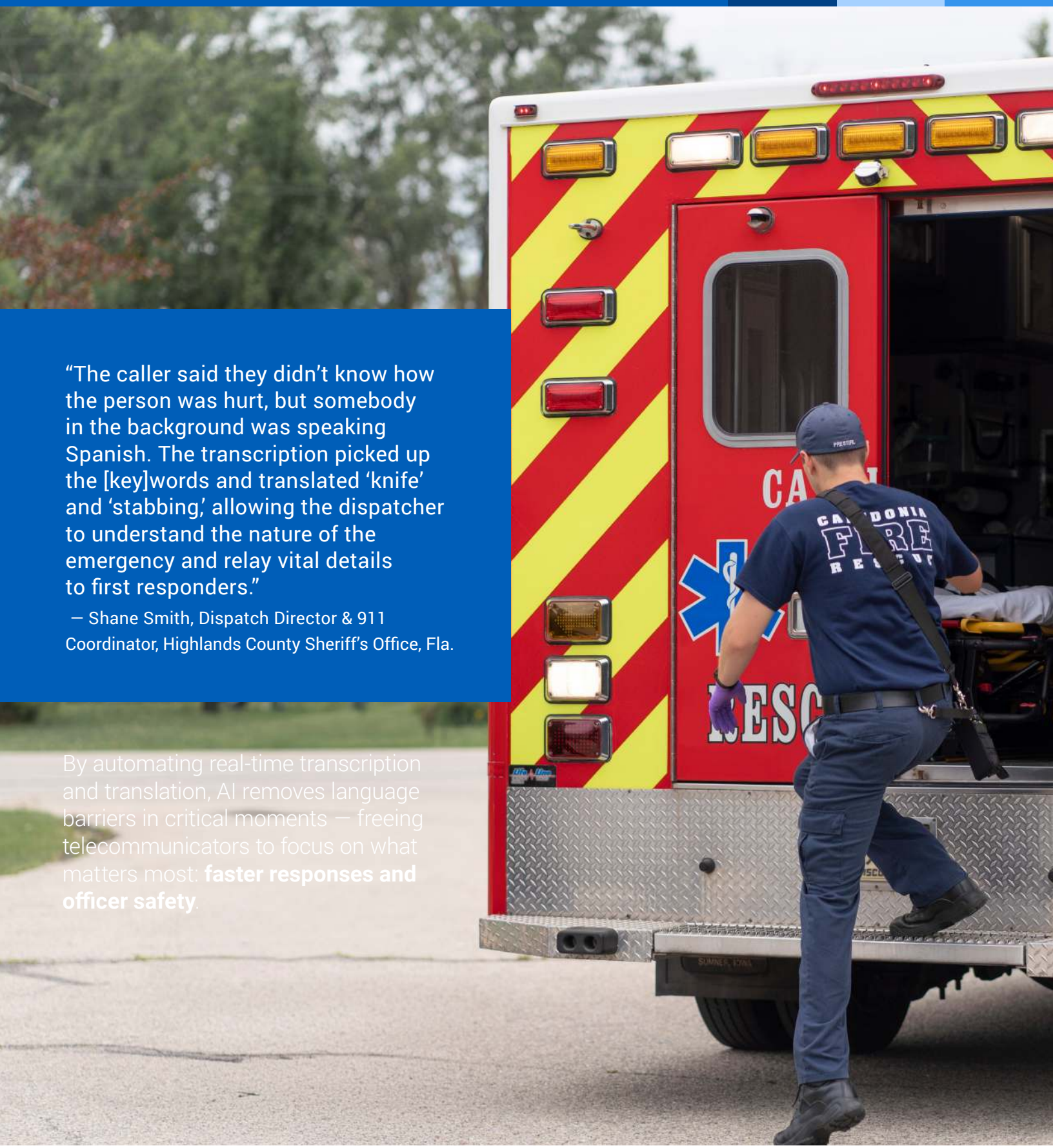
Officers spend an average of 40% of their shift on administrative tasks like report writing.*
Turn hours of paperwork into minutes, moving officers from behind the desk back into the community.

Half of officers frequently arrive at a scene to find the emergency is different than described.*
Provide richer pre-arrival incident context, helping safeguard responders against the unknown.

Manual video redaction creates backlogs that slow down public record releases and trial preparation.*
Enable transparency and protect privacy with AI-assisted multimedia content redaction.

Fragmented data often buries critical insights in silos, slowing down responses and investigations.*
Find information quickly, whether it is critical to response (floorplans), agency policies, or post-incident investigation and evidence.

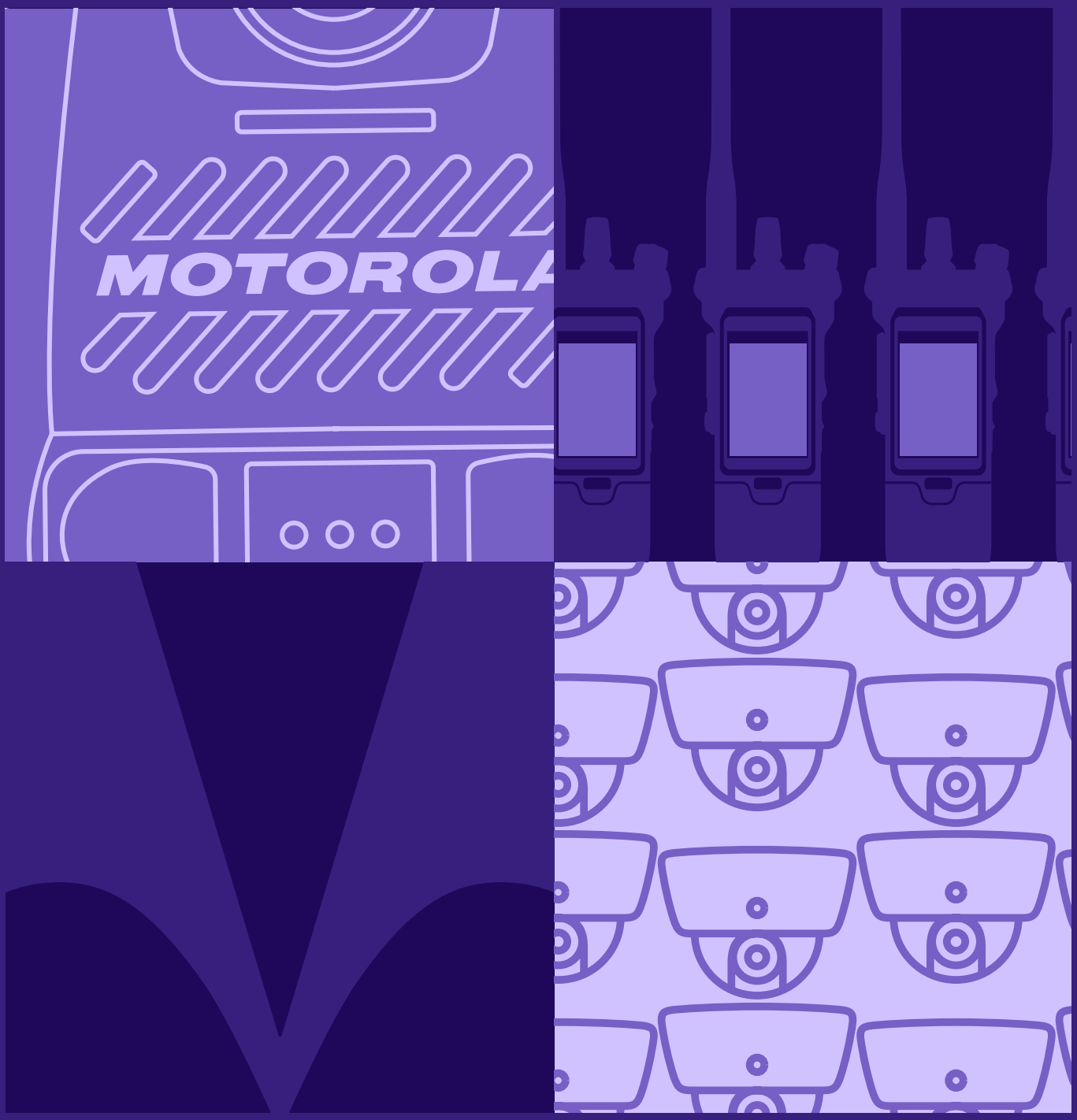
*Source: Motorola Solutions internal customer research.



"The caller said they didn't know how the person was hurt, but somebody in the background was speaking Spanish. The transcription picked up the [key]words and translated 'knife' and 'stabbing,' allowing the dispatcher to understand the nature of the emergency and relay vital details to first responders."

— Shane Smith, Dispatch Director & 911 Coordinator, Highlands County Sheriff's Office, Fla.

By automating real-time transcription and translation, AI removes language barriers in critical moments — freeing telecommunicators to focus on what matters most: **faster responses and officer safety**.



For our business

Responsible use of technology

Throughout 2025, we continued as a leader in the purposeful evolution of technology, helping ensure that AI remains a force for good in public safety and enterprise security. Because AI has long been a core component of our innovation, our focus is on maturing the frameworks required to keep our tools purpose-built, human-centered and transparent.

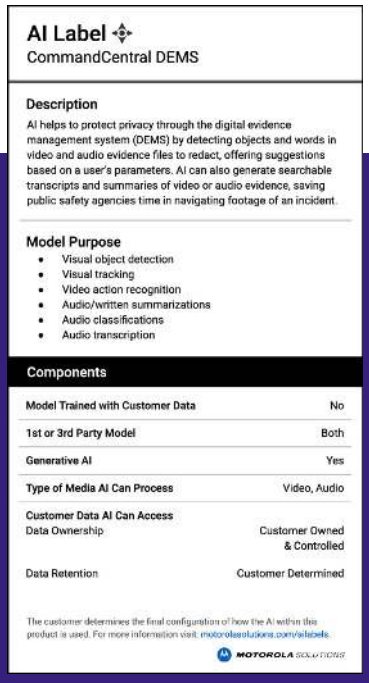
A culture of responsibility

At Motorola Solutions, technology stewardship is deeply embedded in our culture. In 2025, we scaled the Responsible AI and Technology Stewardship Program, established in 2024, to help ensure we are equipped to navigate the evolving AI landscape. Specifically, we focused on:

- **Upskilling our workforce:** We continue to invest in the collective expertise of our employees to help ensure they have the tools to apply AI responsibly and effectively in their daily work.
- **Empowering our customers:** We proactively educate our customers on the application of AI within our products, delivering the technical insights and transparency required for them to maintain public trust while using our solutions.

Enabling product transparency

A key milestone in our commitment to trust and accountability was the release of our AI labels, a first for the public safety and enterprise security industries. Much like nutrition labels on food packaging, these labels provide tangible, accessible insights into how and where AI is utilized within our products, offering clarity to customers and the public regarding the data used, the AI's purpose and the human oversight involved. This transparency is further supported by our Responsible Technology Blueprint, which documents the principles of responsible design and stewardship that have guided our innovation for years.



AI Label
CommandCentral DEMS

Description
AI helps to protect privacy through the digital evidence management system (DEMS) by detecting objects and words in video and audio evidence files to redact, offering suggestions based on a user's parameters. AI can also generate searchable transcripts and summaries of video or audio evidence, saving public safety agencies time in navigating footage of an incident.

Model Purpose
- Visual object detection
- Visual tracking
- Video action recognition
- Audio/written summarizations
- Audio classifications
- Audio transcription

Components

Model Trained with Customer Data	No
1st or 3rd Party Model	Both
Generative AI	Yes
Type of Media AI Can Process	Video, Audio
Customer Data AI Can Access	
Data Ownership	Customer Owned & Controlled
Data Retention	Customer Determined

The customer determines the final configuration of how the AI within this product is used. For more information visit: motorolasolutions.com/ailabels.

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"There are a lot of questions about how AI is used in policing. As a government agency, we have to be transparent. AI nutrition labels are a simple but impactful way for us to clearly and concisely share information about how AI supports our operations and helps keep people safer."

— Karen Sutherland, Support Services Director, Scottsdale Police Department, Ariz.

Advanced governance and global compliance

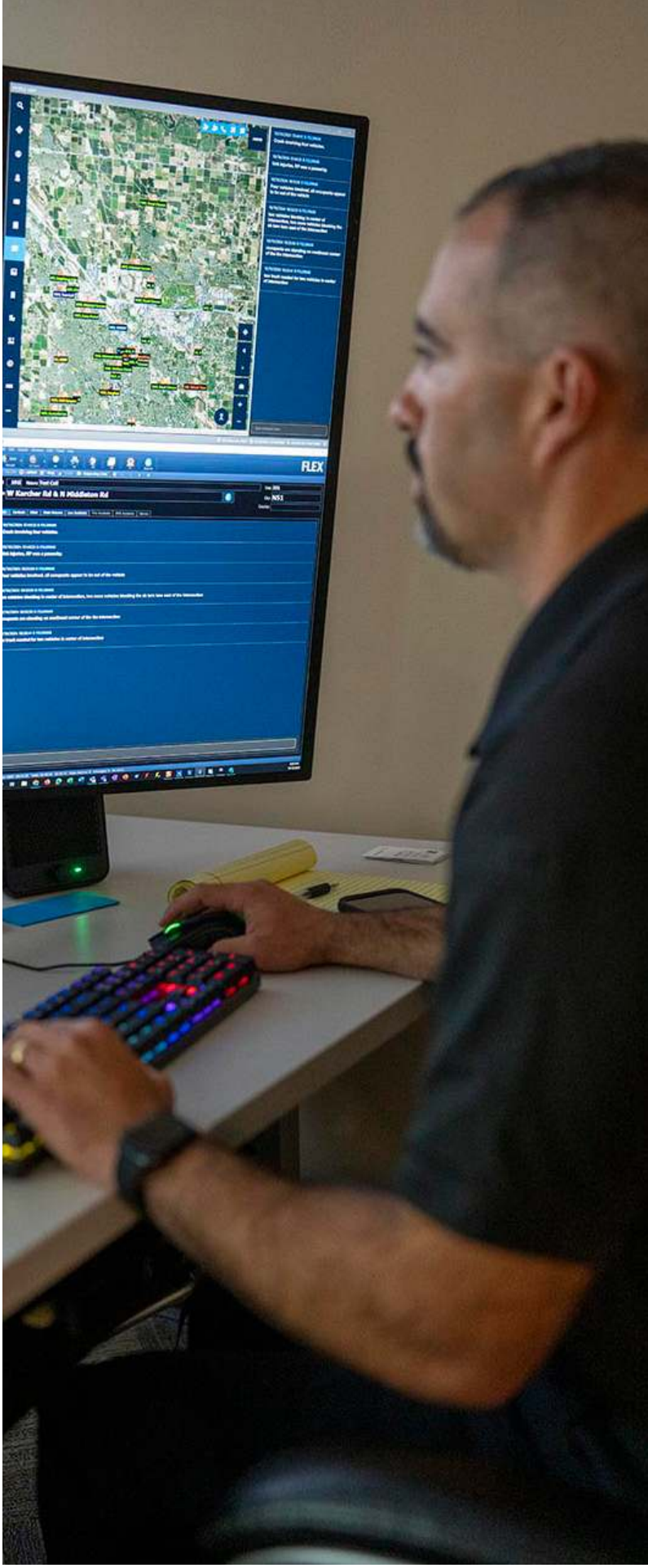
As the regulatory landscape matures, our governance structure allows us to remain proactive. These efforts are outlined on the Motorola Solutions Trust Center, our public hub for transparency regarding our security, privacy and AI practices.

Our established framework enabled us to satisfy the EU AI Act 2025 milestone for AI Literacy and Prohibited Practices in February 2025. Further, to help keep our standards at the forefront of development, we have:

- **Refined AI assessments:** We are maturing our testing and validation processes to help ensure all AI capabilities meet our rigorous standards. This work is underpinned by the Motorola Solutions Technology Advisory Committee (MTAC). Commissioned by our management Executive Committee, this multidisciplinary group provides ethical oversight that shapes the solutions we bring to market.
- **Operationalized best practices:** We have successfully integrated MTAC's recommendations into our core business processes, including procurement and sales controls, ensuring that our ethical "guardrails" are now standard operating procedure.
- **Prepared for future standards:** We are focusing on the foundations of quality management in anticipation of the EU AI Act High Risk AI Systems milestone in August 2026. We are also pursuing ISO 42001 certification (AI Management System) to provide independent, third-party validation of our program's integrity.

Collaborative leadership in AI safety

We believe that leading in AI requires active participation in the global dialogue on safety and authenticity. We continue to share our expertise and learn from peers through forums such as the FCC's Communications Security, Reliability, and Interoperability Council IX (CSRIC) working group, where we focus specifically on the responsible application of AI in public safety and telecommunications.



Data privacy and protection

We uphold the privacy rights and freedoms of all individuals by applying technical and organizational safeguards to all personal data processed across our global operations.

A foundation of trust and ethics

Our commitment to ethical data management supports the processing of personal data only when there is a clear, legally permissible basis. We extend these standards to our third-party providers, fostering an ecosystem of accountability. We believe trust is built through transparency; therefore, we remain clear about our commitments and the shared responsibilities we have with our customers to protect and manage personal data.

Privacy by design and culture

Our privacy approach is centered on good governance and accountability. By using secure-by-design practices, we enable our products and services to not only protect customer data but actively support our customers' own compliance obligations. We continue to deepen our internal culture of data protection by scaling our privacy expertise and expanding specialized training and awareness initiatives for our workforce.

Proactive governance

To navigate the complex global landscape, our dedicated privacy experts continuously monitor and adapt to evolving laws and regulations. This proactive oversight helps our privacy program remain resilient against emerging risks and aligned with shifting data protection obligations worldwide.

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	2023	2024	2025
Total Data Subject / Consumer Requests	171	439	4,321*

2025 Goals	Outcomes
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 2025, continuing 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 2025 updates.
Maintain security & privacy certifications. ISO/IEC 27001:2022 with extensions ISO/IEC 27017:2015 ISO/IEC 27018:2019 ISO/IEC 27701:2019 ISO/IEC 22301:2019 SOC2 Type II reports See also our Trust Center	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 our critical communications, video security and command center product and services offerings, the Data Protection Office and Enterprise Information Security. These certifications encompass 32 sites worldwide. We also continue to achieve SOC2 Type II reporting including the security, confidentiality, processing integrity, availability and privacy trust criteria across these same 32 sites. HIPAA criteria have now been added to our SOC2 for command center offerings. 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. Information regarding additional certifications and audit reports may be found on our Trust Center compliance page.

*The increase reflects the impact of a recent rise in third-party platforms that automate the submission process of requests on behalf of protected individuals made under 'Daniel's Law,' a statute enacted by New Jersey in 2021 to protect the privacy rights of certain public officials.

Human rights program

We are committed to ethical business practices and have a long-standing commitment to uncompromising integrity and respect for people. Every day we work to deliver on our commitment of helping to create safer communities, safer schools, safer hospitals, safer businesses, and ultimately, safer nations. Our employees are trained on the importance of respect and integrity, as well as our core company values: Inclusive, Innovative, Passionate, Driven, Accountable, Partners. We align with the United Nations Guiding Principles on Business and Human Rights and provide greater detail on our approach in our Human Rights policy.

We use industry-leading processes for vetting customers and third-party sales representatives to help ensure we're not only adhering to the law, but our own values. Guided by our strong ethical values and commitment to human rights, we identify and assess potential human rights risks and build controls into our sales process, particularly when dealing with conflict-affected and high risk areas (CAHRAs). When appropriate, we engage leading experts in the human rights fields to help us implement risk mitigation strategies.

We leverage expertise from leading authorities in the field by participation in groups such as the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). Through our membership in the 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. We support responsible sourcing from CAHRAs, and we avoid any activities that could be associated with financing armed conflict. Moreover, we engage extensively across our supply chain to seek solutions to this problem. Our high standards are also communicated to business partners through our Supplier Code of Conduct.

Cybersecurity

At Motorola Solutions, cybersecurity is a foundational differentiator and a mission-critical necessity. We strive to build enduring trust with our customers, embedding security and resilience into every product, solution and service we provide. Our capabilities span a sophisticated integration of people, processes and technology, with a comprehensive layer of controls designed to identify, protect, detect, respond to and recover from an evolving landscape of global threats.

Culture of vigilance

We recognize that our employees are a critical defense and equip our entire workforce with the knowledge and tools to help maintain a secure environment. Examples include:

- **Active training:** We conduct thousands of simulated phishing exercises annually, ensuring constant vigilance across all roles.
- **Simulated readiness:** We routinely perform incident response simulations, ranging from technical process reviews to executive-level strategic tabletop exercises.
- **Security champions:** We invest in hundreds of cybersecurity champions across the company who drive security best practices within their respective areas.

Collaborative resilience

As leaders of the Public Safety Threat Alliance (PSTA), a cyber threat Information Sharing and Analysis Organization (ISAO) recognized by the Cybersecurity and Infrastructure Security Agency (CISA), we provide a vital and expanding intelligence network for the public safety community. We arm members with actionable data and specialized mitigation strategies to fortify resilience against evolving cyber threats.

Modern infrastructure

We leverage a sophisticated tech stack to optimize our risk profile, balancing security with operational efficiency. This approach includes:

- **Zero trust**: We continue to advance our "zero trust" access model, mandating the use of trusted devices to ensure that access is never assumed and always verified.
- **Advanced technical safeguards:** We employ industry-leading tools to protect our ecosystem, including: vulnerability management, endpoint security, enhanced authentication and streamlined monitoring.
- **AI-driven security:** Our cybersecurity teams collaborate closely with the Responsible AI & Technology Stewardship Program to help ensure that our AI governance policies and technical controls are well-aligned.

Product security

We prioritize product cybersecurity through our Secure Development Lifecycle (SDLC), integrating security from design through deployment. Additionally, 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:** Comprehensive, market-ready reviews that align with NIST Cybersecurity Framework (NIST CSF) and the OWASP Software Assurance Maturity Model (OWASP SAMM).
- **Governance:** A focus on secure design, software testing and operational security to safeguard customer data and maintain trust.

Incident response

We maintain robust internal and external response teams that leverage automation to address a broad spectrum of incidents. Our Global Incident Response Procedure is designed for rapid detection, response and recovery. In the face of challenges, we prioritize transparency and continuous improvement, conducting formal reviews to implement lessons learned and further safeguard our systems against future threats.

Independent validation

To provide transparent proof of our commitment, we maintain a rigorous suite of third-party certifications and assessments, including:

- **Certifications:** ISO 27001, ISO 22301, SOC 2 and our recent CMMC Level 2 certification for the protection of federal information.
- **External benchmarking:** We regularly engage independent experts to assess our programs against the OWASP SAMM and NIST CSF frameworks.

Product safety and quality

At Motorola Solutions, we combine innovation with integrity to help build a safer world. Our commitment to excellence is fueled by a collaborative approach, integrating feedback from our customers, suppliers and communities to push the boundaries of our capabilities. Our products are engineered and tested to meet relevant regulatory and safety standards. To help ensure consistency, we standardize our service models based on industry benchmarks and specific business requirements. Through our integrated management system, we track our progress against key objectives, allowing us to report transparently to stakeholders and optimize our performance year over year.

Inclusive product design

We consider social impacts and the different populations – both users and the public – who interact with our solutions across all stages of the development lifecycle. We have built and continue to evolve a design system with a key focus on usability. This focus includes considerations for contrast ratios, color usage and development best practices for accessibility. These concepts are integral to the elements shared across applications in our product line.

As an extension of these values in our system, 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 system.

Inclusive experience principles

Our design teams follow accessibility guidelines, including:

- Creating simple, intuitive and ergonomic design
- Considering gender differences in the wearability of our accessories
- Ensuring product manuals and marketing materials incorporate inclusive language
- Supporting temporary and situational, functional limitations in our products (e.g. enabling firefighters to operate devices in smoky environments, providing noise cancellation and helping to solve 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)

Policies

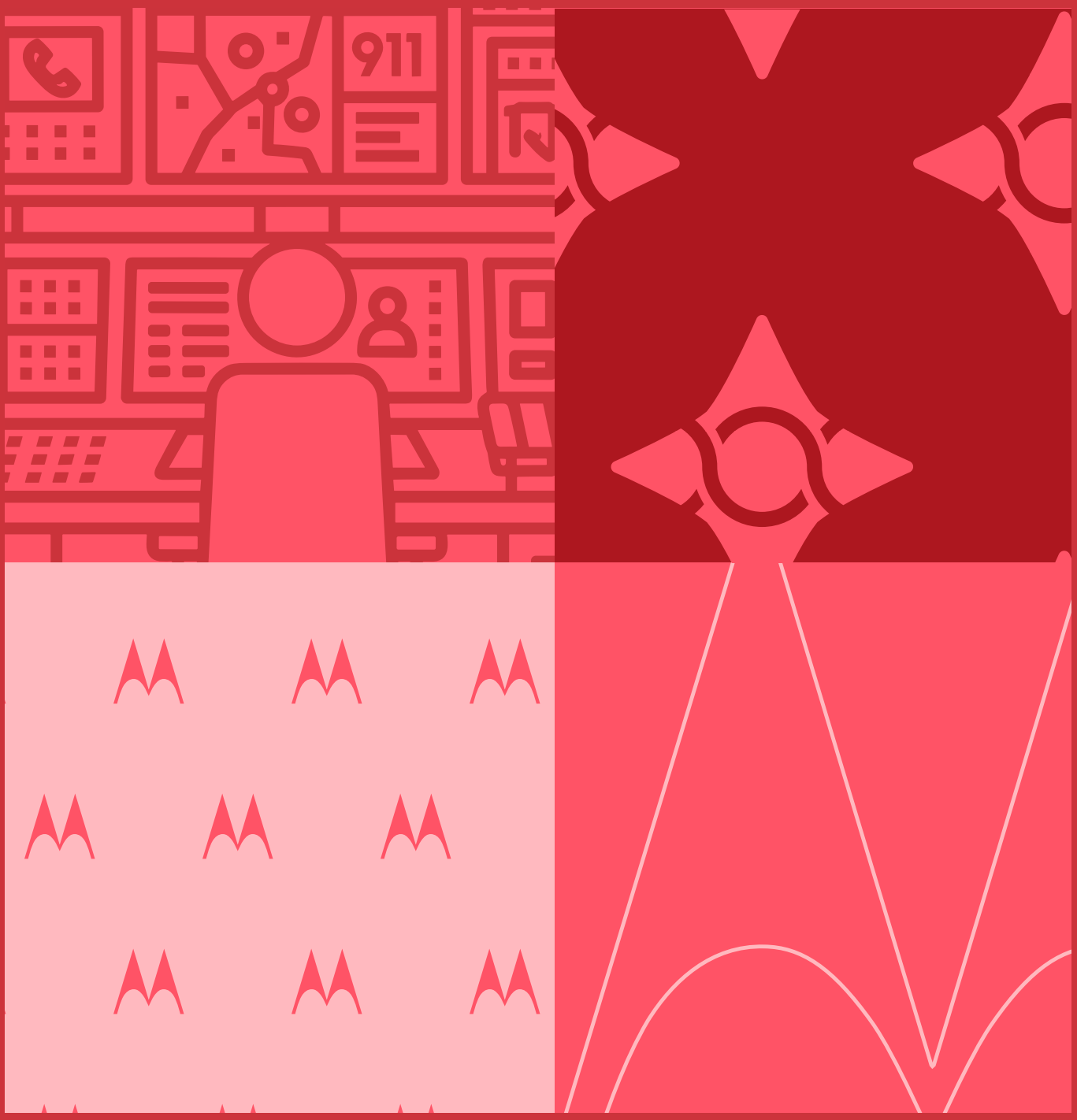
The following policies are applied in our product safety and quality efforts:

- Integrated Management System Policy
- Wireless Communications and Health

"Depending on the incident, seconds matter. To have interoperability of communication with law enforcement partners, fire department partners and federal agency partners at the Ryder Cup is key. The quicker we can get the information out, the quicker we can get to a patient."

— Leonard Mormino, Vice President of Facility and Support Services, Hospital Administration, Northwell Health, N.Y.

As the Official Safety Technology Supplier for the 2025 Ryder Cup, Motorola Solutions deployed a safety and security ecosystem — including critical communications and AI-powered video security — to **protect and connect over 250,000 spectators, staff and athletes** across venues.



Community engagement

Corporate philanthropy

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. We aim to partner with organizations that share our passion for creating safer cities and thriving communities by supporting first responder programs and technology and engineering education. The Foundation focuses its giving on three key areas: first responder programming, technology and engineering education, as well as programs that blend the two. In addition, the Foundation aims to partner with organizations that align to our Foundation's values of accountability, innovation, impact and inclusion.

2025 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	$0.45M	$2.6M
Corporate giving			$1.5M	
Total donations*			$14.75M	

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

2025 Foundation impact

187
strategic grants awarded in 22 countries

5,700+
charitable organizations supported

1 in 3
employees donated

125,000+
hours volunteered by Motorolans

For the fourth year running, the North Texas team partnered with the National Breast Cancer Foundation for their annual Hope Kit packing event. Together, the team assembled hundreds of kits filled with comforting essentials and handwritten notes to encourage breast cancer patients nationwide.

"Each kit carries a message of strength, hope and compassion so they know their friends at Motorola Solutions are thinking of them and they are not alone in their journey." — Motorola Solutions employee

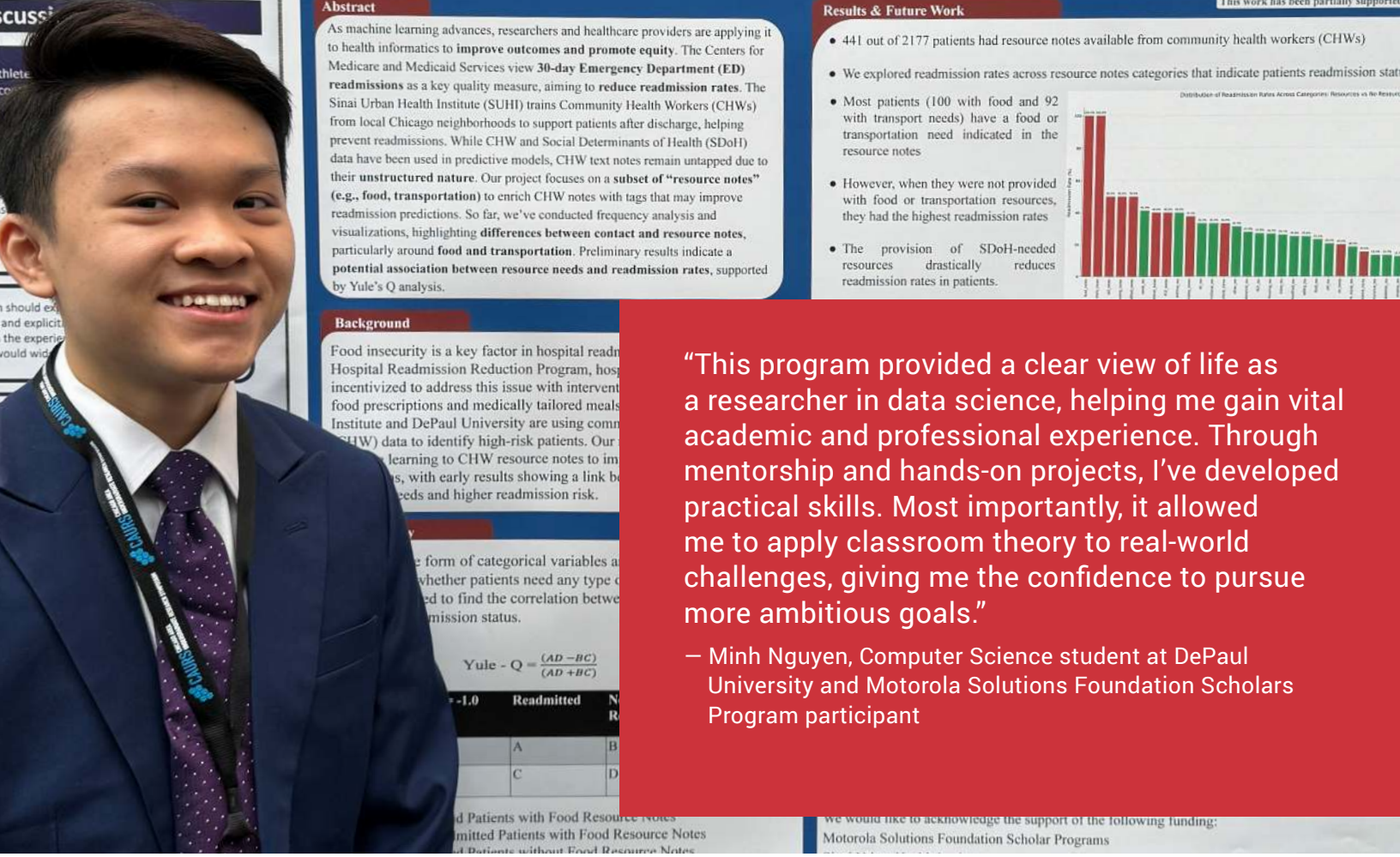
2025 Foundation highlights

In 2025, the Motorola Solutions Foundation continued to drive meaningful change with more than **125,000+ employee volunteer hours**, which is an 18% year-over-year increase. Additionally, the Foundation awarded **more than $10 million** in strategic grants to **170 organizations across 22 countries**, supporting communities in need, first responders, students and teachers.

Annual grants program

University of Chicago Crime Lab's "Policing Leadership Academy"

For the third year in a row since the program began, the Motorola Solutions Foundation awarded a grant to support the University of Chicago Crime Lab's Policing Leadership Academy (PLA). The Foundation issued an $85,000 grant to provide comprehensive leadership training to police managers from across the United States, specifically focusing on areas of high crime and under-resourced communities. Using a rigorous, relevant and expert-informed curriculum, PLA aims to improve the effectiveness of police departments in preventing violent crime, managing employees and building relationships with the communities they serve by training mid-level managers to become stronger leaders.



"This program provided a clear view of life as a researcher in data science, helping me gain vital academic and professional experience. Through mentorship and hands-on projects, I've developed practical skills. Most importantly, it allowed me to apply classroom theory to real-world challenges, giving me the confidence to pursue more ambitious goals."

— Minh Nguyen, Computer Science student at DePaul University and Motorola Solutions Foundation Scholars Program participant

Annual grants program

AkiraChix Association, Kenya

Since 2019, the Motorola Solutions Foundation has partnered with AkiraChix, a charitable organization supporting women pursuing careers in technology throughout Kenya. In 2025, the Foundation granted $30,000 to AkiraChix's CodeHive program, which is a one-year, fully subsidized residential hands-on technical training program that provides educational and economic opportunities to 100 young women between the ages of 19 and 24. Students come from underserved communities in Kenya and other East African countries. The program develops their knowledge and skills in software development, entrepreneurship and professional development. Graduates receive a diploma upon completion as well as job placement opportunities.

Supporting first responders 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 $1.5M to programs supporting families of fallen first responders.

$1.9M
to programs focused on first responder mental health

$1.3M
to programs supporting first responder recruitment and leadership development

$2.6M
in scholarships to future innovators and children of fallen first responders

Employee programs
In 2025, 49% of employees either donated or entered volunteer time at least once on our giving platform, the MotoCares Portal.

The majority of volunteerism (65,000+ hours) occurred during the Foundation-sponsored Global Months of Service, Motorola Solutions' annual volunteer-a-thon in September and October. Employees in 42 countries participated in more than 350 virtual and in-person team projects. Overall more than 6,500 employees participated, a 7% increase from last year.

125,000+
volunteer hours logged, +18% increase YoY

500+
volunteer projects

49%
of employees either donated or volunteered

2025 goals	Outcomes
Drive increases in employee volunteer hours and participation	Achieved: Employee volunteer hours increased by 18%, achieving a company record of 125,000+ volunteer hours logged. 30% of employees volunteered at least once in 2025, a 5% increase YoY and a company-wide record.
Launch survey to measure impact of volunteerism on employee sense of culture & belonging*	Achieved: 76% of survey respondents agreed or strongly agreed volunteering helps them feel more connected to company culture. 74% agreed or strongly agreed that company leadership is supportive of individual volunteer efforts.
Maintain support for special focus areas: - First responder wellness - Families of fallen first responders	Increased support for families of fallen first responders and first responder wellness YoY.

*Survey distributed to two groups: (1) Employees who volunteered in 2024; and (2) Employees who volunteered in 2023, but not 2024.

Disaster relief

Motorola Solutions provides a comprehensive mission-critical ecosystem of technologies, operational support and managed services for emergencies. For nearly a century, we have partnered with public safety agencies to deliver the essential resources required for disaster preparedness and rapid recovery. Our proactive approach includes monitoring impending threats through our centralized Network Operations Centers and maintaining on-the-ground teams ready to coordinate repairs and assess the impact on communication sites.

At the heart of our emergency response services is the Motorola Emergency Response Team (MERT), which celebrated 80 years of dedicated service in 2025. Established in 1945, MERT provides crucial technical and on-site support for events ranging from local community incidents to major global disasters.

During some of the most challenging moments of 2025, such as the January 2025 Southern California wildfire outbreak, our service teams provided a lifeline for first responders.

Southern California wildfire outbreak

During the 2025 wildfires, our teams assisted the Los Angeles Regional Interoperable Communications System (LA-RICS) in managing a 55% increase in radio traffic. The network maintained 100% availability, handling an additional 250,000 calls and 51,000 minutes of talk time on its peak day. When firefighters from Nevada, Arizona and the National Guard arrived to assist in California, our interoperable radio networks helped ensure they remained seamlessly connected to local responders. Our teams delivered essential equipment, including chargers and batteries, and chartered a private plane to meet immediate needs during the wildfire response.

As the nature of disasters evolves, we have expanded our support capabilities to include:

- **Remote health checks:** Conducting proactive system diagnostics in preparation for severe weather events.
- **Emergency cybersecurity:** Engaging Security Operations Centers (SOCs) and Incident Response teams to provide recovery support during cyber incidents.
- **Rapid deployment:** Utilizing “Sites on Wheels” (SOWs) and backup Computer-Aided Dispatch (CAD) systems to restore communications in record time.

Motorolans around the world supported relief efforts, helping first responders stay connected as they carried out their life-saving work and donating 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 at www.motorolasolutions.com/disasterpreparedness.

"This new TETRA system represents a decisive step forward in our commitment to enhancing community safety and security. Our previous analog system's limited coverage hindered emergency services communication. The new Motorola Solutions system expands coverage and enables interoperability between our nine police departments across the province to support real-time collaboration, shorter response times and greater operational efficiency."

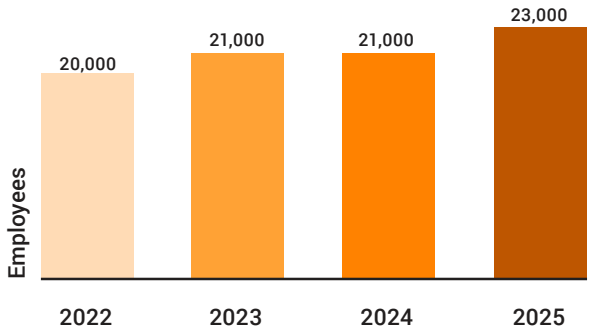
— Javier Salomón, Director of Technology and Security, San Luis, Argentina

By transitioning from an analog system to a province-wide TETRA network, San Luis has enabled geolocation and **inter-city group calling across 77,000 square kilometers of diverse terrain**, allowing its nine police departments to coordinate more effectively and respond faster to emergencies.

Human capital management

Global workforce

Our legacy of shaping safety and security spans nearly a century. We remain committed to fostering an environment where our workforce of approximately 23,000 is encouraged to collaborate and explore new ideas, fostering curiosity that drives our life-saving innovations.



Total investment in learning and development

2022	2023	2024	2025
$9.3M	$10.2M	$9.2M	$10.2M

Learning

We've modernized our learning experience with the launch of the all-new Learning Center, built to meet the demands of rapidly evolving workforce dynamics and technologies. We continue to provide the essential knowledge our customers, partners and employees rely on — now delivered through a more intuitive interface. Users can follow curated playlists to receive notifications whenever content is added or updated. By evolving our digital learning tools, we've made it easier for users to master new technologies and reach peak productivity faster. This transition supports our broader educational strategy centered on three key outcomes:

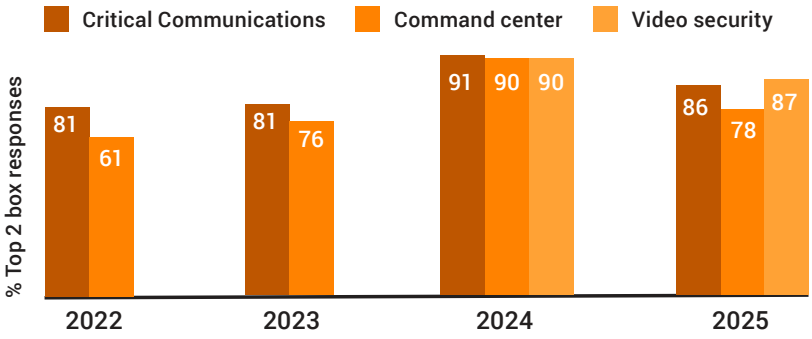
High-quality content

Our education solutions focus on delivering high-quality content that drives rapid technology adoption. In 2025, alongside the launch of our new Learning Center, we moved to a more learner-centric evaluation model. By assessing self-paced training 30 days post-completion, we can now better measure long-term retention and practical application. While this more rigorous timing naturally shifted our "Top 2 Box" scores, it provides the precise insights needed to continually improve our content and enable sustained product proficiency.

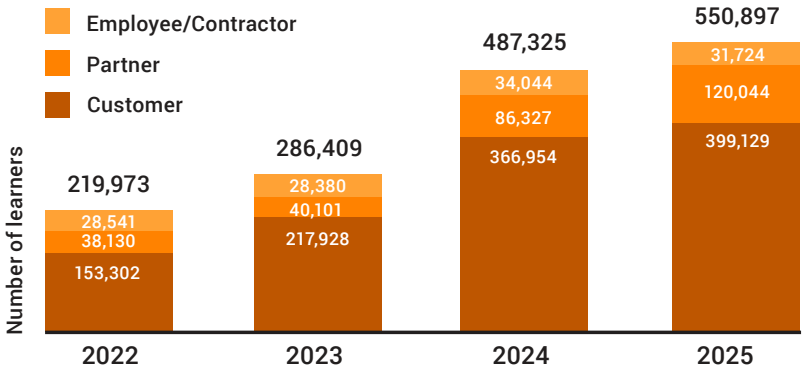
Simplified experience

By prioritizing high-quality content, we've simplified the user experience and boosted engagement. As we continue to grow through acquisitions, merging our training systems has enabled us to offer a more guided learning journey featuring curated playlists and streamlined account access for all users. Today, the unified Learning Center offers both self-paced and in-person training, helping us welcome over 60,000 new customers and partners in 2025.

Education customer satisfaction Top 2 Box



Simplified experience drives customer growth in education

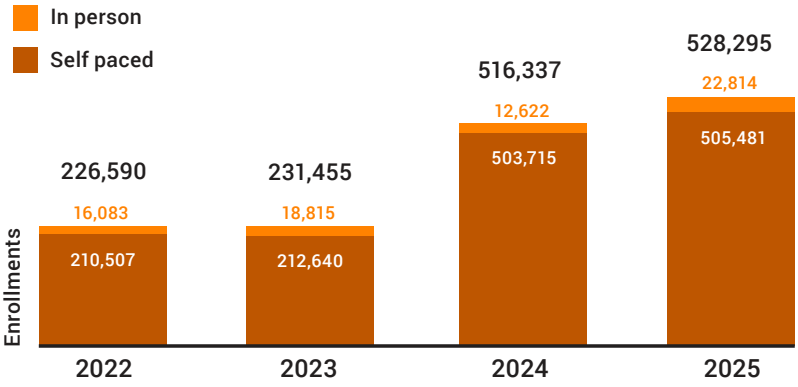


Content usage

A key performance indicator for our education programs is learner engagement, which we measure by tracking enrollment across all training types and programs. In 2025, we saw increased enrollment in our in-person course offerings. To support growth through acquisitions and mature our content and tracking systems, we continue to centralize all product training in the new Learning Center. Incorporating new capabilities, such as playlists, helps ensure learners remain informed of new or updated content, fostering the rapid adoption of new product technologies.

We also continue to leverage strategic third-party relationships, such as LinkedIn Learning, to keep pace with market trends and incorporate high-quality industry content in leadership, manager development, technical training and AI training. Our dedicated internal education team works across functions to provide services and programs that develop technical enablement and business acumen while strengthening our workplace culture.

Education consumption (enrollments)



Inclusive culture

Motorola Solutions is defined by a commitment to our six core values — Inclusive, Innovative, Passionate, Driven, Accountable and Partners. These principles are not aspirational; they are the active standards that guide our relationships with employees, customers and communities worldwide.

By ensuring all Motorolans feel respected and valued, we cultivate the environment necessary for innovation to thrive from every corner of our business. This commitment, coupled with attracting top-tier talent from all backgrounds, fuels our success and enhances the support we provide to our customers, communities and colleagues.

This belief underpins our role as an equal opportunity employer. We hire and promote the best talent based purely on ability and potential. To uphold a standard of transparency for all stakeholders, we publicly disclose our annual workforce demographics data.

Inclusion volunteer community

Our numerous employee volunteer groups aim to weave inclusion into the fabric of who we are globally. In 2025, **more than 250 events** and initiatives took place across the company to drive inclusion and belonging, further strengthening Motorola Solutions' position as a destination workplace.

Business councils

Our voluntary, employee-led business councils are a strategic engine for bringing our core values to life. By uniting employees across functions, business councils support career growth, foster a stronger sense of community and champion a positive culture. Their global impact is seen through the sponsorship of essential programs such as leadership development, cross-cultural understanding and widespread community volunteer initiatives.

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 communities designed to enrich the employee experience. They facilitate powerful connections between colleagues with shared interests and backgrounds, serving as a catalyst for networking, personal development and active community engagement. Examples include a runner's group, gaming group, sign language group and CANSurvive, a group for employees affected by cancer.

Employee experience

Motorola Solutions business councils

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

Employee resource groups that are open to all employees

Regional inclusion councils

ANZ Inclusion Council · LACR Inclusion Council

Region-specific inclusion advisory members

Affinity groups

Shared interest employee groups

Programs

We're committed to programs that make our company more inclusive.

Meet a Motorolan

"Meet a Motorolan" is an innovative networking initiative designed to connect employees across different teams and functions. By randomly pairing participants each month with a colleague outside of their immediate team — including cross-regional matches — the program fosters remarkable engagement. In 2025, over 9,500 connections were made, helping employees build relationships, share knowledge and collaborate globally.

5K & Take the Day

At Motorola Solutions, we help people be their best in the moments that matter. And it's only when we're at our best that we can help our customers and communities be their best. We encourage employees to invest in their physical and mental well-being by participating in a 5K — run, walk, bike or roll — followed by a global paid mental health day, allowing all employees a chance to pause, reenergize and do something that brings them joy.

Workforce demographics

Global workforce by region	2022	2023	2024	2025
North America	53%	53%	51%	51%
International	47%	47%	49%	49%

Vice presidents by region	2022	2023	2024	2025
North America	91%	87%	87%	86%
International	9%	13%	13%	14%

Directors by region	2022	2023	2024	2025
North America	76%	77%	76%	76%
International	24%	23%	24%	24%

Global employees by gender	2022	2023	2024	2025
Men	73%	72%	72%	72%
Women	27%	28%	28%	28%

Vice presidents by gender	2022	2023	2024	2025
Men	72%	71%	71%	74%
Women	28%	29%	29%	26%

Directors by gender	2022	2023	2024	2025
Men	80%	79%	78%	77%
Women	20%	21%	22%	23%

U.S. employees by race and ethnicity	2022	2023	2024	2025
White	66%	66%	66%	64%
Asian	15%	15%	14%	14%
Hispanic or Latinx	10%	10%	10%	11%
Black or African American	7%	7%	7%	7%
Other*	2%	2%	3%	4%

U.S. vice presidents by race and ethnicity	2022	2023	2024	2025
White	73%	70%	72%	73%
Asian	15%	13%	11%	12%
Hispanic or Latinx	7%	10%	10%	7%
Black or African American	3%	6%	6%	6%
Other*	1%	1%	1%	1%

U.S. directors by race and ethnicity	2022	2023	2024	2025
White	75%	74%	73%	75%
Asian	14%	14%	14%	13%
Hispanic or Latinx	7%	6%	6%	6%
Black or African American	3%	4%	4%	3%
Other*	1%	2%	3%	3%

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

Talent attraction, retention and development

At the heart of our achievements is a global team that shares a common purpose. We take immense pride in being a destination workplace — one guided by our purpose and values, and defined by a culture that empowers our employees to execute our strategy and drive global impact.

Leadership development programs

Emerging Leader Acceleration Program

Our Leadership Academy empowers emerging talent through a blend of in-person instruction, self-paced learning and immersive practice activities. In 2025, we selected a cohort of 72 high-potential employees to participate in this intensive program, designed to sharpen their strategic capabilities and prepare them for the next level of leadership.

Strategic Leader Acceleration Program

Our Strategic Leader Acceleration Program challenges participants to engineer practical proposals that drive real-world business impact. In 2025, 22 senior leaders completed this intensive track, which integrates in-person training, leadership assessments and executive coaching to sharpen their strategic influence.

Manager Academy

Designed for first-level managers, this program builds critical management skills through hands-on, in-person training. With interactive workshops, peer networking and opportunities to engage senior leaders, it successfully equipped over 530 managers in 2025.

Managing at Motorola Solutions

To support our people managers, we delivered 32 virtual training sessions focused on understanding our global organization and values, as well as critical HR functions like rewards, compensation, recruiting, hiring, performance management and employee development.

Making Motorola Solutions a destination workplace

We are committed to cultivating an environment where every employee can excel. By consistently consulting our people and leveraging insights from functional and regional engagement surveys, we actively identify and address employee needs. We are proud that our efforts resulted in Motorola Solutions earning the following recognitions as a great place to work in 2025:

- TIME World's Best Companies
- Newsweek America's Most Responsible Companies
- Forbes World's Best Employers
- Wall Street Journal 250 Best Managed Companies
- Newsweek World's Most Trustworthy Companies
- Glassdoor Best Places to Work
- Glassdoor Best-Led Companies
- Fortune America's Most Innovative Companies
- Fast Company Best Workplaces for Innovators
- Forbes America's Best Employers for New Grads
- Forbes America's Best Employers for Company Culture

Putting people first

We believe that leading people is a privilege that requires ongoing dedication. We cultivate a culture of excellence through a leadership framework that prioritizes people-centric behaviors at every level. We invest in our managers from day one, providing specialized training for new hires, promoted leads and our veteran management team alike. By leveraging our innovative learning platform, we equip our leaders with the tools and insights necessary to empower their teams and live out our values.

Developing our talent pipeline

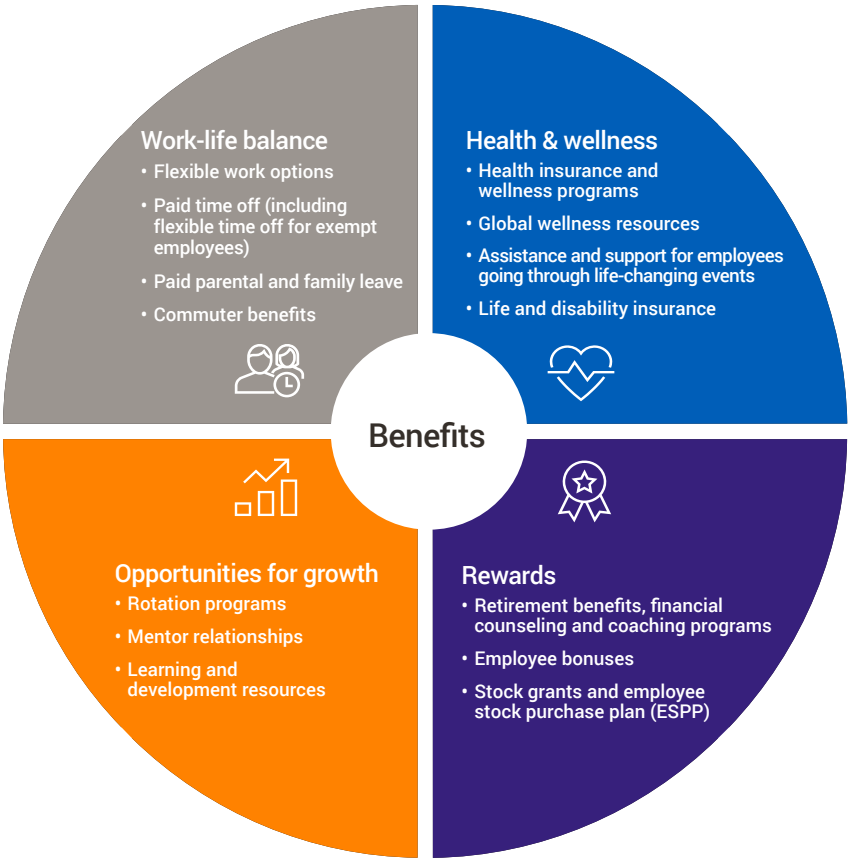
Our Human Resources team partners with teams across the company to conduct comprehensive annual talent assessments that look beyond current roles to future potential. Through these reviews, leaders identify strategic ways to foster growth and create new opportunities for every team member. To support this advancement, employees can access a rich ecosystem of technical and professional development, from on-demand digital tools and on-the-job experiences to immersive classroom learning.

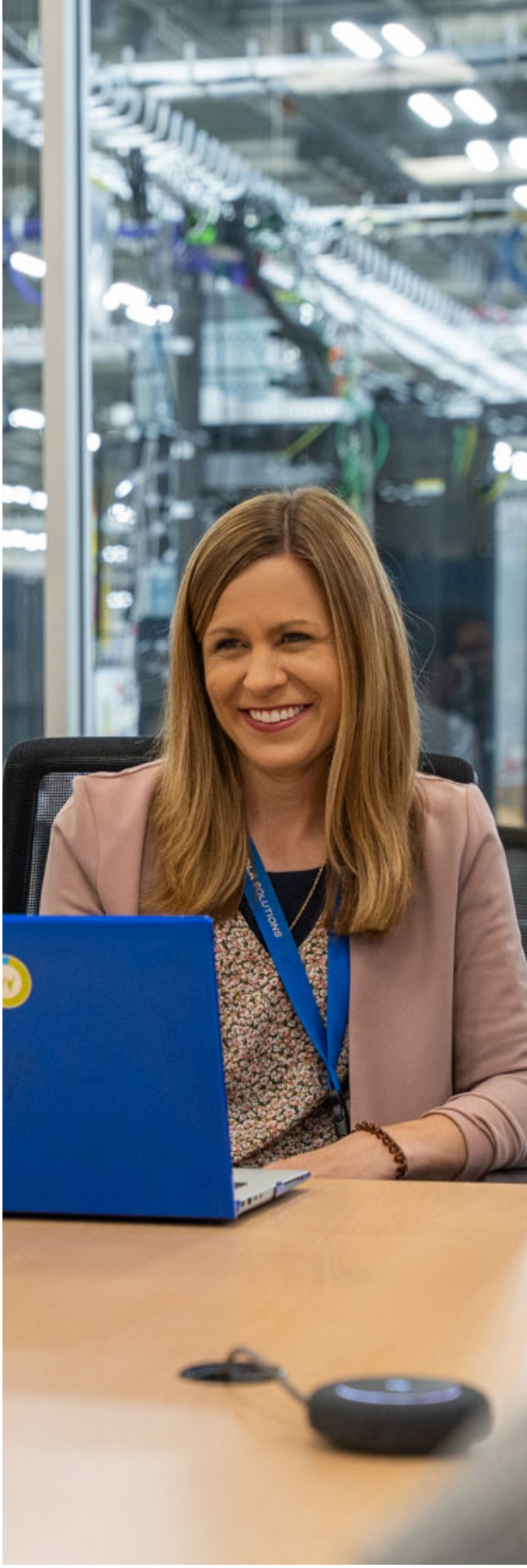
Total rewards

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.

Benefits

Motorola Solutions is proud to offer comprehensive benefits packages aligned with market standards in each country where we operate. Our U.S. employee benefits include:

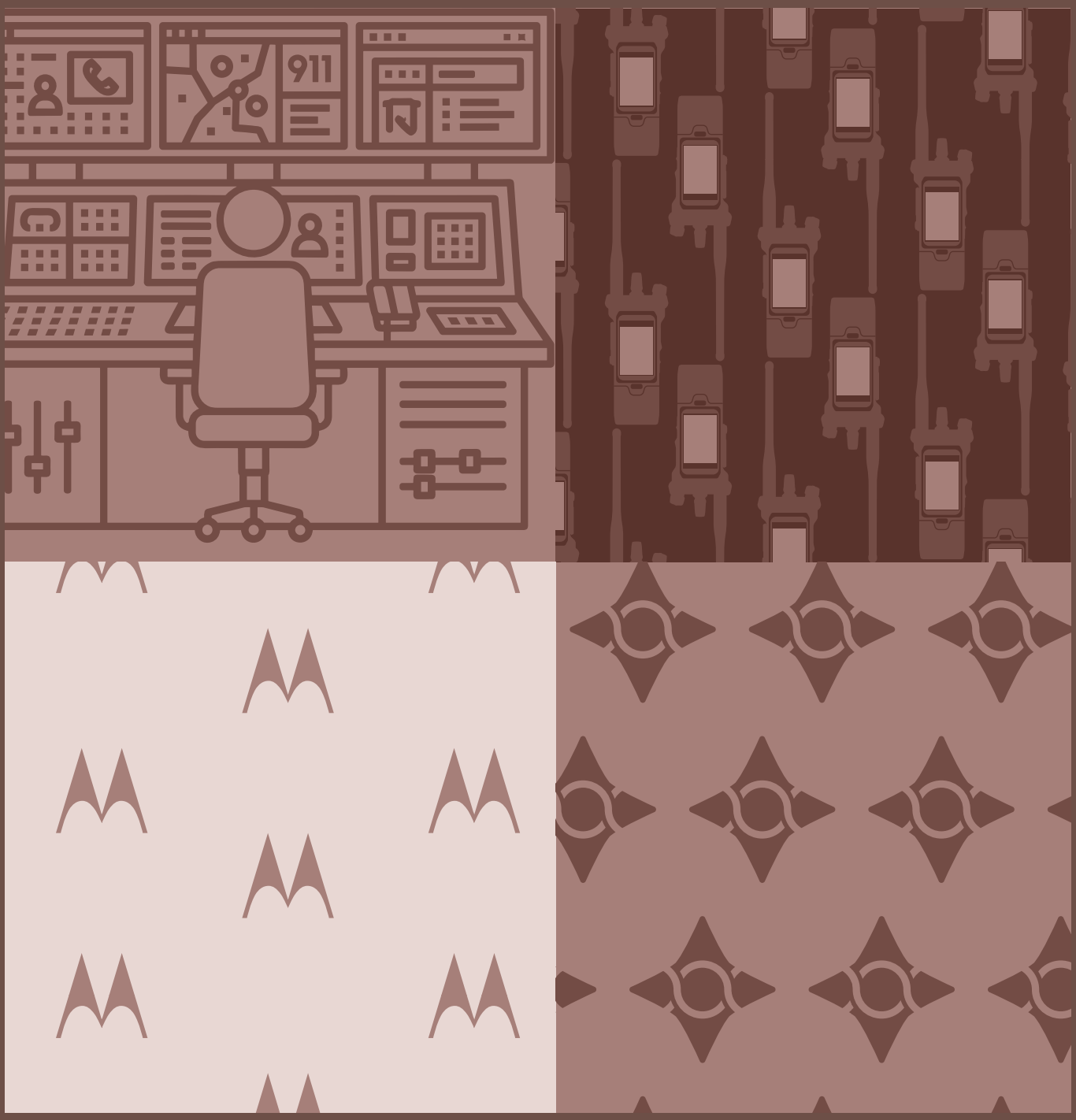




"I haven't been this excited about a new product in a very long time. SVX maximizes the power of my APX NEXT smart radio. I wouldn't go back to wearing a separate body camera and microphone. Having these two devices in one reduces an officer's physical burden."

— Officer Joe Nelson, Azle Police Department, Texas

The SVX is a body-worn assistant, converging secure voice, video and AI. With advanced noise suppression, it captures high-fidelity video and two distinct streams of audio – from the RSM and the body camera – to **provide a clear, objective record of what is seen and heard in the field**.



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 improvement and ownership of any practices that do not align with our values.

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 also train our procurement staff on identifying instances of human trafficking and modern slavery so that everyone in our organization is working towards maintaining high labor standards.

For the 23rd consecutive year, we were recognized as a U.S. Customs-Trade Partnership Against Terrorism (CTPAT) member. 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.

Policies and management system

Motorola Solutions' supply chain due diligence program aims to be in alignment with the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct and the OECD Due Diligence Guidance for Responsible Business Conduct. We have designed our program to embed responsible business conduct into our supply chain, the foundation of which is our Human and Labor Rights Policy and our Code of Business Conduct. These policies outline how we engage with our employees and how we expect our employees to conduct business on our behalf. These policies are also embedded into our supplier code of conduct so that our suppliers are adhering to the same standards we hold for ourselves. We also maintain and enforce an Anti-Slavery/Anti-human Trafficking Compliance Plan in alignment with international laws. Annually we review and update our Anti-Slavery/Anti-Human Trafficking Statement to validate the goals of the Compliance Plan.

Risk assessment

Motorola Solutions does risk screening on all of our suppliers in the supply chain by utilizing a third-party platform which combines country specific data on labor, health and safety, environmental and business ethics. Suppliers identified as high risk are asked to complete the RBA Self-Assessment Questionnaire (SAQ) to provide evidence of their adherence to our Supplier Code of Conduct.

We invite our suppliers to complete the RBA SAQ. Indirect suppliers are assessed on a corporate level while direct material suppliers complete 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 opportunities for training 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 have screened more than 750 suppliers using this process.

2025 goals	Outcomes
Ensure that suppliers accounting for 80% of our direct material spend are evaluated for risk	Achieved: 100% of total direct material suppliers reviewed in the period.
Conduct audits of 100% of direct suppliers evaluated as "high risk" using Motorola Solutions criteria	Achieved: 100% of our 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 onsite audits. The scope of these audits includes human rights, environmental, health and safety, and business management topics. 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 support their ongoing compliance with our Supplier Code of Conduct.

In 2025, 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, 29 suppliers were evaluated and none were determined to be high-risk suppliers requiring an onsite audit in 2026. More details of our 2025 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. On the rare occasion that a supplier is unwilling to remediate the issues identified by audits and after all other avenues of remediation have been exhausted, we will responsibly disengage with the supplier.

2025 onsite audits for identified high-risk direct suppliers

Audits performed	2025
Number of sites audited	14
Total number of Audits	17

Reason for audit	2025
Initial-identified high risk	9
Allegation	2
Specialty (e.g. chemical management)	3*
Follow-up/Closure	5

*Two Specialty audits were triggered by Allegations

Types of audit nonconformances	2025
Priority	11
Major	158
Minor	94
Total Findings	**263**

2025	Number of audit findings		
Labor			
Rating	Priority	Major	Minor
Prohibition of forced labor	5	4	2
Young workers	0	0	0
Working hours	1	5	7
Wages and benefits	1	5	0
Humane treatment / non-discrimination / non-harassment	0	3	0
Freedom of association	0	0	3
Risk assessment	0	11	0
Control processes	0	10	5
Communications	0	4	0
Performance review & continuous improvement	0	9	3
Health & Safety			
Rating	Priority	Major	Minor
Occupational safety	0	9	4
Emergency preparedness	2	10	2
Occupational injury and illness	0	2	3
Industrial hygiene	0	3	0
Physically demanding work	0	3	0
Machine safeguarding	0	1	0
Sanitation, food and housing	0	3	2
Risk assessment	0	8	2
Control processes	0	9	6
Communications	0	5	5
Performance review & continuous improvement	0	5	9

2025	Number of audit findings		
Environmental			
Rating	Priority	Major	Minor
Environmental permits and reporting	0	1	0
Hazardous substances	0	0	1
Solid waste	0	1	0
Air emissions	0	0	2
Water management	0	0	0
Energy consumption and greenhouse gas emissions	0	0	1
Risk assessment	0	2	3
Control processes	0	1	8
Communications	0	1	2
Performance review & continuous improvement	0	0	7
Ethics			
Rating	Priority	Major	Minor
Business integrity & no improper advantage	0	0	1
Disclosure of information	0	0	0
Intellectual property	0	0	0
Fair business, advertising and competition	0	0	1
Protection of identity and non-retaliation	0	0	1
Privacy	0	0	1
Risk assessment	0	8	2
Control processes	0	3	3
Communications	0	2	2
Performance review & continuous improvement	0	8	3
Supply Chain Management			
Rating	Priority	Major	Minor
Company commitment	0	0	1
Materials restrictions	0	2	0
Responsible sourcing of minerals	0	2	0
Supplier responsibility	2	17	3

*These categories align with the current RBA audit protocol, V8.0.2

2025 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 verify these suppliers are conforming to the RBA Code of Conduct and implementing permanent and appropriate changes.

Type of VAP audit	2025
Initial/planned	11
Closure	1
Priority closure	0
Total sites audited	12

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 2025, 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. We also streamlined operations by consolidating in-scope spend to fewer suppliers.

Our due diligence program is fully disclosed in our Conflict Minerals Report, attached as an exhibit to our Form SD filed with the SEC. The current report is available here.

RMI due diligence summary	2025
Responses received from suppliers	162
Percent of in-scope spend	96.9%

Supplier responsibility program

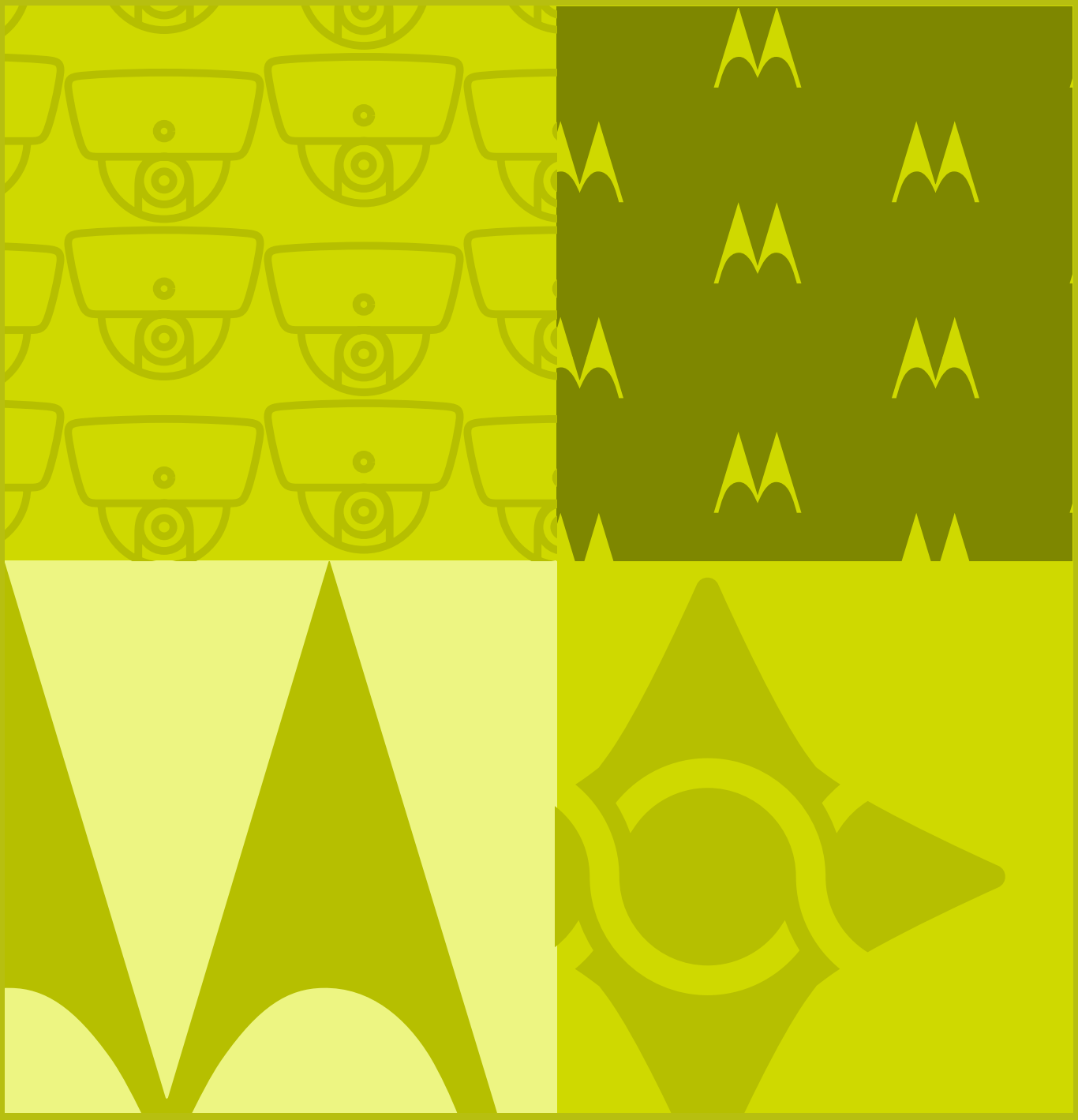
Motorola Solutions is committed to value-driven procurement processes and upholding our responsibility as a global corporate citizen. By leveraging our buying power thoughtfully, we aim to drive competitive advantage for our business and contribute to positive economic growth in the communities we serve. In 2025, we spent nearly $500 million with small businesses.

*Includes Motorola Solutions and its subsidiaries suppliers based in the United States.

“An estimated 65% of Utah’s 911 PSAPs’ workloads are non-emergency line calls, like noise or parking complaints, that aren’t a true crisis. When a 911 call comes in, they have to put the non-emergency caller on hold, taking precious seconds away from responding to the real emergency. Now, every PSAP in Utah can use Motorola Solutions’ Virtual Response to focus call handlers’ time, while decreasing wait times for 911 callers in the midst of true crises.”

— Tina Mathieu, Executive Director
Utah Communications Authority

With AI-powered Virtual Response technology dispatchers can save an average of 3+ hours per day by using AI to manage administrative lines, allowing them to **focus on life-safety emergencies** (Police1, 2025).



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. These 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 we expect them to embed this requirement throughout their own supply chains.

Additionally, we have structured our EHSQ management systems, to the extent possible, into a single Integrated Management System (IMS). This 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 EHS regulatory compliance audits every three years by independent third-party auditors. Similar audits are performed periodically at our smaller sites and for new companies acquired by Motorola Solutions.

EHS non-compliance incidents	2023	2024	2025
Environmental*	0	0	0
Safety*	0	0	1**
Fines/penalties*	$0	$0	$0

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

**A citation of non-compliance related to local health and safety regulations was provided to a recently-acquired manufacturing facility. No personal injury involved.

Airwave Solutions, a Motorola Solutions subsidiary, is recognized for its world-class EHS operations. In 2025, Airwave received two prestigious honors from the Royal Society for the Prevention of Accidents (RoSPA):

- The RoSPA President's Award: Awarded for achieving 12 consecutive Gold Awards in the Occupational Safety Sector.
- The RoSPA Fleet Safety Gold Award: Recognizing excellence in road and vehicle safety management.

As the U.K.'s longest-running safety program, the RoSPA Awards are a global benchmark for health and safety. Julia Small, RoSPA Growth Director, noted that the award "honors those organisations who have achieved the highest standards in workplace health and safety." By making accident prevention central to its operations, Airwave Solutions continues to deliver lasting benefits for employees, customers and society.

Similarly, Motorola Solutions Malaysia has been honored with the 2025 MY AMCHAM CARES Excellence in CSR Award from the American Malaysian Chamber of Commerce (AMCHAM Malaysia). This marks our seventh consecutive year receiving this prestigious recognition, serving as a powerful testament to our team's unwavering commitment to creating a lasting positive impact in our community.

Site remediation

Motorola Solutions manages environmental remediation programs at several former manufacturing locations and third-party waste-disposal facilities. Although past activities at these sites were common and accepted practices at the time of operation, these activities 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 2025, we had $132 million reserved to cover environmental liabilities. We share environmental liabilities and remediation expenses with other companies and organizations operating at many of these sites.

We are committed to reducing our environmental footprint in the implementation of our remediation projects. At our largest remediation site located in Scottsdale, Arizona, more than 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. We work closely with local water providers to operate remediation systems in a manner that reduces environmental impacts, helps them 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 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 2025 we used about 1.75 million kilowatt hours of power for remediation entirely from renewable sources.

Support for biodiversity

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

Climate impact

We recognize that we have a shared responsibility for minimizing climate impact, and we have set goals to help us limit our contribution to average global temperature increases. In 2025, we published a refreshed version 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 is available on our website.

In 2025, we continued our work to improve data and methodologies around our greenhouse gas (GHG) calculations. We invested in a new greenhouse gas accounting software to streamline and improve greenhouse gas emissions 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 market-based Scope 2 emissions from GHG) totaled 100,873 tonnes of carbon dioxide equivalent (CO_2e) emissions in 2025, an increase of 15% compared to 2024. Our Scope 1 emissions in 2025 totaled 23,865 tonnes CO_2e and Scope 2 market-based emissions were 77,008 tonnes CO_2e.

Our Scope 3 emissions data reporting is currently in its seventh 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 and continuing to refine our primary data quality and calculation methodologies to better represent our entire value chain emissions footprint. In 2025, 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 continued to leverage 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. Additionally, we collected data to calculate Scope 3 Category 12: "End-of-Life Treatment of Sold Product" emissions, allowing us to better represent emissions across our entire value chain. Our total Scope 3 emissions for 2025 was 1,752,964 tonnes CO_2e. Our emission reporting is independently verified by Apex Companies, LLC annually. Our verification statements are available on our website.

Carbon footprint - Scope 1 and Market-Based Scope 2 [Tonnes CO_2e]

	2024	2025
Carbon footprint Scopes 1 and Market-Based Scope 2 [Tonnes CO_2e]	87,745*	100,873

*Number recalculated to consider improved data quality

Carbon footprint - Scope 3 [Tonnes CO_2e]

	2024	2025
Purchased goods and services	283,731	337,115
Capital goods	29,995	18,752
Upstream fuel and energy	9,010	24,035
Upstream transportation and distribution	90,087	57,847
Waste	632	453
Business travel	35,333	40,781
Employee commuting	5,813	16,396
Upstream leased assets*	-	1,102
Use of sold products	877,953	1,250,338
End-of-life treatment of sold products*	-	5,662
Investments	191	483

*New reporting category in 2025

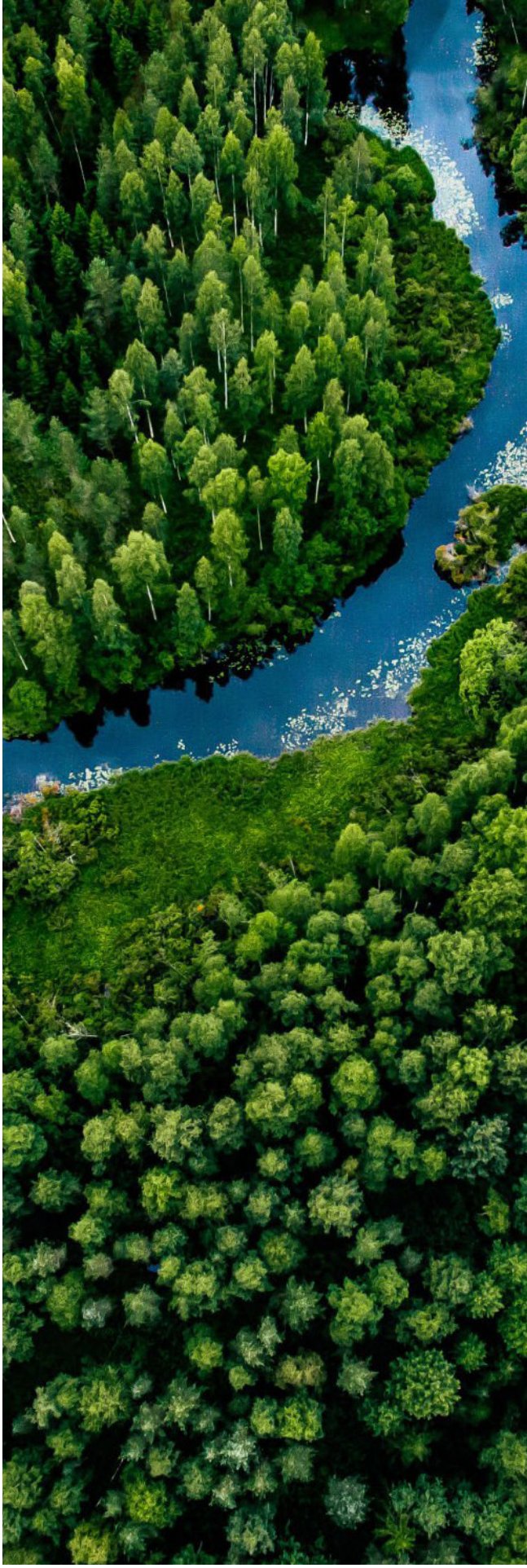
Our GHG reduction goal is to:

- **Reduce both global absolute scope 1 and 2 market-based emissions 58.8% by 2034 compared to a 2024 baseline**

We aim to align our Scope 1 and 2 emissions, which are under our direct control, with the near-term Science Based Targets initiative (SBTi) target setting framework. In 2025, we reevaluated our original greenhouse gas reduction goals and set new greenhouse gas reduction goals, taking into consideration updated guidance from the SBTi organization and changes to our business through acquisitions and outsourcing. Our new baseline year of 2024 is a better representation of business as usual for our operations and value chain.

We're proud of the following recognition we received in 2025, demonstrating our commitment to sustainability and the environment:

- Newsweek's America's Greenest Companies
- Newsweek's World's Greenest Companies
- Newsweek's America's Most Responsible Companies
- Sustainalytics' ESG Regional Top Rated



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 232 sites and 3.5 million square feet. We do this by collaborating closely with property owners and implementing sustainable programs.

In 2025, we continued building on the Smart Facilities Management (Smart FM) technology introduced in 2024, using cloud-based maintenance tools and fault detection and diagnostics (FDD) to better integrate our systems and teams. These capabilities help reduce maintenance costs by optimizing resources, predicting equipment issues before they occur and streamlining workflows, resulting in more efficient operations and lower expenses. Smart FM also supports energy optimization through real-time monitoring and data-driven insights, improving building performance and sustainability. Overall, these enhancements create a more comfortable, reliable and productive workplace experience while reinforcing our commitment to efficiency and responsible real estate operations.

We delivered further energy efficiency improvements in 2025 at our owned Allen, Texas location through a partnership with Oncor, an energy delivery company, to identify and implement targeted Energy Conservation Measures (ECMs) that reduce electricity consumption and improve HVAC performance. These initiatives, which included optimizing HVAC control logic to eliminate simultaneous heating and cooling, enhanced overall system efficiency and saved an estimated 130,625 kWh annually — avoiding approximately 92.6 metric tons of CO_2e. Through these collaborative efforts, Allen, Texas continues to improve operational performance, reduce environmental impact and support our broader sustainability objectives.

In Northern Illinois, we achieved substantial operational efficiencies across three facilities — two in Schaumburg and one in Elgin — by integrating our Fault Detection and Diagnostic (FDD) program with high-efficiency infrastructure upgrades. Adjustments to building automation systems and the identification of HVAC inefficiencies through FDD highlighted technology's pivotal role in fostering sustainable operations. These digital optimizations were paired with the installation of high-efficiency Camfil HFESMV11 filtration technology, which improves indoor air quality and HVAC system longevity while reducing maintenance frequency.

Across these three sites, these combined initiatives are projected to deliver significant environmental benefits: the Schaumburg Tower is expected to achieve 174,583 kWh in annual energy savings (152.1 metric tons of CO^2e avoided), the second Schaumburg building is projected to save 64,410 kWh annually (74.9 metric tons of CO_2e) and the Elgin facility will contribute an additional 32,253 kWh (reducing emissions by 19.35 metric tons of CO_2e). We are currently evaluating the deployment of this filtration technology at additional locations to expand energy-savings impacts and further strengthen our commitment to operational efficiency and environmental stewardship across the global portfolio.

Sustainable buildings

Our Chicago, Illinois headquarters continues to maintain its LEED Gold certification, ENERGY STAR recognition and BOMA 360 designation, underscoring our commitment to high-performing and sustainable buildings. In Q4 2025, the 500 West Monroe property further advanced these priorities through LEED v4.1 Operations + Maintenance: Existing Buildings Gold recertification and an EPA ENERGY STAR® score of 86, placing it among the top-performing buildings nationwide for energy efficiency. Sustainability is about more than just systems; it's about the ecosystem we share. The building's own rooftop houses beehives in partnership with urban beekeeping experts, Alvéole. This initiative boosts local biodiversity, supports Chicago's green infrastructure and connects our community to the local ecosystem.

At our Elgin facility, we advanced operational sustainability through participation in the ComEd Strategic Energy Management (SEM) program. This partnership supports continuous improvement by identifying low- and no-cost energy-saving opportunities, enhancing operational efficiency and strengthening long-term performance. The program provides expert coaching, energy-tracking tools and regular review sessions that help the site monitor progress, verify savings and sustain engagement in ongoing energy-reduction efforts.

Our Penang team initiated the implementation of an 890 kWp solar PV system at the 2A Medan Bayan Lepas, Malaysia facility to support our transition to renewable energy. Although the project is underway, we do not anticipate it to be fully executed until late 2026. Once operational, the system is expected to generate approximately 104,000 kWh of clean energy per month, reducing reliance on grid electricity and contributing to our global carbon-reduction goals. This project is being delivered through a long-term PPA with Solar Voltech, ensuring reliable performance and ongoing maintenance.

Furniture

In 2025, we continued using our strategic approach to manage space across our facilities and reduce the volume of items sent to landfills by reusing and repurposing office equipment and supplies throughout our portfolio. Multiple sites redistributed furniture and equipment — including transfers within Virginia and Florida, U.S. and Krakow, Poland — to support new workspace needs and reduce material waste. Larger efforts in Massachusetts, California and downtown Chicago, IL enabled the reuse of hundreds of furniture pieces, recycling of over 315 square yards (1,735 lbs) of carpet, and redirection of items to other Motorola Solutions locations in Texas, Illinois and Massachusetts.

These repurposing initiatives reflect our commitment to circular-economy principles, responsible resource management and minimizing our environmental footprint. By extending the lifecycle of existing assets, we continue to limit landfill contributions and strengthen sustainable practices across our global facilities.

Construction projects

Our real estate and construction teams continue to advance sustainable building practices across our global portfolio. Throughout the year, we prioritized the use of low-voltage organic compound (VoC) materials, solid surface finishes and paints and carpets with recycled content on all projects under our direct management. We also partnered closely with landlords on Tenant Improvement initiatives to promote responsible e-waste handling and end-of-life material management. As part of these efforts, we diverted approximately 7,000 pounds of material from landfills by donating 139 pieces of furniture from our Temecula, CA decommissioning project directly to the local community, ensuring these assets were reused rather than discarded. In total, our teams completed 49 construction projects this year and actively supported 123 other projects, demonstrating our continued commitment to sustainable operations, circular material use and meaningful community impact.

Complementing these operational achievements, the Motorola Solutions Corporate Real Estate team strengthened its community impact by donating ten large bags of quality clothing to the Jesse Brown VA Medical Center and raising nearly $2,000 for the Greater Chicago Food Depository — helping provide an estimated 5,715 meals to individuals and families in need.

Energy efficiency

Motorola Solutions used 191.2 million kWh of energy (electricity and fossil fuel) in our business operations, including offices, warehouses, manufacturing sites, and networks, in 2025.

Global total energy use: electricity and fossil fuel (normalized in million kWh)	2023	2024	2025
Measured energy use	179	166	175
Measured electricity	164	150	159
Measured fossil fuel combustion	15	16	16
Total estimated energy use	198	194	191
Total electricity (measured + estimated)	172	168	171
Total fossil fuel combustion (measured + estimated)	26	25	21

Renewable energy use as a percent of total energy use	2023	2024	2025
	24%	17%	1%*

*Decrease in 2025 attributed to temporary loss of renewable energy contract

Gross total electricity used from renewable and non-renewable (million kWh)	2023	2024	2025
Renewable	41	28	2
Non-Renewable	131	140	169

Waste diversion: In 2025, 884 total tonnes were diverted from landfills globally.

Waste and recycling

In 2025, we produced 1,565 tonnes of total waste globally. Our total waste includes hazardous and non-hazardous wastes, of which less than 2% is hazardous (including electronic waste in countries where electronic scrap is regulated as hazardous waste). We continue to work on improving data collection of waste streams at our facilities globally.

Of the non-hazardous waste we generated in 2025, 57% was recycled or reused, and 43% of waste was sent to a landfill. Our operational waste includes production, laboratory and office waste.

Our 2025 diversion rate remained consistent at 57%, while we continued to refine our calculations and improve our data collection process. Our recycling program includes business, production, and packaging materials.

In 2026, we plan to continue our work and seek to maintain a recycling rate above 50%.

Waste and recycling	2023	2024	2025
Total waste (tonnes)	1,821	2,160	1,565
Waste per employee (tonnes/employee)	0.09	0.1	0.07
Recycling rate	49%	57%	57%

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 applicable regulations.

Our water consumption reporting is independently verified by Apex Companies, LLC annually. Our 2025 verification statements are available on our website. We measure water use at sites that account for 41% of our total floor space, and extrapolate the measured data to provide an estimate of water consumption for the remaining sites.

For 2026, we have set a goal to maintain current water usage levels, normalized for new acquisitions.

Water use (1,000 cubic meters)	2023	2024	2025
Measured	127	136	116
Total (measured + estimated)	251	266*	267

*Recalculated using improved methodology

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 2026, we have set a goal to maintain VOM emissions at less than 3 tonnes annually.

Volatile Organic Materials (tonnes)	2023*	2024*	2025
NOx	1.434	1.335	1.362
SOx	1.448	1.355	1.373
PM2.5	0.109	0.101	0.104
VOC	0.079	0.073	0.075
HAP	0	0	0

*Numbers recalculated with improved methodology

Employee health and safety

The safety of all employees is a top priority for Motorola Solutions. We maintain a global EHS Management System to provide a healthy workplace and minimize our environmental impact. By utilizing global EHS compliance procedures, we help support consistency in program management and reporting across all global sites. We also engage third-party consultants to conduct health and safety audits of our management system, including regulatory compliance audits and certifications for ISO 14001 and ISO 45001. Our ISO certified sites include but are not limited to:

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

Risk management and training

Our approach centers on proactive risk assessment through a comprehensive job hazard and risk-assessment tool. We evaluate all activities, both within our facilities and in the field, to verify that risks are addressed and hazard controls are identified and implemented. To support this, we maintain a training matrix that dictates EHS requirements based on activities being performed. These modules are assigned to employees via our Learning Center to help ensure compliance.

Safety is a shared responsibility. As outlined in our Code of Business Conduct, every employee is responsible for following safety policies and must immediately report accidents, injuries, or unsafe conditions to a supervisor or via our confidential EthicsLine reporting process.

Safety performance data

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 Statistics (BLS) 2024 industry average of 0.4 for similar businesses.

Global	2023	2024	2025
Injury rate (IR)	0.12	0.08	0.15
Occupational disease rate	0.04	0.01	0.02
Lost time case rate (LTC)	0.13	0.05	0.09
Lost days	450	500	427
Work-related fatalities	0	0	0
Minor first aid	102	58	29

Key measurements

Injury Rate (IR) = 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 (IR).

North and Latin America	2023	2024	2025
Injury rate (IR)	0.08	0.07	0.14
Occupational disease rate	0.05	0.01	0.03
Lost time case rate (LTC)	0.10	0.05	0.05
Lost days	239	329	63
Work-related fatalities	0	0	0
Minor first aid	90	31	15

Asia Pacific (APAC)	2023	2024	2025
Injury rate (IR)	0.06	0	0.10
Occupational disease rate	0	0	0
Lost time case rate (LTC)	0.06	0	0.07
Lost days	28	0	54
Work-related fatalities	0	0	0
Minor first aid	4	8	4

Europe, Middle East and Africa (EMEA)	2023	2024	2025
Injury rate (IR)	0.26	0.17	0.23
Occupational disease rate	0.03	0.02	0.01
Lost time case rate (LTC)	0.26	0.12	0.20
Lost days	183	171	310
Work-related fatalities	0	0	0
Minor first aid	8	19	10

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, and increase the recyclable content of our products
- Design our products for longevity, including upgradeability and serviceability, and incorporate backwards compatibility to maximize re-use of accessories
- Design our products for modularity to help customers only receive product components that they require

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 (RoHS) 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 more than 80 substances or substance groups targeted for exclusion, reduction or reporting. Please see the list of specific substances here. We have 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 are improving energy efficiency across our product range. Evolving regulatory and customer requirements for energy-efficient products align with our drive to reduce carbon impacts across our portfolio. We integrate energy conservation into our designs to extend product life cycles and maximize resource efficiency.

For operators of radio communications networks, resource efficiency has never been more crucial. Our engineering teams recognize that today's solutions must do more than maintain reliable communication; they must meet the dual demands of cost reduction and environmental sustainability. Eco mode is an innovative feature in the latest release of the DIMETRA X Core (D10) system, which optimizes MTS base station power consumption. By intelligently scaling energy use to meet capacity demand, Eco mode not only saves costs but also advances sustainability targets.

How it works:

- **Continuous capacity demand monitoring:** Eco mode monitors a base station's capacity demand in real time.
- **Intelligent base radio control:** Base radios not required to meet current capacity demand enter a low-power standby mode after a configurable idle period. Note that at least one base radio must remain active.
- **Seamless reactivation:** When demand spikes or an incoming call requires additional capacity, idle base radios return to full operation instantaneously to ensure high service reliability.

This approach optimizes the system so that only the necessary resources are active at any moment, reducing energy use during periods of low demand while maintaining the system's mission-critical reliability.

By reducing power consumption, Eco mode offers network operators a significant opportunity to lower annual electricity expenses and shrink their operational carbon footprint. A single base radio in Eco mode can save up to 2,102 kWh of electricity annually, which translates to a reduction of up to 590 kg of CO_2e emissions for European operators. For a fully equipped MTS4 base station, these energy savings can reach 60% during low-demand periods[1], directly supporting sustainability goals and providing a vital tool for public safety networks striving to reduce their ecological impact.

[1] Savings measured under lab conditions on an MTS4 base station comparing three Eco mode-enabled base radios and one radio at full power against four radios at full power (25 W output per carrier).

Packaging

We consider environmental impacts in the design of our packaging and work to improve sustainability by applying the following principles:

- Designing packaging using environmentally preferred materials and increasing the use of recycled and recyclable materials
- Improving the volumetric weights to optimize the amount of material used
- Reducing the quantity of printed materials required for orders
- 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.

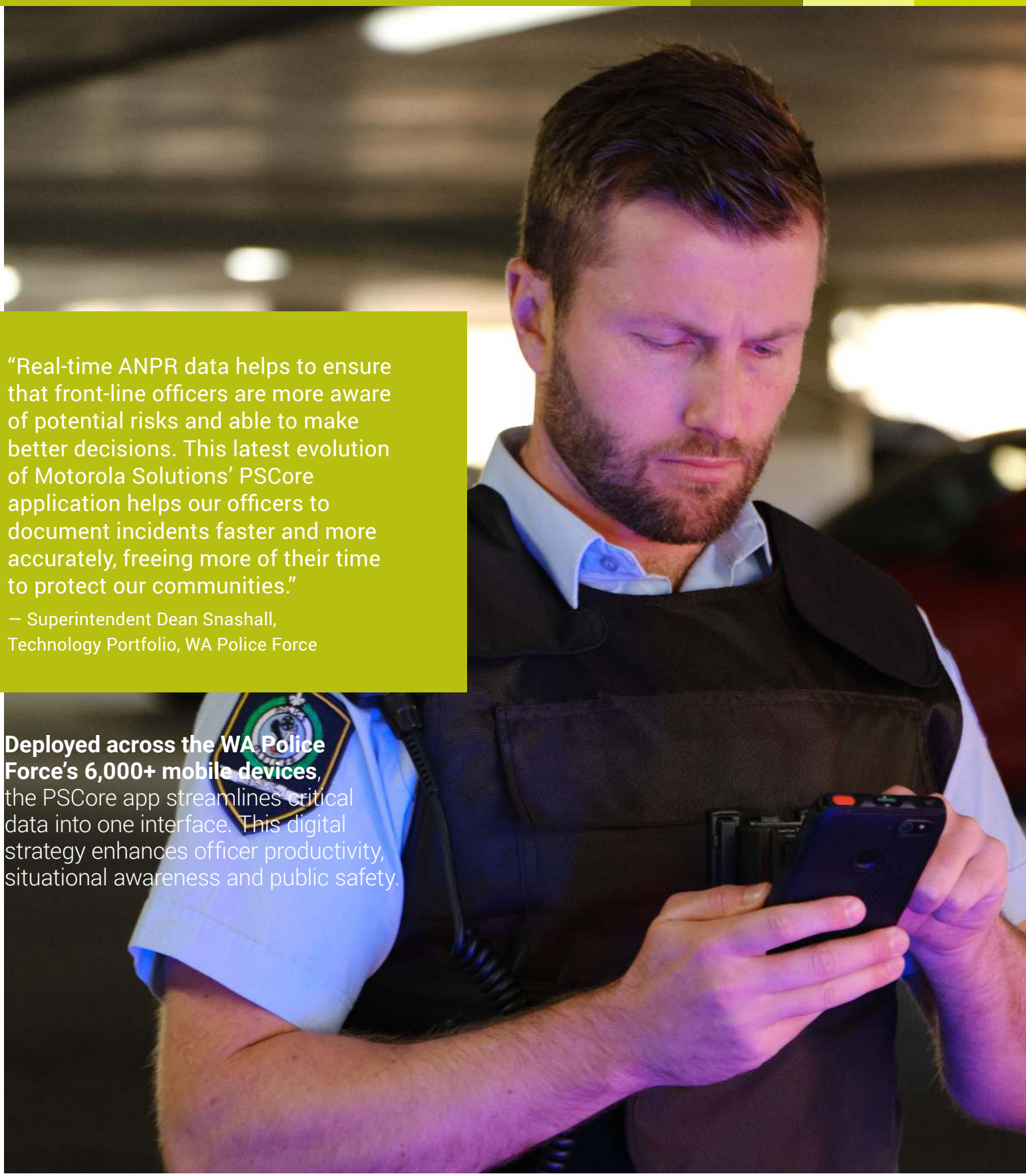
As a company, we comply with the EU Battery Regulation and similar laws in other regions. We also voluntarily publish product data sheets that help our customers manage our batteries:

- 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 2025, we collected over 430 tonnes of electronic waste from customers and recycled 3.25 tonnes of batteries.

Employee and community engagement

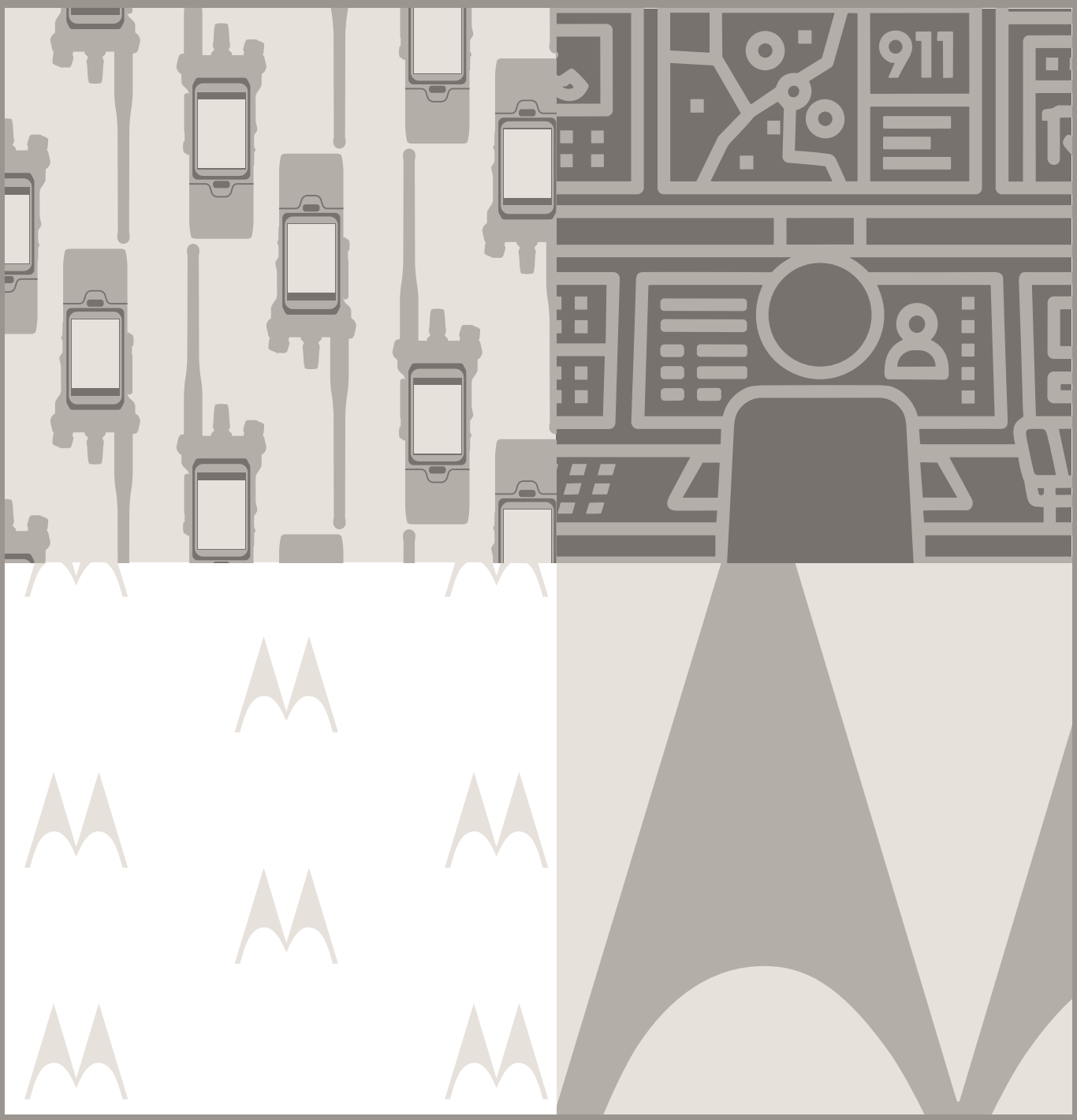
At Motorola Solutions, our employees are driven by their commitment to give back to the communities they serve. This mindset extends to the environment, and we work to provide our employees with opportunities to learn about sustainability topics and engage with their local communities. The Motorola Solutions 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 including sustainable gardening, composting, and product carbon footprinting.



"Real-time ANPR data helps to ensure that front-line officers are more aware of potential risks and able to make better decisions. This latest evolution of Motorola Solutions' PSCore application helps our officers to document incidents faster and more accurately, freeing more of their time to protect our communities."

— Superintendent Dean Snashall, Technology Portfolio, WA Police Force

Deployed across the WA Police Force's 6,000+ mobile devices, the PSCore app streamlines critical data into one interface. This digital strategy enhances officer productivity, situational awareness and public safety.



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
- Anti-Human Trafficking Policy

Corporate responsibility strategy and risk oversight

Our Executive Management Governance Team (Governance Team) includes representation from our Executive Committee. The Governance Team consists of key executives with direct leadership and oversight of the groups influencing our corporate social responsibility program. The Governance Team is charged with driving the strategies, goals and programs that align with our responsibility reporting framework. A key member is our vice president, Ethics and Compliance, who leads the alignment of our corporate social responsibility efforts within our various reporting frameworks. Our Governance and Nominating Committee is chartered with oversight of corporate responsibility for the company and receives regular briefings. Additionally, the Audit Committee reviews corporate responsibility-related matters — such as privacy, cybersecurity and responsible use of technology — as part of our enterprise risk management process.

Business conduct

Our executive leaders champion a culture of ethics and compliance for the company so that 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, 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.

2025 goals	Outcomes
Create a global whistleblower policy that aligns with national and local laws	**Achieved:** Created and implemented a global whistleblower policy, including country-specific appendices, that meet the applicable requirements of national and local laws. This new policy significantly enhances protection of individuals who report concerns, ensures confidentiality, provides safe and accessible reporting channels and strictly prohibits retaliation. By establishing clear procedures for timely acknowledgment, diligent follow-up and feedback within mandated deadlines, we are fostering a transparent, ethical culture and ensuring compliance with regulations in the countries where we do business.
Engage with newly acquired companies to ensure alignment with ethics and compliance policies and processes	**Achieved:** We performed comprehensive risk assessments, developed and delivered targeted training and introduced the employees of acquired companies to our Code of Business Conduct and compliance policies. By doing so, we helped minimize ethical risks and established a culture of integrity, ensuring our new employees understand expectations and have the tools necessary to act with integrity and conduct business the right way.

Commitment to anti-corruption

Communications and training*	2023	2024	2025
New or promoted employees who received ethics communications	4,700	4,900	4,200
Employees who received live ethics and compliance training	1000	900	900
Percentage of new vice presidents who received compliance briefings from Vice President of Ethics and Compliance	100%	100%	100%
Online ethics and compliance training course sessions completed by employees	107,000	123,000	62,000**

Global due diligence*	2023	2024	2025
Number of third-party sales representatives (TPSRs) who received due diligence reviews	800	800	800

*Data is rounded

**Implemented new learning system in 2025, which resulted in a temporary period where employees could not complete online training.

Addressing concerns

We encourage employees to speak up. Our global whistleblower policy establishes guidelines for reporting concerns, ensuring confidentiality and prohibiting retaliation. 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, or 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. BCCs 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	2023	2024	2025
Reports requiring investigation	21	10	15
Investigations substantiated	14	7	8
Investigations closed	21	12	19
Resulting disciplinary actions*	9	6	8

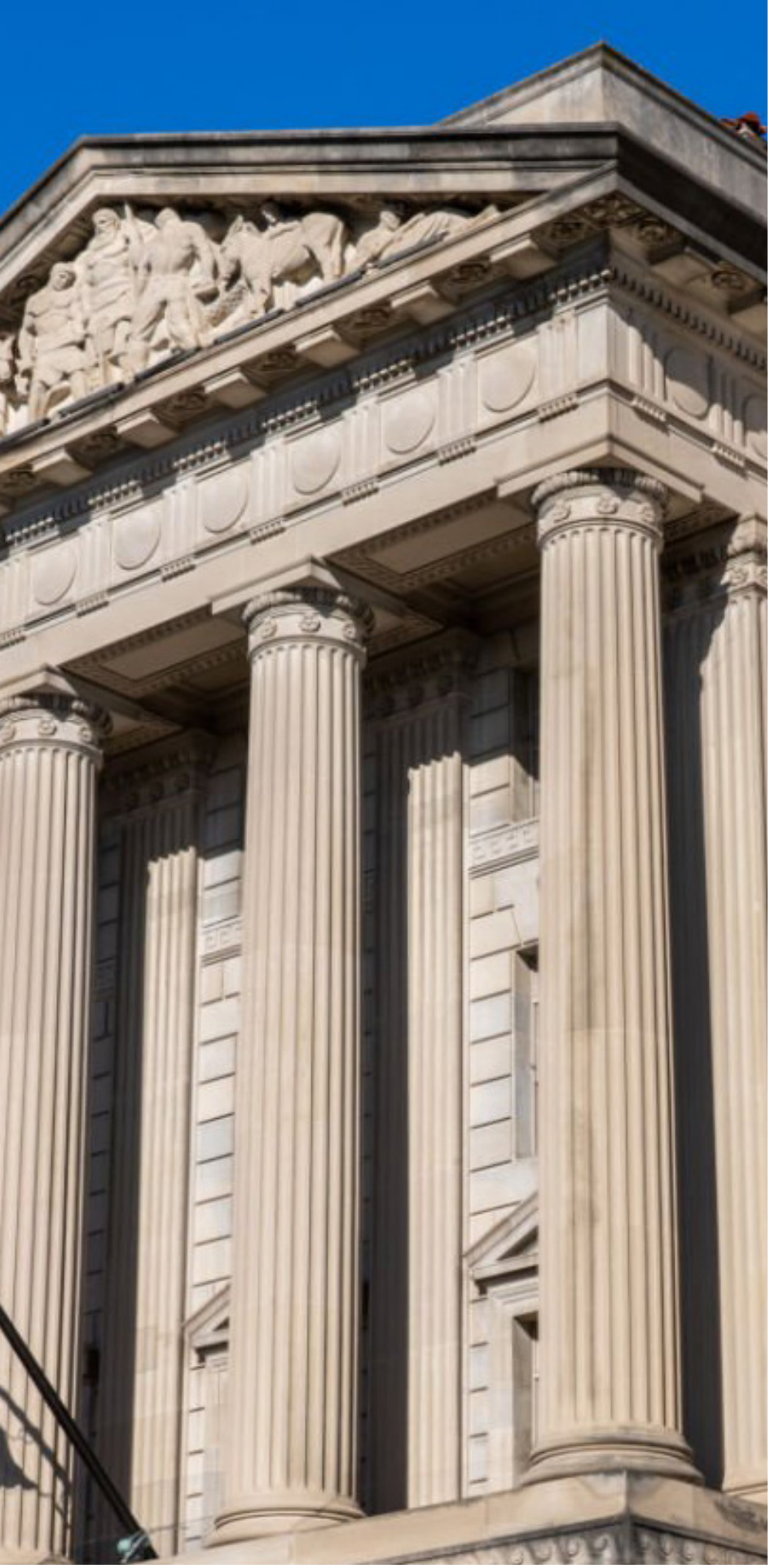
*A single matter may require multiple actions

Reports by topic*	2023	2024	2025
Human resources	94	79	84
Products	0	0	5
Allegations of impropriety	24	10	12
Code of business conduct	117	107	100
Other	159	105	92

*More than one topic may apply to a single report

Reporting channels used	2023	2024	2025
EthicsLine (telephone and email)	102	99	125
EthicsLine Interactive (online)	19	18	14
Business Conduct Champions	6	12	7
Direct contact to the Office of Ethics	198	128	150

Disciplinary actions	2023	2024	2025
Separation	8	5	7
Written warning	1	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 at the federal, state and local levels. 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 department 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 2025, the Motorola Solutions PAC distributed $508,000 in employee contributions. View the Motorola Solutions PAC 2025 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 2025, we contributed $414,850 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 2025, we paid $50,000 or more to these associations:

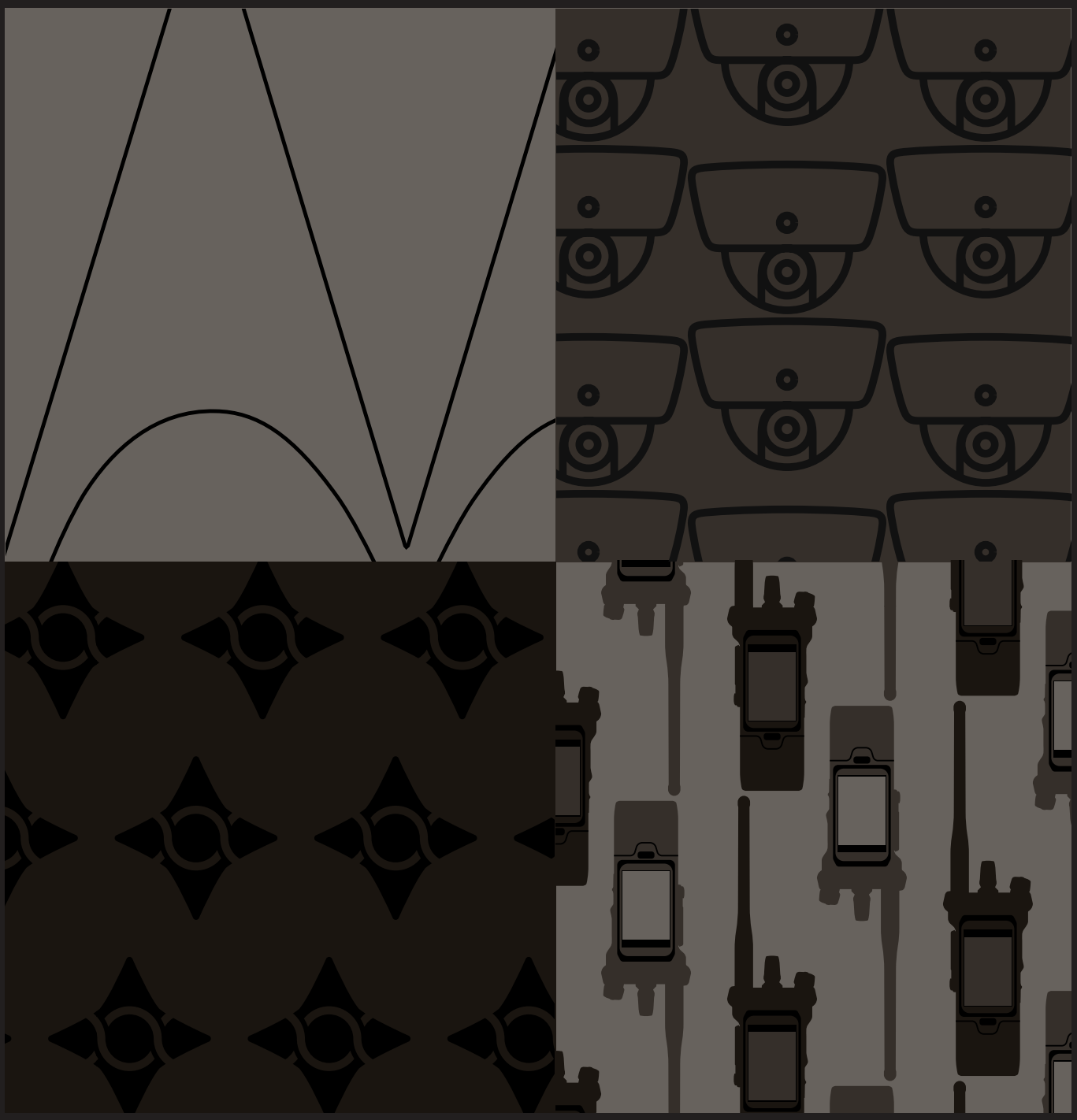
- Information Technology Industry Council
- Security Industry Association
- Telecommunications Industry Association
- U.S. Chamber of Commerce

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

"Public safety is more than policing — it's about prevention, presence and partnership. Through data-driven strategies and cutting-edge technology like the AWARE Room, we're redefining what it means to serve and protect. We are not just responding to crime — we are proactively building a safer, smarter Mount Vernon."

— Shawyn Patterson-Howard, Mayor of Mount Vernon, N.Y.

Following the launch of the AWARE Room — a real-time public safety coordination center — the City of Mount Vernon reported a nearly **10% reduction in violent crime over the past year** and enhanced officer and resident safety through real-time intelligence and AI-enabled analytics.



Reporting references

GRI standards

GRI STANDARD	DISCLOSURE	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
GRI 2: General Disclosures 2021	2-1 Organizational details	Our Approach	4-5	2025 Form 10-K p.4-7
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	Introduction	8	2025 Form 10-K p.8
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact	Our Approach Introduction	4-5, 8-10	2025 Form 10-K p.1
GRI 2: General Disclosures 2021	2-4 Restatements of information	Introduction	8-9	
GRI 2: General Disclosures 2021	2-5 External assurance	Environmental Climate impact Water use	55, 61	2025 Form 10-K p.57 Climate Strategy | Verification Statements
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Supply chain Suppliers Risk assessment	46-47	2025 Form 10-K p.9-10, 13-25
GRI 2: General Disclosures 2021	2-7 Employees	Human capital management Global workforce Workforce demographics	33, 41	
GRI 2: General Disclosures 2021	2-9 Governance structure and composition			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body			2026 Definitive Proxy Principles of Conduct for Members of Board of Directors
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Governance & compliance Corporate responsibility strategy and risk oversight	71	2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting			2026 Definitive Proxy

GRI standards

GRI STANDARD	DISCLOSURE	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Governance & compliance Policies aimed to drive compliance	72	Principles of Conduct for Members of Board of Directors
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Governance & compliance Addressing concerns	73	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-19 Remuneration policies			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Total rewards Benefits	44	2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio			2026 Definitive Proxy
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Foreword CEO Letter	2	
GRI 2: General Disclosures 2021	2-23 Policy commitments	Environmental Sustainable design and product stewardship Materials management Governance & compliance Policies aimed to drive compliance Corporate responsibility strategy and risk oversight Business conduct Addressing concerns	66, 72-73	Code of Business Conduct
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Governance & compliance Policies aimed to drive compliance Business conduct Commitment to anti-corruption Addressing concerns	72-73	Code of Business Conduct
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Supply chain Responsible and sustainable materials sourcing Environmental Site remediation	52, 56	
GRI 2: General Disclosures 2021	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	17, 72-73	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Environmental Environment, health and safety management	55	
GRI 2: General Disclosures 2021	2-28 Membership associations	Governance & compliance Political contributions in the United States	75	

GRI standards

GRI STANDARD	DISCLOSURE	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
GRI 2: General Disclosures 2021	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	8-10, 26-27, 37-39, 41, 47, 74	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Governance & compliance Business conduct Commitment to anti-corruption	72	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our approach Introduction Scope of report Material topics	4-5, 8-9	
GRI 3: Material Topics 2021	3-2 List of material topics	Introduction Material topics	10	
GRI 3: Material Topics 2021	3-3 Management of material topics	Our approach Introduction Material topics	4-5, 9-10	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Energy efficiency	61	
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Environmental Energy efficiency	59-60	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Environmental Water use	63	
GRI 303: Water and Effluents 2018	303-5 Water consumption	Environmental Water use	63	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Climate impact	58	
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Climate impact	58	
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Environmental Climate impact	58	
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Environmental Climate impact	58	
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Emissions	63	
GRI 306: Waste 2020	306-3 Waste generated	Environmental Waste and recycling	62	
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Environmental Waste and recycling	62	

GRI standards

GRI 306: Waste 2020	306-5 Waste directed to disposal	Environmental Waste and recycling	62
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Supply chain management Auditing and improving: Number of audit findings	49-50
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	44
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Environmental Safe and sustainable operations: Employee health and safety	55
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Environmental Safe and sustainable operations: Employee health and safety	64
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Environmental Safe and sustainable operations: Employee health and safety	64
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Environmental Safe and sustainable operations: Employee health and safety	65
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Environmental Safe and sustainable operations: Employee health and safety	65
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Management Global workforce: Learning	34
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	33, 37-39, 41, 42
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	47-50
GRI 415: Public Policy 2016	415-1 Political contributions	Governance & compliance Political contributions in the United States	75

SASB reference

SASB CODE	DISCLOSURE	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
TC-TL-220a.1	Advertising and Customer Privacy			Data protection and privacy Privacy statement
TC-SI-220a.1	Advertising and Privacy Discussion			Data protection and privacy Privacy statement
TC-TL-130a.1	Energy Use by Source	Environmental Climate impact	56-57, 59	
TC-SI-130a.2	Water Use and Sources - Energy Management	Environmental Water use	63	
TC-HW-430a.1	Tier 1 Supplier Facilities	Supply chain Auditing and improving	49-50	
TC-HW-440a.1	Management of Risks (Critical Materials)	Supply chain Responsible and sustainable materials sourcing	52	
TC-TL-230a.2	Data Security Discussion	For our business Cybersecurity	22	
TC-HW-230a.1	Data Security Policies	For our business Cybersecurity	22	
TC-TL-440a.1	Product End-of-Life	Environmental Waste and recycling	62, 69	
TC-HW-410a.4	Weight of End-Life Products	Environmental Product recycling and battery take-back	69	
TC-SI-550a.2	Technology Disruptions Discussion	For our business Data privacy and protection	16-17	
TC-TL-550a.2	Managing Systemic Risks from Technology Disruptions Discussion	For our business Data privacy and protection Supply chain Supply chain management	16-17 47-48	

TCFD index

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

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

CATEGORY	DISCLOSURES	TCFD 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.4
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Executive Leadership, p.4 Risk Management, p.15
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.6-8
	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.6, 8-10 TCFD Climate-Related Risks and Opportunities Overview, p.6-8
	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.10-14
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.4 Risk Management, p.15
	b) Describe the organization's processes for managing climate-related risks.	Governance, p.4 TCFD Climate-Related Risks and Opportunities Overview, p.6-8 Risk Management, p.15
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Management, p.15
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.16
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Metrics, p.16
	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.8 Targets, p.17

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 other organizations that support mental health for first responders and their families	28
		• 5K & Take the Day	40
4 - Quality Education	4.3, 4.4	• Learning Center, LinkedIn Learning	35-36
6 - Clean Water and Sanitation	6.3, 6.6	• Site remediation in Scottsdale, Arizona	56
7 - Affordable and Clean Energy	7.a	• Safe and sustainable operations	59-60
		• Sustainable design and product stewardship	66
8 - Decent Work and Economic Growth	8.5, 8.6, 8.7	• Annual grants program	27-28
		• Leadership development programs	42
		• Labor practices in our value chain	47
11 - Sustainable Cities and Communities	11.5	• Disaster relief	30
12 - Responsible Consumption and Production	12.4, 12.5, 12.6	• Participation in groups such as the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI)	21
		• Supplier Code of Conduct	47
		• Anti-Modern Slavery/Human Trafficking Compliance Plan	47
		• ISO 14001, ISO 45001 and ISO 9001 certifications for our Environment, Health, Safety and Quality (EHSQ) management system	55
		• Optimized product packaging	68
		• Product take-back programs and battery recycling	69
13 - Climate Action	13.1	• Disaster relief	30
		• Safe and sustainable operations	58
		• LEED Gold, Energy Star and BOMA 360 certifications for our Chicago, Illinois headquarters; LEED v4.1 Operations + Maintenance: Existing Buildings Gold recertification	60
15 - Life on Land	15.1, 15.5	• Site remediation in Scottsdale, Arizona	56
		• Support for biodiversity through maintaining wildlife habitats at two of our environmental remediation sites	

2025
Corporate Responsibility Report

To learn more, visit:
www.motorolasolutions.com

MOTOROLA SOLUTIONS

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