

# 2023 Corporate Responsibility Report



At Motorola Solutions, our approximately 21,000 employees are united in the never-ending pursuit of and commitment to solving for safer ... safer communities, safer schools, safer businesses, safer everywhere. We're proud that our work helps communities and people thrive to make a meaningful difference in the world.

This report highlights our collective impact creating value for our customers, employees and other stakeholders throughout 2023.

We invested over \$850 million in research and development to further extend our legacy of innovation and leadership, and we grew our patent portfolio to more than 6,500. Across our business, we continued to build and connect leading-edge technologies, including video analytics, data and privacy management, access control and next-generation public safety solutions. These innovations are advancing safety and security within communities and businesses around the world.

We also continued to implement initiatives to reduce our environmental impact and increase sustainable practices across our business. We meaningfully reduced our water consumption, identified new opportunities to reduce greenhouse gas emissions across our operations and products' lifecycles, and established a "Green Team" to promote employee volunteerism and education.

Our employees again demonstrated that their impact extends beyond our business, volunteering nearly 100,000 hours and setting a new company record of impact within our communities. Additionally, the Motorola Solutions Foundation provided over

\$10 million in strategic grants, with the majority benefiting underserved and underrepresented communities, as well as first responders, students and teachers.

These highlights, and the many more throughout this report, help attract and retain our extraordinary talent and further position Motorola Solutions as a destination workplace. From being named as one of the world's best employers to our recognition as a best workplace for innovators, we continue to develop a culture grounded in our people and their potential ... where employees are empowered to do their best work and be their best selves.

While I am incredibly proud of our progress, we know that our work is not done. It's why we remain committed to solving for safer. More than what we do, this is who we are ... and we're energized every day by the opportunities ahead.



**Greg Brown**  
Chairman & CEO  
Motorola Solutions Inc.

# Our approach

## Corporate responsibility at Motorola Solutions

Motorola Solutions is solving for safer. We build and connect technologies to help protect people, property and places. Our solutions enable the collaboration between public safety agencies and enterprises that's critical for a proactive approach to safety and security. At Motorola Solutions, we're solving for safer communities, safer schools, safer hospitals, safer businesses – safer everywhere.

Our approach to corporate responsibility is guided by three principles: operate ethically, protect the environment and help foster public safety and thriving communities. Our 2023 Corporate Responsibility Report demonstrates our global commitment to corporate responsibility and highlights key areas of progress from the year.

## Environmental, social & governance framework

Our Environmental, Social and Governance (ESG) Framework demonstrates our governance standards and our social and environmental commitment to create value for our planet, as well as our employees, customers and the communities that share it. From our efforts to align with the Science Based Target initiative to the way we incorporate numerous standards and frameworks to shape our culture and inform our goals, we aim for sustainable and inclusive growth through our ESG framework, which centers around the following six pillars.

We welcome comments or questions at:  
[corpresponsibility@motorolasolutions.com](mailto:corpresponsibility@motorolasolutions.com)





## For our business

Our business is deeply integrated with ESG 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, further technology and engineering education, support first responders and uplift underserved and underrepresented populations, we are solving for safer cities and equitable, 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 it is 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 a diverse supply base, launch and deliver new products and solutions on time, and exceed customer expectations by delivering outstanding quality, service and support.



## Environmental

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



## Governance & 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.





# Contents

## Introduction

- Scope of report / 07
- Alignment with reporting standards and frameworks / 08
- Material topics / 08
  - Methodology / 09
  - Periodic refreshment / 09

## Solving for safer

- Motorola Solutions is solving for safer / 12

## For our business

- Data privacy and protection / 16
  - Addressing inquiries and requests / 16
  - Data subject requests / 17
- Responsible use of technology / 18
- Human rights program / 19
- Cybersecurity / 20
- Product safety and quality / 22
  - Inclusive product design / 22
  - Inclusive design principles / 23
  - Policies / 23

## Community engagement

- Community / 26
  - 2023 giving summary / 27
  - 2023 Foundation impact / 28
- Disaster relief / 32

## Human capital management

- Global workforce / 35
- Learning / 35
  - Simplified experience / 36
  - High quality content / 37
  - Content usage / 38
- Diversity, equity and inclusion / 39
  - Programs and partnerships / 40
- Workforce demographics / 43
- Talent attraction, retention and development / 45
  - Leadership development programs / 45
  - Making Motorola Solutions a destination place to work / 46
  - Putting people first / 46
  - Developing our talent pipeline / 46
- Total rewards / 47
- Benefits / 47

## Supply chain

- Labor practices in our value chain / 50
- Supply chain management / 50
  - Risk assessment / 51
  - Auditing and improving / 52
  - Implementing due diligence in our supply chain / 54
- Responsible and sustainable materials sourcing / 55
- Supplier diversity program / 56
  - Supplier diversity / 56
  - Channel operations / 56
  - Treasury / 57
  - 2023 global diversity council memberships and partners / 57

## Environmental

- Environment, health and safety management / 60
  - EHS non-compliance incidents / 61
- Site remediation / 61
- Climate impact / 62
  - Scope 1, 2 and 3 emissions reporting / 62
- Safe and sustainable operations / 64
  - Energy efficiency / 67
  - Waste and recycling / 68
  - Water use / 69
  - Emissions / 70
  - Employee health and safety / 70
- Sustainable design and product stewardship / 73
  - Environmental design principles / 73
  - Materials management / 73
  - Product Energy efficiency / 74
  - Packaging / 74
- Product recycling and battery take back / 75
- Employee and community engagement / 76

## Governance & compliance

- Policies aimed to drive compliance / 79
- ESG strategy and risk oversight / 79
- Business conduct / 79
  - Commitment to anti-corruption / 81
- Addressing concerns / 82
- Government affairs and lobbying / 83
- Political contributions in the United States / 84

## Reporting references

- Global Reporting Initiative (GRI) standards / 87
- Sustainable Accounting Standards Board (SASB) reference / 93
- Task Force on Climate-related Financial Disclosure (TCFD) index / 94
- United Nations' Sustainable Development Goals UNSDGs / 95



# Introduction



# Scope of report

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2023 (Jan. 1, 2023 to Dec. 31, 2023), 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](#).

This report does not include details on our financial performance. Details on our financial performance can be found on our [website](#) and in our public filings available through the [U.S. Securities and Exchange Commission \(SEC\)](#).

Statements in this report which are not historical in nature are forward-looking statements, which are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, as amended, and generally include words such as "expect," "may," "could," "believe," "would," "might," "anticipates" or similar words. The principal forward-looking statements in this report include: (1) our goals, commitments and programs; (2) our business plans, strategies and initiatives; (3) our assumptions and expectations; (4) the scope and impact of our corporate responsibility risks and opportunities; and (5) standards and expectations of third parties.

Although we believe there is a reasonable basis for the forward-looking statements, our actual results could be materially different. The most important factors that could cause our actual results to differ from our forward-looking statements are set forth in our description of risk factors included in Part I, Item 1A, "Risk Factors" of our Annual Report on Form 10-K for the year ended December 31, 2023, 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 being provided as a convenience and for informational purposes only. Motorola Solutions bears no responsibility for the accuracy, legality or content of any external site or for that of subsequent links within such site. Please contact the external site for answers to questions regarding its content.



## Alignment with reporting standards and frameworks

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

## Material topics

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





## Methodology

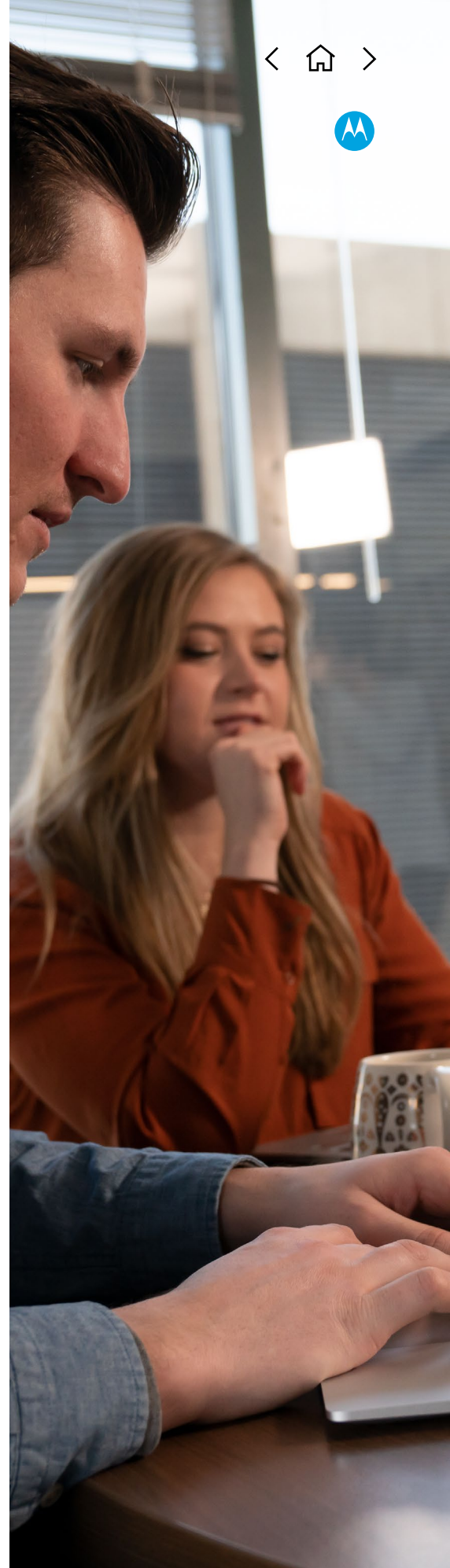
In 2023, we initiated a Double Materiality Assessment in alignment with European Sustainability Reporting Standards (ESRS) and various other standards and guidance. Our approach consisted of five components: (1) identifying and defining potential ESG-related topics for consideration; (2) selecting internal 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) completing a survey that was collected from Motorola Solutions' employees across various functions, lines of business and geographic regions; and (5) performing desktop research involving key imperatives of a number of Motorola Solutions' suppliers and customers to ensure that a comprehensive analysis of all necessary stakeholders was performed.

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

As a result of this process, 22 ESG-related topics were determined to be material for Motorola Solutions. These topics were further validated by Motorola Solutions' executive leadership through workshops and readout sessions. More information about the material topics is provided throughout this report.

## Periodic refreshment

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





## Material topics

### Environmental

- Greenhouse gas emissions from operations
- Energy efficiency of operations
- Physical risks from climate change
- Product design sustainability
- Responsible and sustainable materials sourcing
- Waste and hazardous waste management

### Social

- Equal treatment and opportunities for our workforce
- Human rights and labor practices for employees
- Human rights and labor practices for our value chain
- Cybersecurity
- Data privacy
- Responsible use of technology
- Employee health and safety
- Talent attraction, retention and development
- Supplier diversity
- Product safety and quality
- Community engagement

### Governance

- Business ethics and anti-corruption
- Regulatory compliance
- Lobbying and political contributions
- Supply chain management
- ESG oversight and risk management





# Solving for safer





# Motorola Solutions is solving for safer

At Motorola Solutions, we're driven by our conviction that everyone should not only feel safe, but be safe – in their community, school and workplace. This conviction underscores our continued, purposeful transformation, centering all we do on safety and security, to help keep people, property and places safer everywhere.

As we continue to see threats around the world increasing in number, scale and complexity, our work is more critical than ever. We've invested over \$12 billion in organic R&D and acquisitions over the last 10 years advancing technologies and expanding beyond public safety to also prioritize enterprise security. And while we recognize technology is not the only way to a safer future, it does play a vital role, and it's our purpose to make that technology the best it can be.

## We build

We are building an ecosystem of safety and security technologies, spanning critical communications, video security & access control and command center solutions powered by artificial intelligence.

While each of our technologies individually helps make users safer and more productive, we believe we can enable better outcomes for our customers when we unite these technologies so that data unifies, information flows, operations run smoothly and collaboration improves.







# We connect

We are connecting public safety agencies and enterprises, enabling the collaboration that's critical for a more proactive approach to safety and security. We're known for our work on the front lines supporting police, fire and other emergency responders. And with our rapidly growing base of private businesses using the same technologies – schools, hospitals and stadiums – we're supporting the intersection of public, private and people, connecting those in need with those who can help.

Envision a schoolteacher during an emergency pressing a button on their phone to automatically notify law enforcement, activate a lockdown, send mass notifications and share live video feeds with first responders.

At Motorola Solutions, the work we do each day matters. Always collaborating with our customers, partners and investors, always harnessing our ingenuity and passion, always solving for safer ... safer communities, safer schools, safer hospitals, safer businesses – safer everywhere.



## 13k+

land mobile radio networks globally;  
**50+** nationwide & statewide systems



## Over 60%

of U.S. Public Safety Answering Points (PSAPs)  
rely on our command center solutions



## 5M+

fixed cameras across **300k+** installations



## 100,000+

customers in over **100** countries

## Safety.

*Is the prerequisite to possibility.*

*It lets us think and imagine.*

*Build and create.*

*Plan farther ahead.*

*Explore further out.*

*Embrace new opportunities.*

*Realize our potential.*

**This is what “solving for safer”  
is all about.**



# For our business





“ At the heart of what we do is purpose-driven innovation, where we use technology and our deep understanding of our customers’ needs to solve problems. Through our products and solutions, we empower our end users to protect and serve their communities effectively and efficiently. ”

**Kimmee Rae Pineda**  
Product Management







# Data privacy and protection

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

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

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

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

## Addressing inquiries and requests

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

Data privacy champions (DPCs), employees located around the world, 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.

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





# Data subject requests

Total data subject / Consumer requests



2023 Goals	Outcomes
Obtain formal approval for updated U.K. Binding Corporate Rules (BCR)	Awaiting formal approval from the U.K. Information Commissioner's Office (ICO) following EU BCR approval in 2022.
Update privacy program to meet evolving U.S. and international privacy legislation	<b>Achieved:</b> Updated privacy program to address U.S. state privacy laws that came into effect in 2023. Continuing to monitor for any regulatory updates.  In addressing our obligations for U.S. state privacy laws, a comprehensive review of all obligations was conducted and is reflected in our updates.
Achieve security & privacy certifications	<b>Achieved:</b> 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 governing the information assets and data processed by our development and technical engineering support operations for the products and services included in our critical communications, command center solutions and video security & access control offerings managed at 25 sites worldwide. We also achieved SOC2 Type II reporting, including the security, confidentiality, processing integrity, availability and privacy trust criteria across these same 25 sites. Additionally, our North American Commercial and Federal Managed Services, including the Network Operations Center, Security Operations Center and Technical Support Operations continues 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 10 sites now on our certificate.



# Responsible use of technology

## Advancing Motorola Solutions technologies – responsibly and ethically

Governments, enterprises and communities around the world rely on our technology to keep cities safer, businesses thriving and the world moving forward. With that reliance also comes trust. Our customers trust that our technology will perform as promised and be designed in a way that enables its responsible, ethical and fair use.

As our products increasingly incorporate powerful technologies, such as artificial intelligence and machine learning, it's our responsibility to ensure that accuracy, inclusivity, transparency, privacy and fairness are an inherent part of our solutions – just as protection and safety are.

Since many technologies today can progress faster than legislation and regulatory frameworks, we continuously work to ensure that our innovations remain aligned with our purpose and ethics, and take into account broader implications for how our technologies can be used by our customers and the communities we serve. We design controls into our products that allow our customers to enforce compliance with regulations and usage policies.

The Motorola Solutions Technology Advisory Committee (MTAC) is a multidisciplinary internal group commissioned by our management executive committee that serves as a “technical conscience” for the company. The MTAC helps to ensure our technological advancements remain aligned with our purpose and ethics, and are informed by the broader implications to our customers, the communities we serve and society at large. This includes providing guidance on the solutions we create, the regions in which they are deployed, the partnerships we forge and the roadmap in which we invest.

Our [Trust Center](#) includes the [Code of Conduct for Data Rights and Ethics](#) and [Guidelines for Responsible Use of Artificial Intelligence](#) that were published by the MTAC. The MTAC also developed and published internal guidelines to employees worldwide for positioning and selling sensitive technologies, as well as responsible, transparent disclosure of product capabilities. The MTAC partnered with the Office of Ethics and Compliance and our international

sales leadership to establish controls in our sales processes. This helps identify and provide an objective review of prospective transactions that contain sensitive technologies to customers and/or countries where use of our products outside of their intended purpose or in a manner that results in harmful social impact may be of concern. As part of its regular governance process, the MTAC conducts risk assessments for Motorola Solutions technologies and tests these against the company's purpose and ethics. For each circumstance, the MTAC considers specific risks as to how our products are used and also tries to anticipate possible misuses. Risk classifications include societal and customer/user implications as well as Motorola Solutions' legal, reputation and business risks. Based upon these reviews, the MTAC offers specific recommendations – including product design, offer structure and go-to-market strategy – which become part of the business's decision-making process.



## Human rights program

We employ a holistic approach with our human rights program. Our employees are trained on the importance of respect and integrity, as well as our values, which include “inclusive” and “accountable.” Our high standards are also communicated to business partners through our [Supplier Code of Conduct](#).

We leverage expertise from leading authorities in the field by participation in groups such as the RBA, the Responsible Minerals Initiative and Anti-Slavery International. We use industry-leading processes for vetting customers and third-party sales representatives to ensure we’re not only adhering to the law, but our own values. We’re thoughtful in our development of technology and its impact on society through the MTAC, as well as related controls built into our sales process. Lastly, we employ a risk evaluation process for identifying, elevating and evaluating potential risks, including those related to human rights.





# Cybersecurity

As a global leader in public safety and enterprise security, Motorola Solutions secures its enterprise environment and builds its products, solutions and services with security, resilience and user experience in mind. We know that our customers and employees depend on data to support their work in a variety of environments. Given the critical nature of our business and our customers' needs, data privacy and cybersecurity are integral to everything we do. Motorola Solutions' cybersecurity capability functions holistically across people, tools and processes, and our cybersecurity teams answer the challenges of a complex and continually evolving cyber and data threat landscape.

Our comprehensive set of layered controls is designed to identify, protect, detect, respond to and recover from a wide range of cyber threats. We employ a variety of technologies to support our cybersecurity controls. Our defenses go beyond technology and include robust processes and committed employees always striving for excellence. This approach minimizes the likelihood of successful attacks and their potential impacts on our company or our customers. We also aim to keep cybersecurity

simple and accessible to ensure all our employees have the tools and knowledge they need to contribute to a safer environment.

We create and maintain a strong security culture across the company, from protecting our intellectual property to securing the products and services we develop. Promoting this culture is a cornerstone of our security awareness efforts. We recognize that our company and our customers face real and sophisticated threats, and that to meet them effectively, we need expert-level practice. Our phishing exercises are a great example. We send our employees thousands of simulated phishing emails throughout the year with a broad range of difficulty, training them in constant vigilance and practice on how to report a suspicious email. We regularly practice crisis and incident management from small-scale reviews of our incident response processes to executive-level strategic tabletop exercises. We actively engage key contributors through our cybersecurity champion program as we embed security culture deeply into our development and engineering teams. This program helps to scale our cybersecurity expertise across our global enterprise by creating internal ambassadors who advocate for security





measures and practices. The cybersecurity champions connect our people with the process and technology that makes up our secure software development lifecycle.

At Motorola Solutions, we differentiate ourselves through our dedication to cybersecurity. We strive to build trust in every interaction by demonstrating our focus on secure and responsible practices. We've achieved a number of information security and privacy management [certifications](#) that encompass our critical communications, video security & access control and command center solutions and serve as a testament to our ongoing commitment. As part of our dedication to continuous improvement, we regularly engage independent third parties to assess our Enterprise Information Security program against the NIST Cybersecurity Framework.

We use modern technology to support our people and processes that define our approach to cybersecurity. We implement layers of technology across our systems to balance controls and efficiency to optimize our

risk. From vulnerability management and endpoint security, to enhanced authentication capabilities and streamlined monitoring, our goal is to ensure that both our cybersecurity program and employees have the technology they need to protect the future we are creating.

For example, we've implemented a variety of in-house generative artificial intelligence (AI) capabilities to help software developers and customers alike, and we have a policy framework in place to guide our engagement with generative AI in a secure and responsible manner. We also mandate the use of trusted devices to access core applications within Motorola Solutions as part of our long-term journey toward a 'zero trust' access model. We maintain robust internal and external response teams that leverage automation and industry-leading tools, and are capable of responding to a broad spectrum of cybersecurity incidents. And, in the moments when things go wrong, we work closely with stakeholders to ensure there are tools and processes in place to recover critical data.

In addition, we have designed and implemented a global incident response procedure, which helps enable us to quickly detect, respond to, and recover from third-party malicious attacks and potential security incidents. This procedure includes formal steps to review incidents and implement improvements.

Solving for safer is a never-ending pursuit, and our approach to cybersecurity remains an important component.

“ Cybersecurity is vital to ensuring the availability of critical communications, especially during times of crisis, and we're committed to helping public safety organizations protect against cyber threats to their critical systems. Our team is dedicated to providing threat intelligence products and services to public safety organizations. ”

**Jay Kaine**  
Public Safety Threat Alliance (PSTA)





# Product safety and quality

At Motorola Solutions, we deliver innovative solutions that help create a safer world for all.

We're committed to operating with integrity in everything we do. To accomplish this, we collaborate with customers, suppliers and the communities we serve for ongoing feedback to expand our capabilities, exceed customers' requirements and meet business objectives. We standardize services support and delivery practices based on business

needs and industry best practices. We regularly measure our performance against the objectives within our integrated management system, driving continual improvement and communicating progress and key issues to senior leaders and stakeholders for continual optimization.

## Inclusive product design

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

We also designed our iconography to be inclusive, especially in the representation of people. This includes removing figures where they don't benefit communication and ensuring we have neutral figures without overt gender identifiers. Lastly, as a way to represent our users, we built an internal library designed to communicate storytelling as an extension of our design tool, allowing for gender-neutral hair and clothing styles, as well as the ability to customize hair, skin and clothing to enable as much representation in our storytelling as possible.







## Inclusive design principles

- Create simple and intuitive design
- Design our products with various situations in mind (e.g., firefighters can operate their devices with low vision, “fall alert” emergency triggering)
- Provide content in multiple ways (e.g., audio and viewing)
- Design our products to provide equivalent experiences (e.g., colorblind consideration)
- Design our products’ wearability accessories with gender consideration
- Ensure product manuals and marketing materials incorporate inclusive language

## Policies

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

- [Integrated Management System Policy](#)
- [Wireless Communications and Health](#)







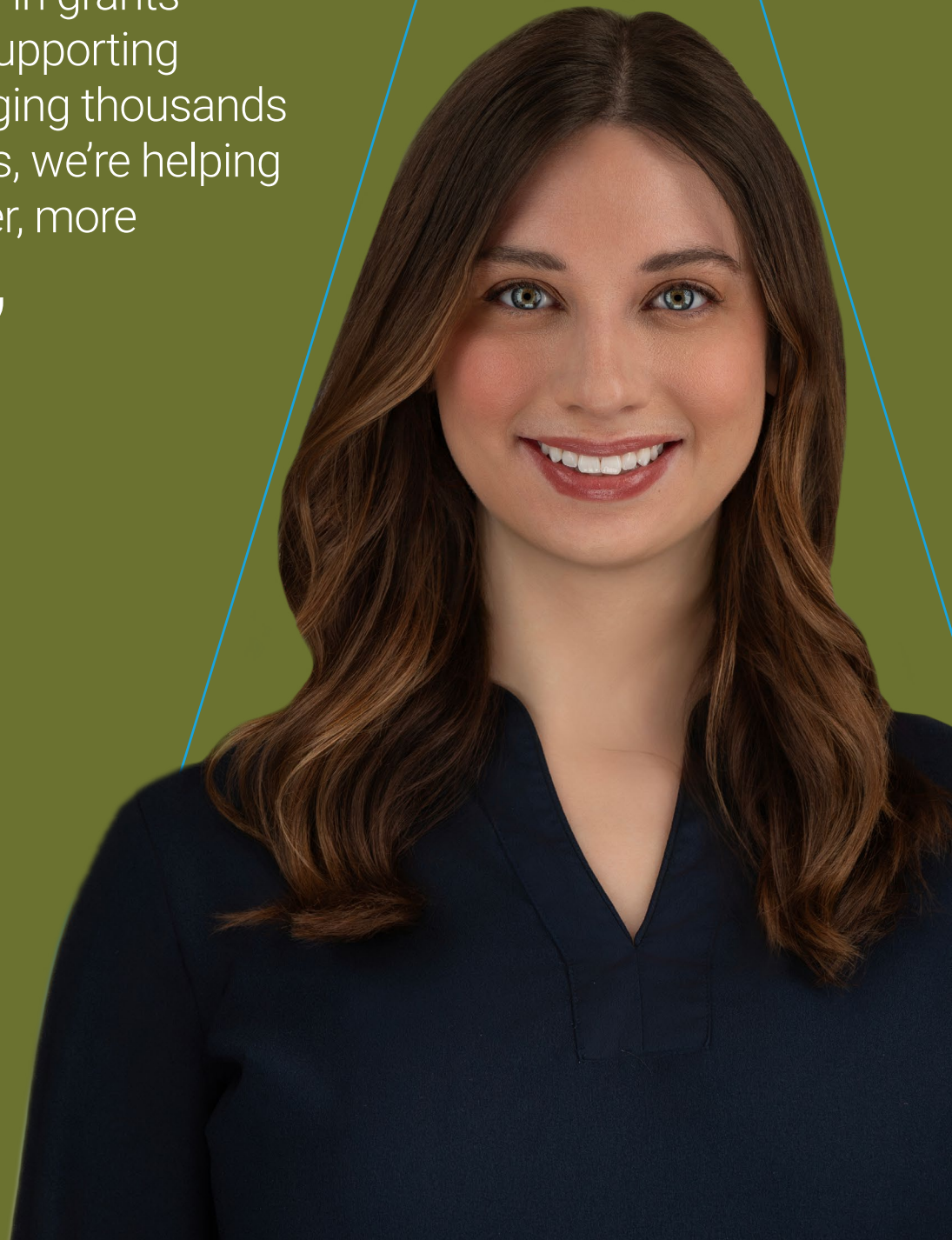
# Community engagement





“  
The Motorola Solutions Foundation has collaborated with numerous organizations to foster transformative change on a global scale. From providing millions of dollars in grants to enabling and supporting employees in logging thousands of volunteer hours, we’re helping to solve for a safer, more equitable world.”

**Kelly Kondry**  
Motorola Solutions Foundation







# Community

At Motorola Solutions, we are good corporate citizens by design. Our work makes a difference in the critical moments that shape lives, businesses and the world, but our contributions don't end there.



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

The Foundation, which has donated more than \$100 million over the last 10 years, aims to partner with organizations that are creating safer cities and equitable, thriving communities. Within its strategic grants program, the Foundation focuses its giving on three key areas: (1) first responder programs, (2) technology and engineering education and (3) programs that combine both. We also prioritize support for underserved and underrepresented populations within our areas of focus. In addition, the Foundation aims to partner with organizations that align to its values of accountability, innovation, impact, diversity and inclusion.

The Foundation is one of the many ways in which the company is solving for safer communities.





# 2023 giving summary



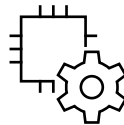
## Foundation giving

### Annual grants program



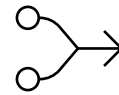
# \$5M+

First responder programming



# \$5M+

Technology & engineering education



# \$0.2M

Blended programming

### Other areas of giving



# \$0.4M

Disaster relief



# \$0.1M

Community

### Employee programs



# \$2.4M

Employee volunteerism & giving



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



## 2023 Foundation impact



\* Based on a study by [Independent Sector](#)

### 2023 Foundation highlights

In 2023, the Foundation was awarded [Benevity's Community Hero Award](#), which recognizes its best-in-class approach to community investment and creating impact with its nonprofit partners.



#### Annual grants program

The Foundation proudly partners with organizations that are solving for safer cities and equitable, thriving communities. This year, the Foundation launched two new, branded programs – the Bright Minds, Bold Futures Scholarship and the Grant Partner Summit on First Responder Wellness – aimed at providing greater support to our beneficiaries.

#### Inaugural Cohort: Bright Minds, Bold Futures Scholarship

The Foundation, together with nonprofit partner Calculated Genius, awarded approximately \$100,000 in scholarships to 37 deserving students from underserved and underrepresented Chicagoland communities who are pursuing degrees in technology and engineering. The Bright Minds, Bold Futures Scholarship is renewable, allowing students to receive \$3,000 during their first year of college and an additional \$2,500 each subsequent year throughout their two or four-year college education. In addition to the scholarship, students are matched with a Motorola Solutions professional as a mentor and provided support through regular guidance check-ins, leadership conversations and internship opportunities.

#### Grant Partner Summit on First Responder Wellness

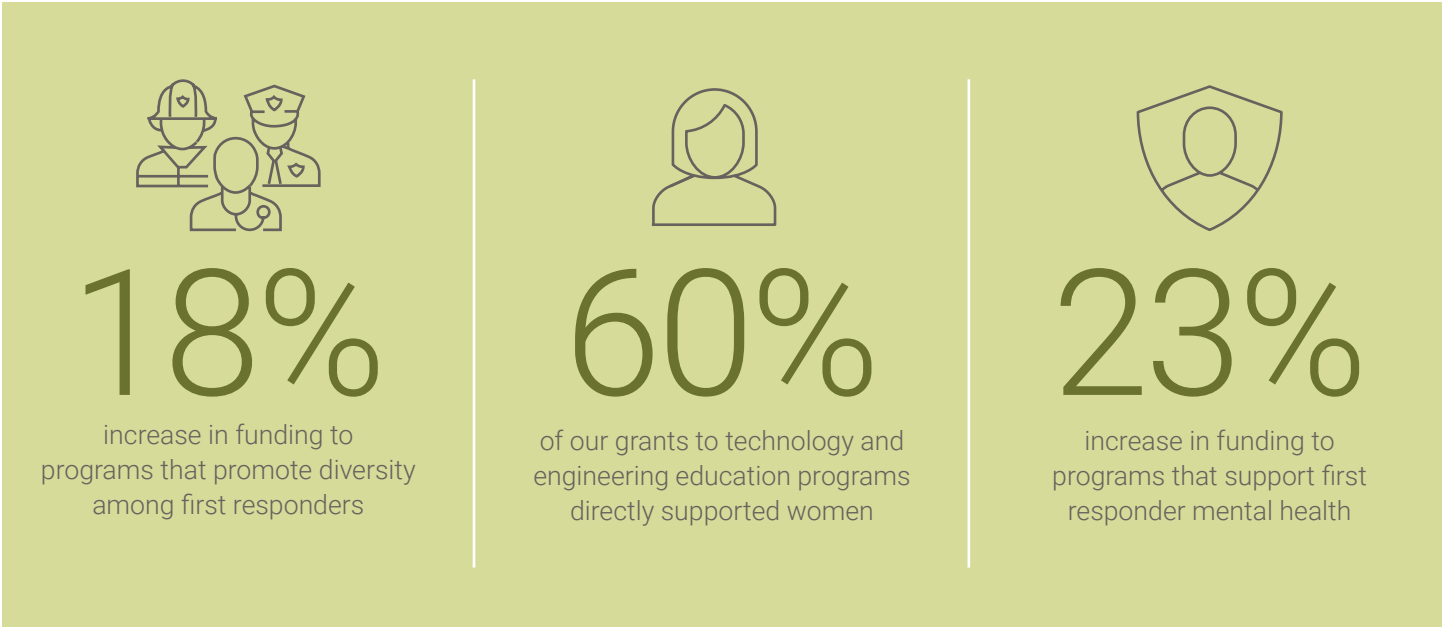
The Foundation is committed to supporting its first responder grant partners beyond funding – helping to provide them resources to better serve the mental health and wellness needs of first responders and their families. To help our partners enhance the capacity and effectiveness of their programs and make valuable connections, the Foundation hosted its first-ever Grant Partner Summit on First Responder Wellness at the Motorola Solutions headquarters in Chicago, Illinois. Representatives from 17 nonprofit organizations across North America who support first responder mental health and wellness convened at the summit, where they were offered an opportunity to learn from one another, share best practices and network across organizations to make an even greater impact for first responders and their families.



Additionally, the Foundation continued its commitment to providing access and opportunity amongst underserved communities and populations traditionally underrepresented in its focus areas.

The Foundation supported programs from the Society of Women Engineers (SWE), AnnieCannons, Girlstart, University College London, Fundacja Edukacyjna Perspektywy and many other organizations that introduce, educate and inspire women within technology and engineering education.

The Foundation awarded over \$1.3 million to programs that support girls and women ages 8-30 in technology and engineering education.



“ Our connection with the Motorola Solutions Foundation resembles that of a close-knit family. They exhibit genuine concern for Survivors of Blue Suicide Foundation and are dedicated to seeing our mission thrive. It is truly remarkable for a company to demonstrate such belief in its recipients by offering an educational summit to enhance our skill set. ”

**Laurie Putnam**  
Co-Founder Survivors of Blue Suicide Foundation





## Employee programs

In 2023, Motorolans broke records for another consecutive year for positively impacting their communities. Nearly 1 in 3 employees across 43 countries logged nearly 100,000 volunteer hours for the year. That represents an increase of nearly 25% in volunteer participation and a 30% increase in the number of volunteer hours compared to 2022. Further, their volunteer service yielded \$3.2 million in value generated\* for charitable organizations around the world.

The majority of volunteerism (60,000+ hours) took place during the Foundation-sponsored Global Months of Service, Motorola Solutions' annual volunteer-athon in September and October. Employees in 48 out of 50 U.S. states – and across 43 countries – participated in more than 300 virtual and in-person team projects

(nearly a 50% increase year over year), resulting in \$250,000 donated to charitable organizations around the world, many of which serve diverse and underserved populations.

Motorolans were also extremely generous with their charitable donations. On Giving Tuesday, the Foundation provided almost all employees \$25 – while 23 randomly selected employees received \$1,000 – to donate to an eligible charitable organization of their choice. Employees in 46 countries took advantage of the Foundation's gift. Many also made personal donations, leveraging the Foundation's standard 1:1 match. For the full-year 2023, the Foundation issued nearly \$1.3 million in matching gifts to thousands of causes for employee charitable donations through its ["Donations for Donors" program](#).

## Employee volunteerism by the numbers



\* Based on a study by [Independent Sector](#)





2023 Goals Outcomes

1 in 3 employees engage in volunteerism.

**Achieved**

Nearly 33% of employees logged nearly 100,000 hours.

Increase number of volunteer projects entered into our MotoCares Portal by 20%.

**Exceeded**

Motorolans created nearly 500 volunteer projects, an increase of nearly 50%.

Increase funding for strategic programs:

- 10% increase for first responder mental health
- 9% increase for first responder diversity
- 8% increase for women-focused technology & engineering programs

**Exceeded**

Achieved the following increases:

- 23% increase for first responder mental health
- 18% increase for first responder diversity
- 9% increase for women-focused technology & engineering programs

“ It’s a great honor to be recognized and supported as employee volunteers. It encourages us to continue making a positive impact on the world – supporting our communities, our planet and the causes that need us most. ”

**Monica Sandoval and Viviana Acevedo**  
CEO Award for Volunteerism recipients







# Disaster relief

Motorola Solutions delivers end-to-end solutions and emergency operations support.

For nearly a century, Motorola Solutions has been working with public safety agencies to offer the technologies, critical support and resources needed to help communities prepare for and quickly recover from disasters. Our purpose-built, mission-critical ecosystem provides an integrated end-to-end suite of solutions, including critical communications, video security & access control and command center solutions, bolstered by managed and support services, that span emergency awareness, emergency operations, network monitoring, system engineering and field services.

Following large-scale events, we mobilize at a moment's notice to help public safety agencies rapidly establish communications and regain control. We proactively monitor emerging storms through our centralized Network Operations

Center, and response teams are activated the moment an emergency is detected to help customers prepare. On-the-ground teams provide mission-critical technology required to meet the response. The support continues during an event and in its aftermath, as teams work with customers to determine the impact on communication sites and to coordinate repairs. 2023 saw multiple large-scale natural disasters, some of them the worst their respective countries and regions have seen in years. Across the entire spectrum – from floods and wildfires to landslides and tropical cyclones – these disasters wreaked havoc across the globe. Strong earthquakes hit Morocco and Turkey resulting in widespread damage and loss of life. Devastating floods impacted Libya. And an ongoing drought and wind gusts resulted in a series of fires that raged across the Hawaiian island of

Maui, resulting in one of the deadliest wildfires in U.S. history.

Through it all, Motorola Solutions teams were there to support our customers in the moments they needed it most.

Additionally, our employees played a vital role in disaster relief, from donating funds to the tireless efforts of our emergency response team, who worked on the front line to ensure first responders stayed connected.

Motorola Solutions offers [tips](#) for public safety agencies on preparing for hurricanes and other natural disasters, as well as a comprehensive preparedness [checklist](#).

More information is available at [www.motorolasolutions.com/disasterpreparedness](http://www.motorolasolutions.com/disasterpreparedness).

## Maui fires 2023

On August 8, 2023, catastrophic fires erupted across the island of Maui, Hawaii and destroyed the historic town of Lahaina. In the immediate aftermath, the Motorola Solutions Emergency Response Team (MERT) and regional Service and Sales Disaster organizations united to provide support to the town and agencies – ensuring public safety communications remained operational and critical resources were available. Response teams were able to quickly deploy equipment and resources to bring up two sites that were affected by the fires, providing the local public safety and the multiple out-area agencies responding to the fires with the ability to communicate in Lahaina and the surrounding areas. In addition, the Motorola Solutions Foundation made a \$50,000 disaster relief grant to the Hawaii Community Foundation in support of their Maui Strong Fund, benefitting relief efforts and rebuilding.







# Human capital management





“ Investing in the growth and development of our people is vital to our success as a company. It’s a key differentiator and a shared responsibility that we all own, working together to ensure that we are thriving personally and professionally. It’s creating an environment where our employees know that their work matters, are recognized for their contributions and feel a sense of inclusion and belonging. ”

**Lavine Douglas**  
Human Resources





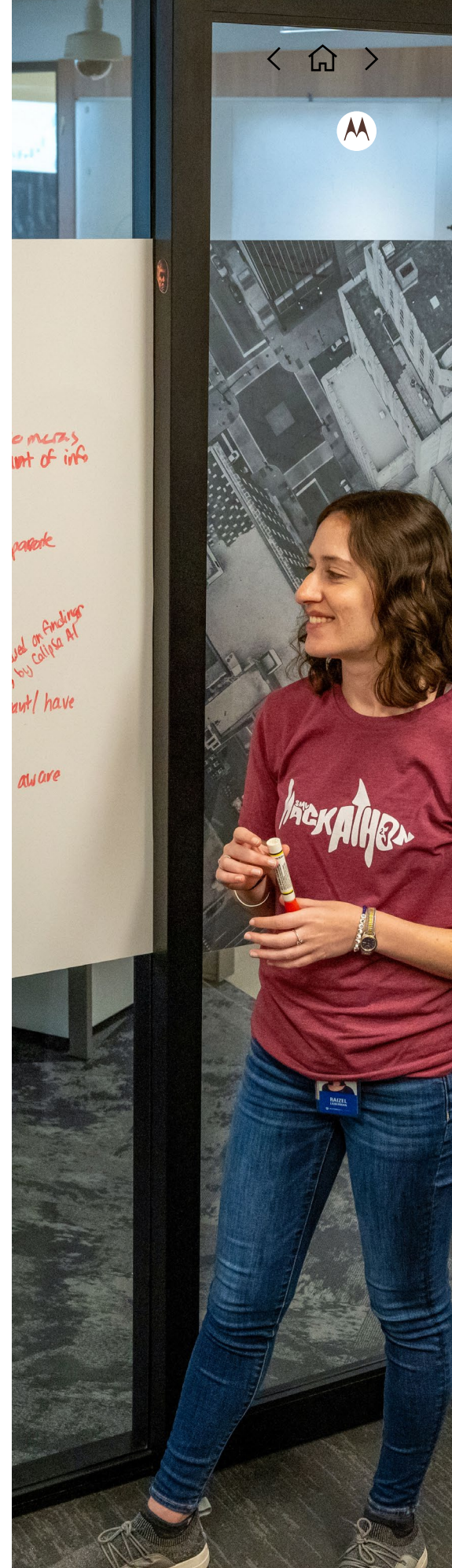
# Global workforce

We enable Motorolans to explore their curiosities, shape their careers and maximize their impact to keep people, property and places safer, everywhere. We believe that the next big idea can come from anyone, anywhere, at any time and that with a supportive environment and the freedom to think outside the box, anything is possible.

Global workforce			
	2021	2022	2023
Employees	18,700	20,000	21,000
Full-time employees	99%	99%	99%
Total investment in learning and development	\$8.4M	\$9.3M	\$10.2M

# Learning

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





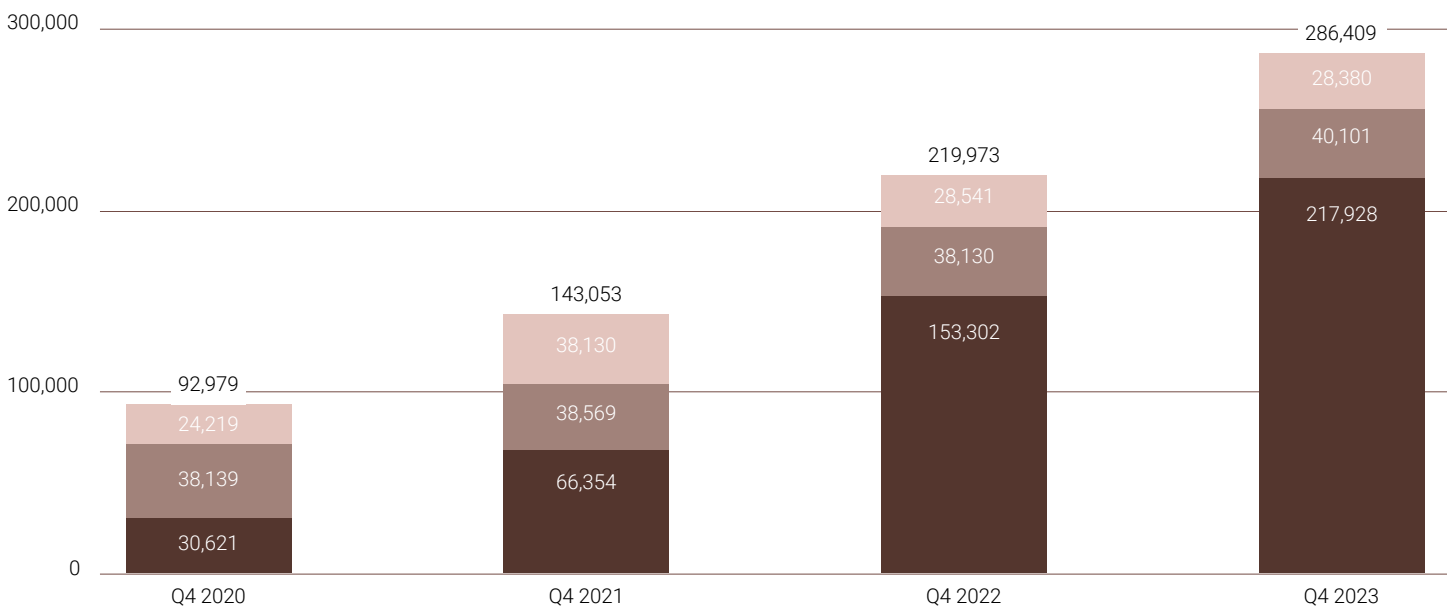


## Simplified experience

From consolidating systems to establishing new learning paths, our work is designed to simplify the user experience and speed their access to high quality educational content. As new organizations join the company through acquisitions, we've been able to merge education teams and systems, thus offering new services and extending our impact. In 2023, we added 66,436 new customers to our Learning eXperience Portal (LXP), where they can access online, self-paced learning, sign up for in-person training and access product documentation.

### Simplified experience drives customer growth in education

Employee/Contractor   Partner   Customer

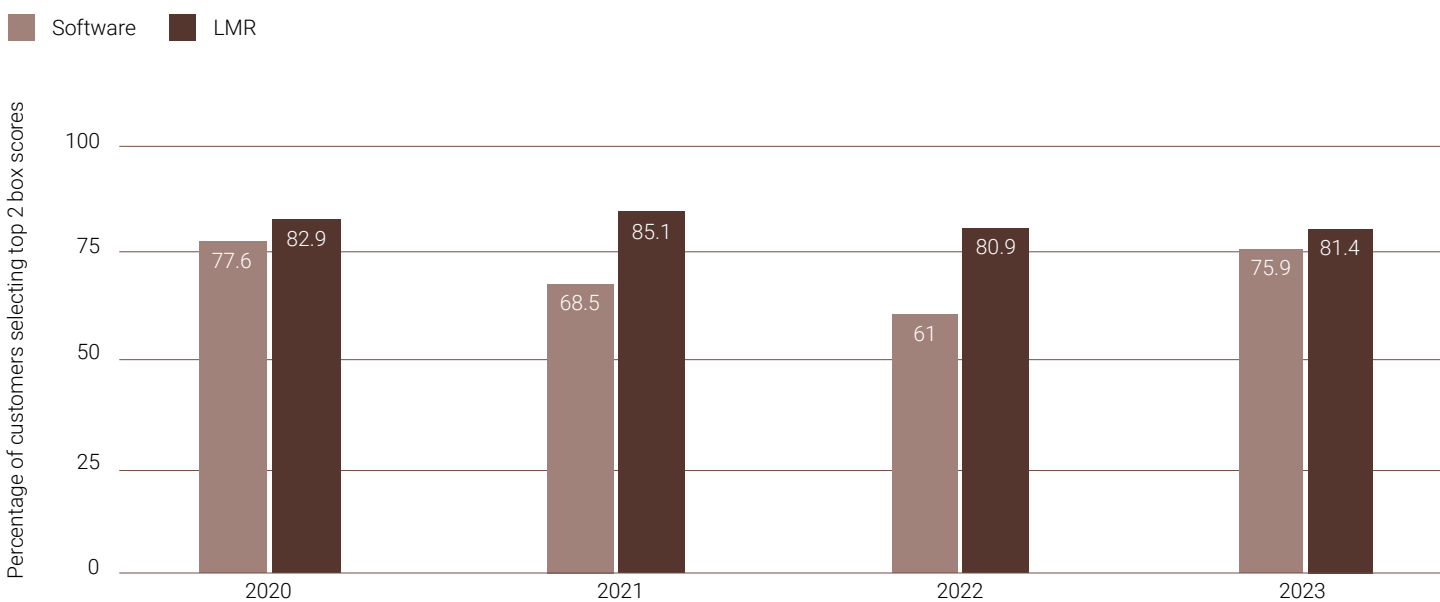




## High quality content

Our learning experience is designed to enable access to high quality content that supports customers and empowers them to quickly adopt new product technologies. In 2023, we continued our focus on a uniform learning experience across the product technologies – consolidating multiple learning systems and thousands of customer data records. Through customer feedback we focused on elevating the technical skills and learning strategies. Today, our software and land mobile radio (LMR) customers both experience high quality online training content.

### Top 2 box score customer satisfaction ratings for online training\*



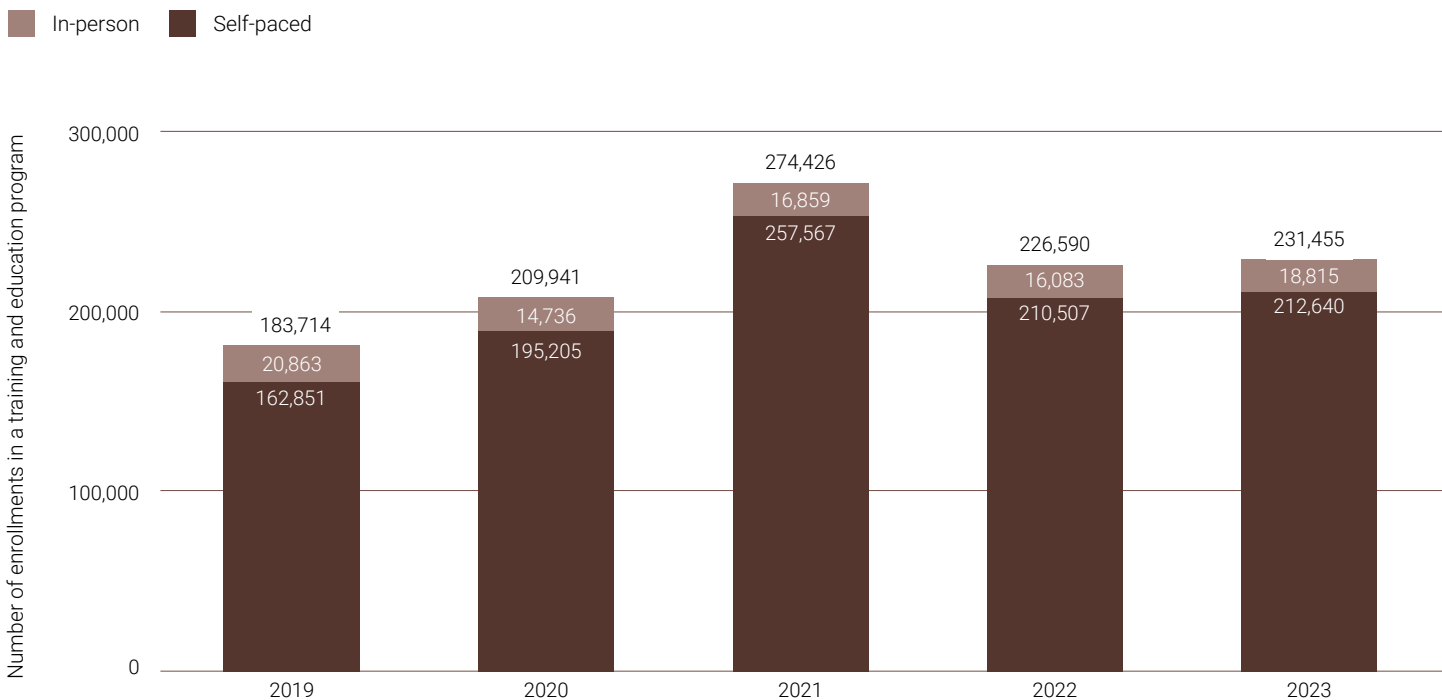
\*The Top 2 Box score is calculated by combining the percentage of respondents who selected the top two scores in our content satisfaction survey.



## Content usage

High quality content is only as useful as it is consumed, thus a key performance indicator of our education programs is how much learners engage with our content. We measure engagement (consumption) by tracking enrollment across all our training types and education programs. In 2023, we saw an increase in the consumption of both in-person and self-paced training offerings.

### Yearly consumption of training content



Our dedicated internal education employees provide services and programs that contribute to company business strategies, working cross-functionally to create programs that support technical enablement, business acumen and our workplace environment.

In 2023, we leveraged strategic third-party relationships, such as LinkedIn Learning, to pace with market trends and incorporate high quality industry content in leadership, technical training and manager development training. By integrating these third-party relationships with our learning infrastructure, we've scaled and mobilized training for all of our employees.





# Diversity, equity & inclusion

At Motorola Solutions, we continuously work to build an inclusive culture and diverse workplace, one shaped by our company values — inclusive, innovative, passionate, driven, accountable and partners.

Our values drive everything we do, both for our employees and our customers. More than just words, they are the traits that define us. Inclusive, as one of our six company values, engages each and every Motorolan in our efforts to foster a culture where we understand, embrace and amplify the strengths and uniqueness of all identities so that all Motorolans feel valued, welcomed and supported. We seek individuals with unique opinions, cultures and abilities to expand our talent pool, drive innovation and support our customers, communities and each other. We do not consider protected category status when making any employment related decisions.

In 2023, we continued to make company-wide progress on our diversity, equity and inclusion (DEI) objectives, aligned with a newly launched initiative, GO ALL Inclusive, aimed at celebrating and promoting our inclusive core value

by highlighting ways in which all employees can reflect, recognize and reward inclusive behaviors. We shared resources and training materials on inclusive behaviors and mobilized our business councils and various DEI volunteer groups to host cultural events. Additional highlights from our DEI efforts include:

- Designating Juneteenth as a paid company holiday for all U.S. employees and adding it to the U.S. holiday calendar beginning in 2024.
- Designating National Day for Truth and Reconciliation as a paid company holiday for all Canadian employees and adding it to the Canadian holiday calendar beginning in 2024.
- Issuing a paid mental health day for all employees globally during Mental Health Awareness Month, encouraging them to pause and re-energize.
- Spearheading a Movember campaign to raise awareness and funds for men’s health issues, including mental health and suicide prevention, prostate cancer and testicular cancer. Throughout November, we shared cancer survivor stories, hosted health webinars on prevention and diagnosis and offered mustache growth and move challenges to raise funds for the Movember Foundation.
- Celebrating the diversity of our workforce by commemorating dozens of observations and celebrations with specific programming and employee storytelling for Motorola Solutions’ “heritage months.”
- Entering into a new partnership with Out and Equal, a nonprofit organization working on LGBTQ+ workplace equality, inclusion and belonging.



# Programs and partnerships

## Programs

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

## Business councils

Business councils are voluntary, employee-led groups that help us drive DEI across the company by spearheading opportunities for employees to shape their careers, network across functions, create positive culture change, advocate for underrepresented populations within the work that we do for our customers. The business councils support various efforts, including leadership training, cultural awareness and education programs, diversity recruitment outreach and community volunteer activities that involve all Motorola Solutions employees globally. Our business councils are open to all employees, including allies.

Our business councils:

- LatinX Business Council
- Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) 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
- Veterans Business Council (VBC)
- Women's Business Council (WBC)
- Young Professionals Group (YPG)

## Affinity groups

Affinity groups are voluntary, employee-led groups where employees with shared hobbies and passions can come together to create connections and build relationships. We conceptualized and built a governance structure for our affinity groups in 2021 and launched the program in 2022.

Affinity groups increase engagement and strengthen our company culture by creating opportunities for employees to network and serve the wider community, all while developing skills and knowledge in areas of personal interest. In 2023, more than 15 affinity groups, such as the CanSurvive cancer support group and Generation A first generation professionals group, hosted engaging employee events.

“ At Motorola Solutions, the communities we live in and serve are diverse. I'm proud of the work that our organization does to promote diversity and inclusion at work. Inclusion is more than a core value; it's something our leadership fully believes in and actively supports. ”

**Tony Howe**

Australia & New Zealand Inclusion & Diversity Council Chair





## DEI champion teams

DEI champion teams consist of employee volunteers that spearhead events and initiatives that further DEI objectives within each organization. Established in 2021, our seven DEI champion teams drive the adoption of DEI strategies throughout the company and provide feedback on opportunities for inclusion-focused programming as liaisons to the Office of DEI.

Motorolans found many occasions to come together in-person and virtually in 2023. Our global DEI champions and groups facilitated more than 200 events and initiatives to drive inclusion and belonging, helping to make Motorola Solutions a destination workplace. In 2023, business councils and DEI champion teams organized month-long cultural celebrations, established leadership and career progression programs, hosted hackathons and more.

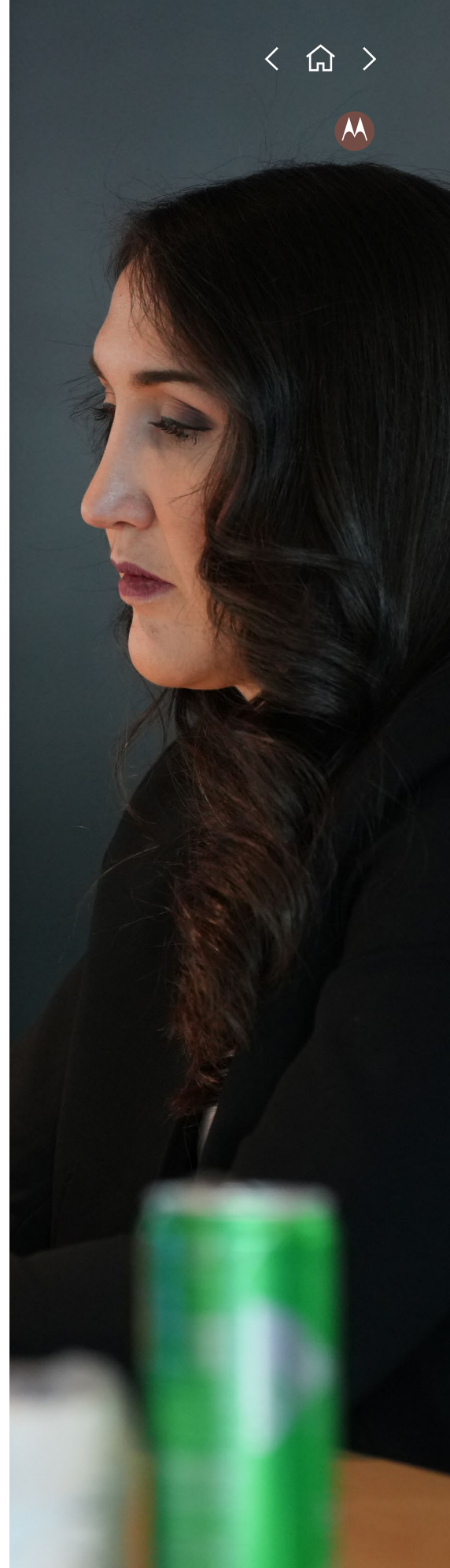
Highlights include a micro marathon where participants walked a .26 mile course to promote awareness of different disabilities, and a VIP Mentoring Program which provided monthly small group learning around inclusion principles. Our DEI groups and councils are foundational in creating a company culture where every employee can thrive. Learn more about our commitment to DEI on our [website](#).

## Partnerships

We continue to grow our recruiting pipeline through partnerships with several diverse organizations, including the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE), the Society of Women Engineers (SWE) and Women in Cybersecurity (WiCyS). We also participated in a number of events, including the NSBE49, SHPE 2023 and SWE WE23 Conferences, as well as the WiCyS Virtual Career Fair, London STEM Women Careers Event and the Women in Tech Summit in Warsaw.

Together with The Department of Defense SkillBridge program, we continued the Project Bulldog initiative, which we launched in 2022. The initiative provides Motorola Solutions hiring managers early access to military members who are looking for on-the-job training opportunities while they prepare to retire or separate from the military and re-enter the civilian workforce.

We also leveraged social recruitment platforms, such as [LinkedIn Life](#), [Built In Chicago](#) and [Orion Talent](#), to publish content reflecting our company's pride in our diverse team, our passion for our people and our long-standing belief that the success of the company is rooted in the success of our employees. We know that when we tell this richer story, we help prospective employees envision themselves as future Motorolans, thereby attracting the brightest and most diverse talent.







We maintain strategic partnerships with the following organizations to develop internal talent and strengthen our diverse candidate pipelines:

- Disability:IN
- Hispanic Alliance for Career Enhancement
- Illinois Commission on Diversity and Human Relations
- Illinois Diversity Council
- National Society of Black Engineers
- Out & Equal
- Society of Asian Scientists and Engineers
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- Women in Cybersecurity

In addition to the organizations above, we have active recruitment efforts at several universities, including:

- Florida Atlantic University
- Georgia Tech
- Purdue University
- University of Illinois at Chicago

- University of Illinois-Urbana Champaign
- University of Florida

We participate in apprenticeship programs with the following groups to provide underrepresented populations with meaningful career opportunities and skills training:

- CareerSpring
- Code Platoon
- DoD SkillBridge Program
- Year Up

Social recruitment platforms, like the ones below, enable us to engage with diverse talent communities and promote job opportunities to a wider audience:

- ArmyPaYS
- Getting Hired, Powered by CareerCircle
- HBCU Connect
- Orion Talent
- Path Forward
- Posse Foundation

We are proud of the recognition we received in 2023 for our commitment to DEI, as well as providing equitable working conditions for our employees:

- Forbes World’s Top Companies for Women 2023
- Newsweek’s America’s Greatest Workplaces for Diversity
- Disability Equality Index Best Places to Work
- Scored of 95 (out of 100) in the Human Rights Campaign’s 2023-2024 Corporate Equality Index





# Workforce demographics

Global workforce by region	2021	2022	2023
North America	53%	53%	53%
International	47%	47%	47%

Global employees by gender	2021	2022	2023
Men	74%	73%	72%
Women	26%	27%	28%

Global directors by region	2021	2022	2023
North America	76%	76%	77%
International	24%	24%	23%

Global directors by gender	2021	2022	2023
Men	81%	80%	79%
Women	19%	20%	21%

Global vice presidents by region	2021	2022	2023
North America	87%	91%	87%
International	13%	9%	13%

Global vice presidents by gender	2021	2022	2023
Men	75%	72%	71%
Women	25%	28%	29%



U.S. employees by race and ethnicity	2021	2022	2023
White	67%	66%	66%
Asian	15%	15%	15%
Hispanic or Latinx	9%	10%	10%
Black or African American	7%	7%	7%
Other*	2%	2%	2%

U.S. directors by race and ethnicity	2021	2022	2023
White	75%	75%	74%
Asian	13%	14%	14%
Hispanic or Latinx	7%	7%	6%
Black or African American	3%	3%	4%
Other*	1%	1%	2%

U.S. vice presidents by race and ethnicity	2021	2022	2023
White	75%	73%	70%
Asian	16%	15%	13%
Hispanic or Latinx	6%	7%	10%
Black or African American	3%	3%	6%
Other*	-	1%	1%

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

We recognize that our success would not be possible without our people. We continually strive to make Motorola Solutions a destination place to work – and are guided by our purpose, brand and values, as well as a culture that empowers our employees to deliver on our strategy.

## Leadership development programs

### Emerging Leader Acceleration Program

We offer a leadership academy experience to help develop our emerging leaders that includes in-person training and self-paced learning and practice activities, all geared toward building their leadership skills. In 2023, 72 individuals had the opportunity to participate in this program.

### Strategic Leader Acceleration Program

We introduced a development experience for our strategic leaders that includes multiple in-person training sessions, leadership assessments, coaching and a business challenge project in which participants develop a proposal for a real problem Motorola Solutions is trying to solve. In 2023, 22 individuals had the opportunity to participate in this program.

### Manager Academy

We offer a two-day in-person session for first-level people leaders that focuses on critical management skills. This in-person program allows our first-level leaders to take part in interactive workshops, network with their peers and meet senior leaders. In 2023, 379 managers completed the Manager Academy.

### Managing at Motorola Solutions

We delivered 68 virtual training sessions to more than 2,000 people managers across the globe, focused on understanding our global organization and values, rewards and compensation, recruiting and hiring employees as well as performance management and employee development.

“ The Emerging Leader Program has had a transformative impact on my professional career. It gave me the unique opportunity to network, receive mentorship and professional development, and it also equipped me with the necessary tools and knowledge to excel in my career and grow my leadership skills. ”

**Arek Marczyk**  
Emerging Leader Program participant





## Making Motorola Solutions a destination place to work

We regularly check in with our employees to ensure we’re fostering an environment that allows them to do their best work. Functional and regional business leaders regularly conduct engagement surveys to identify employee needs. In addition to the [DEI](#) and [CSR](#) awards listed earlier, Motorola Solutions also received the following recognitions in 2023 for being a great place to work:

- Built In 100 Best Large Companies to Work for in Chicago
- Built In Chicago’s 100 Best Places to Work in Chicago
- Fast Company Best Workplaces for Innovators
- Forbes World’s Best Employers
- Fortune’s World’s Most Admired Companies
- Handshake Early Talent Awards
- HR Asia Best Companies to Work for in Asia
- Newsweek America’s Most Trusted Companies
- Newsweek World’s Most Trustworthy Companies
- The Salt Lake Tribune Top Workplaces
- The Straits Times Singapore’s Best Employers
- TIME World’s Best Companies
- Way Up & Yello Top 100 Internship Programs

### Putting people first

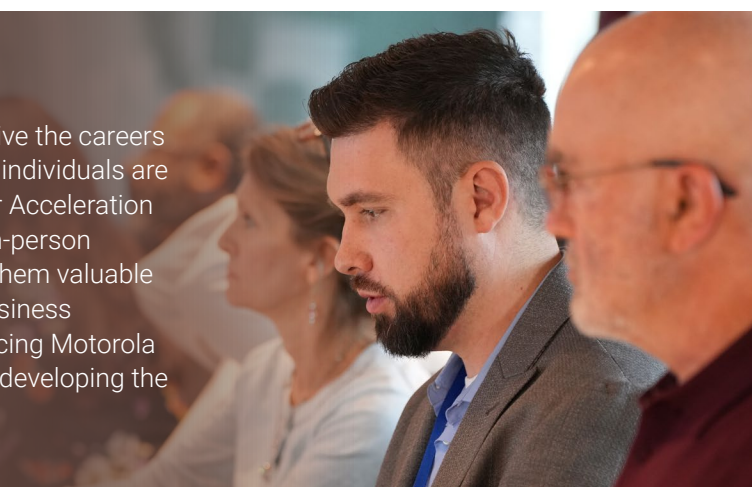
We know that our employees’ experiences at Motorola Solutions are highly influenced by their individual relationships and experiences with their managers. We believe that people leadership is a great responsibility and continue to promote a leadership framework which outlines the people-centric behaviors that we expect from managers. All existing people managers, as well as newly hired or promoted managers, are enrolled in a manager training program. Our dynamic LXP includes an engaging curriculum that reinforces this philosophy.

### Developing our talent pipeline

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

### Leadership program

In 2023, we launched a new development program to continue to drive the careers of our strategic leaders. The curriculum is designed to ensure these individuals are ready to step into more senior leadership roles. Our Strategic Leader Acceleration Program allows individuals from across the globe to participate in in-person learning, peer coaching sessions and assessments, and also gives them valuable face time with senior executives. They are also assigned a group business challenge project, which requires them to solve a critical problem facing Motorola Solutions. This program ensures that our future leaders are actively developing the competencies required to take the next step in their careers.





# Total rewards

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

In 2023, 52% of employees in 27 countries participated in our discounted employee stock purchase plan.

Total rewards	2021	2022	2023
Amount paid to employees through annual sales and incentive plans	\$261M	\$288M	\$320M
Number of employees awarded restricted stock units, market stock units and/or stock options	2,438	5,156	5,189
Restricted stock units, market stock units, performance stock units and stock options awarded to employees	1.12M	1.31M	1.18M
Total value of Motorola Solutions stock purchased through our employee stock purchase plan	\$80.5M	\$85.4M	\$87.7M
Total value of equity awards granted	\$131.3M	\$218.4M	\$244.8M

Eligibility for our annual equity grant was extended in 2022 to employees below the director level, and this eligibility continued in 2023. This gives more of our employees the opportunity to participate in company ownership.

# Benefits

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

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

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















## Risk assessment

We completed 335 supplier risk assessments in 2023, including those of suppliers representing 100% of our direct material supply chain spend.

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

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

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

feedback and invited to engage in dialogue with us to develop plans to address their risks.

Field service suppliers are 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 600 suppliers using this process.

2023 Goals	Outcomes
<p>Ensure that suppliers accounting for 80% of our direct material spend are evaluated for risk at least every two years.</p>	<p><b>Achieved</b></p> <p>100% of total direct material spend reviewed in the two-year period.</p>
<p>Conduct audits of 100% of suppliers evaluated as "high risk" using Motorola Solutions criteria.</p>	<p><b>Achieved</b></p> <p>100% of our tier-one direct material suppliers evaluated as "high risk" were audited.</p>
<p>Deliver basic sustainability training to 100% of strategic Direct Material Suppliers addressing subjects with the most audit findings in supplier audits.</p>	<p><b>Not achieved</b></p> <p>Online basic training was completed by 91.4% of strategic Direct Material suppliers in several languages, free of charge, covering topics such as: Recognizing &amp; Preventing Forced Labor, Environment, Health and Safety (EHS) Management Systems, Fire Safety, Working Hours, GHG Emissions, the RBA Code of Conduct and more.</p>





## 2023 on-site audits for identified high-risk suppliers

Reason for audit	2023
Planned – High risk	1
Issue response	0
Labor supplier	0
Follow-up	4
Total sites audited	5

Number of audit findings	2023
<b>Labor</b>	
Freely chosen employment	11
Young workers	2
Working hours	9
Wages and benefits	2
Humane treatment	2
Non-discrimination	1
Freedom of association	1
<b>Environmental</b>	
Environmental permits and reporting	2
Hazardous substances	3
Solid waste	0
Air emissions	1
Water management	0
Energy consumption and greenhouse gas emissions	3

Most common supplier audit findings	2023
Freely chosen employment	11
Working hours	9
Occupational safety	7
Emergency preparedness	7
Improvements objectives & control processes	7

Number of audit findings	2023
<b>Health &amp; safety</b>	
Occupational safety	7
Emergency preparedness	7
Occupational injury and illness	2
Industrial hygiene	0
Physically demanding work	0
Machine safeguarding	2
Sanitation, food and housing	3
<b>Ethics</b>	
No improper advantage	1
Disclosure of information	0
Intellectual property	1
Fair business, advertising and competition	1
Protection of identity and non-retaliation	0
Privacy	0
<b>Management system</b>	
Company commitment	2
Materials restrictions	0
Responsible sourcing of minerals	0
Supplier responsibility	3
<b>Total findings</b>	<b>66</b>

\*These categories align with the current RBA audit protocol, V7.1.1





## 2023 on-site Validated Assessment Program (VAP) audits

In addition to on-site 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 on-site Validated Assessment Program (VAP) audits. We are able to review the audit findings and subsequent corrective actions to ensure these suppliers are conforming to the RBA Code of Conduct and implementing permanent and appropriate changes.

Type of VAP audit	2023
Initial/planned	33
Closure	15
Priority closure	4
<b>Total sites audited</b>	<b>52</b>

## Implementing due diligence in our supply chain

We aim to confirm the presence of tantalum, tin, tungsten and gold (3TG) in products supplied to Motorola Solutions and to identify the smelters or refiners from which our suppliers source these metals. We use the RMI Conflict Minerals Reporting Template (CMRT) to engage our direct material suppliers. We review responses for completeness and consistency, and we follow up when appropriate. We

also support the RMI's Responsible Minerals Assurance Process (RMAP) as part of our membership in the RMI, with the goal of promoting responsible mineral sourcing globally.

In 2023 we communicated directly to smelters in our supply chain in addition to tier-one suppliers to encourage these smelters to either maintain their RMAP-conformant status in the

RMI's program, or to encourage them to participate and become RMAP-conformant if they are not already.

Our due diligence program is fully disclosed in our conflict minerals report attached as an exhibit to our 2023 Form SD filed with the SEC. The 2023 report is available [here](#).

RMI due diligence summary	2023
Responses received from suppliers	191
Percent of in-scope spend	95.5%
Smelters verified by RMI	366
Smelters audited and found conformant with the relevant RMAP standard	237



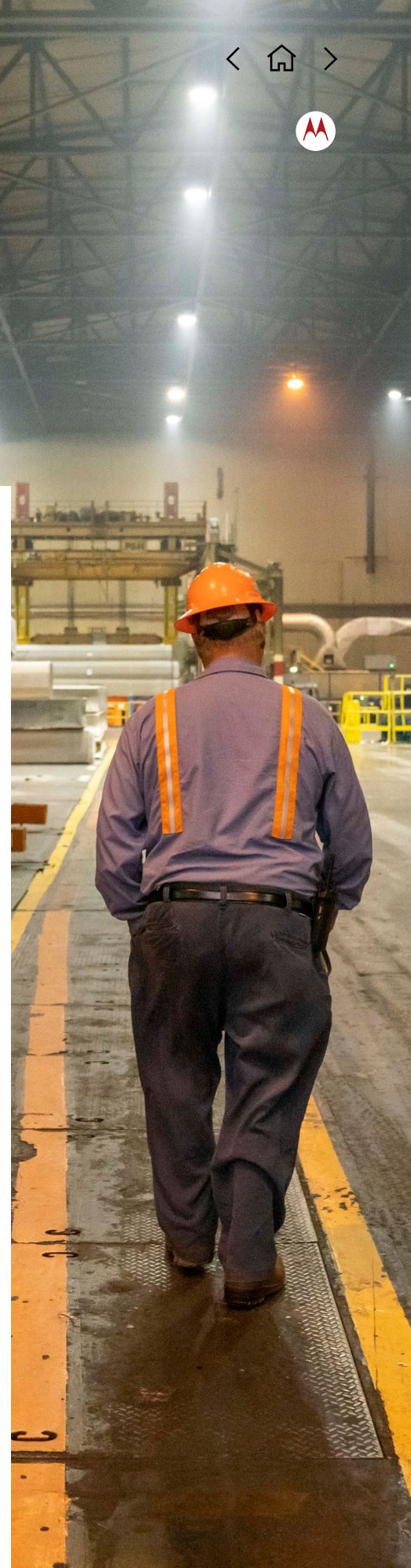
# Responsible and sustainable materials sourcing

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.







# Supplier diversity program

Our commitment to providing economic opportunities to our business suppliers remains steadfast. By leveraging our buying power intentionally and inclusively, we drive competitive advantage for our business, promote positive economic growth in the communities we serve and remain committed to our overall responsibility as a global corporate citizen.



700+ diverse suppliers\*



3,500 jobs created or maintained

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

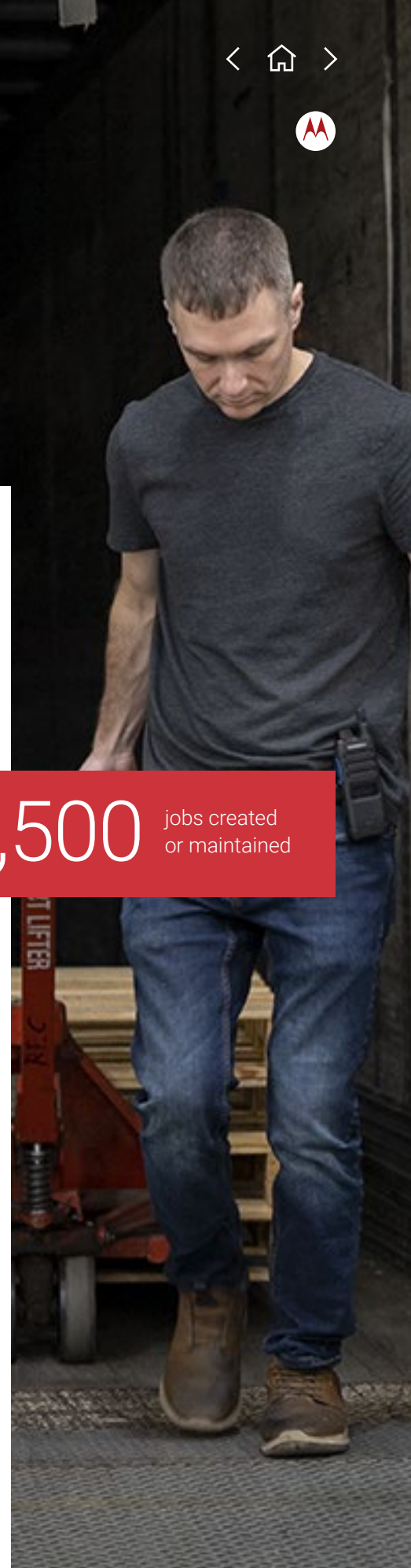
## Supplier diversity

Our commitment is to maximize the participation of small and diverse suppliers through a transparent and inclusive sourcing process. We have key strategies in play, such as supplier outreach and inclusive-centric corporate memberships, to demonstrate our best-faith effort for intentionally utilizing qualified suppliers that are not only certified as small but owned by minorities, indigenous people, veterans, women, LGBTQ+ and/or people with disabilities.

We recognize that an inclusive supply chain introduces agility, creativity, accessibility and innovation into the technology and solutions we deliver to our customers around the world.

## Channel operations

We work with a global network of highly qualified channel and service partners to bring our customers the best mobility and communications products to transform their business. Together, we identify diverse-owned partners within our current channel. We identified more than 600 radio and video diverse-owned partners qualified to meet our customers' business needs and their diversity goals.







## Treasury

In execution of our capital market transactions, including our senior long-term debt issuances, we've selected and partnered with minority- and women-owned banks. In addition, several minority-, women- and veteran-owned asset managers have responsibility for managing our global pension assets. We believe the expertise and diverse approaches these partners bring to the table contribute to the financial success of our transactions.



## 2023 global diversity council memberships and partners

In addition to building and investing in diverse business pipelines, we continue our support of these communities through strategic partnerships and sponsorships. To increase inclusiveness within our business, our team attended six global events, sponsored multiple education sessions in the U.K. and North America and participated in local disparity studies. Our partners include the following organizations:

- Disability:IN
- Minority Supplier Development United Kingdom
- National Gay & Lesbian Chamber of Commerce – Founding Corporate Partner
- National Minority Supplier Development Council
- National Veteran Business Development Council
- Small Business Administration
- Women's Business Enterprise National Council



# Environmental





“ At Motorola Solutions, we are cognizant of our impact on the environment and strive for a greener future by setting waste reduction and recycling goals, promoting environmental education and implementing sustainable practices within our operations. ”

**Claire Obuchowski**  
Environment, Health and Safety





# Environment, health and safety management

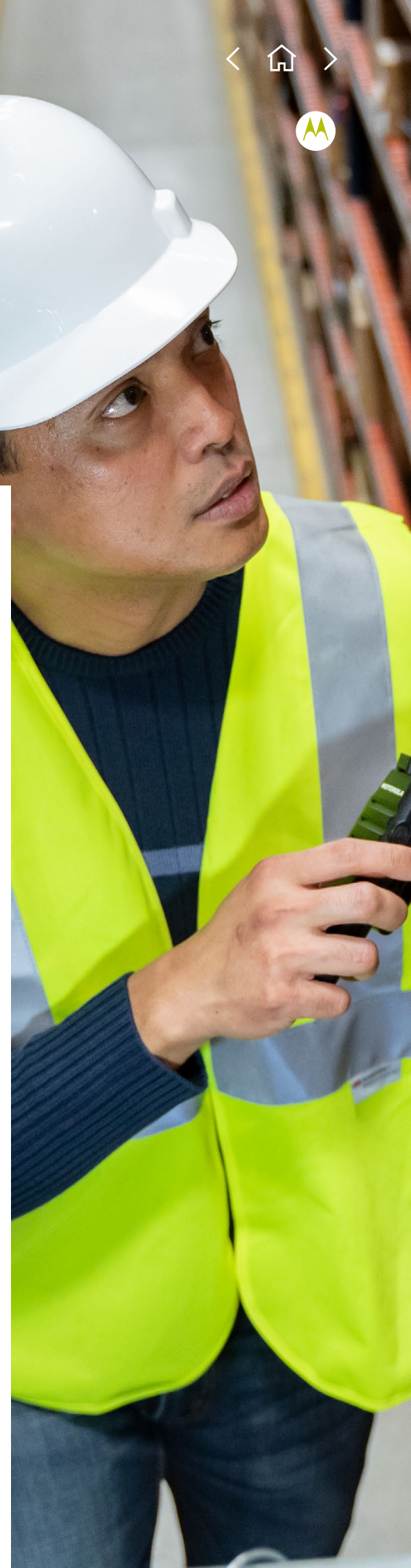
Our Environment, Health, Safety and Quality (EHSQ) management system is certified to the following international standards: ISO 14001, ISO 45001 and ISO 9001.

Certifications cover our manufacturing sites, design centers and larger facilities. We ask our tier-one suppliers to implement an environmental management system in accordance with ISO 14001 or an equivalent standard and expect our suppliers to pass on this requirement through their supply chains. We monitor compliance with this requirement through our supplier assessment program.

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

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

In addition, all of the ISO 14001 and ISO 45001-certified sites undergo EHS regulatory compliance audits every three years by independent third-party auditors.









# 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 2022, we published our inaugural standalone report to align with the recommendations of the TCFD, an international, multi-industry-led initiative launched to develop recommendations for voluntary disclosure of climate-related risk. 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 2023, we worked to improve data and methodologies around our greenhouse gas (GHG) calculations. We continued to collect and improve the quality of primary data related to the energy use of our products which will allow us to build an effective carbon reduction strategy for Scope 3 Category 11: “Use of Sold Products.”

As part of this effort, we developed a product carbon footprint database where we defined 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 report

Our carbon footprint (Scope 1 and location-based scope 2 emissions from GHG totaled 77,339 tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) emissions, an increase of 7.99% compared to 2022, primarily due to the inclusion of more data related to our networks, remediation sites and acquisitions. Our Scope 1 emissions totaled 15,015 tonnes CO<sub>2</sub>e and Scope 2 emissions were 62,324 tonnes CO<sub>2</sub>e.

Our Scope 3 emissions data reporting is currently in its fifth 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 in 2024. In 2023, we continued to expand our supply chain environmental performance evaluations through tools developed by the RBA, of which we are a member. We deployed an Emissions Management Tool from the RBA for our suppliers, which captures the GHG emissions of our suppliers and their reduction goals. This allows us to continue to engage with our suppliers on environmental performance and their progress towards their goals. Our total Scope 3 emissions for 2023 was 1,004,037 tonnes CO<sub>2</sub>e, a decrease of 3.52% from 2022. As enhancements were made to the methodology used to calculate emissions associated with Category 11: ‘Use of Sold Products’, we recalculated and reverified our 2022 emissions under this category during our 2023 GHG verification.

## 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.







Our emission reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our verification statements are available on our [website](#).

Carbon Footprint Scopes 1 and 2 [Tonnes CO <sub>2</sub> e]		
2021	2022	2023
66,911	71,619	77,339

### Carbon footprint – Scope 3 [Tonnes CO<sub>2</sub>e]

	2021	2022	2023
Purchased goods and services	395,693	407,693	332,005
Capital goods	18,905	39,511	29,000
Upstream fuel and energy	3,092	4,591	4,841
Upstream transportation and distribution	56,449	89,473	69,508
Waste	530	556	614
Business travel	11,064	19,913	30,745
Employee commuting	2,055	5,540	5,791
Use of sold products	906,693	473,137**	531,423
Investments*	-	213	110

We're proud of the following recognition we received in 2023, demonstrating our commitment to sustainability and the environment:

- Investor's Business Daily 100 Best ESG Companies
- Newsweek America's Most Responsible Companies
- Newsweek America's Greenest Companies
- USA Today America's Climate Leaders

\*New Scope 3 reporting category reflecting emissions associated with organizational investments

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

### Our GHG reduction goal is to:

Reduce global absolute GHG emissions, Scopes 1 and 2, to 3.4 kT CO<sub>2</sub>e by 2031, which represents a 95% reduction compared to our 2021 baseline.





# Safe and sustainable operations

Motorola Solutions had 227 sites, totaling 3.5 million square feet, in our portfolio at year-end 2023. Of those, 225 sites and 3.4 million square feet were leased space. We are committed to working collaboratively with the owners of these sites to have a positive impact on the environment and sustainability through our global real estate footprint.



At Motorola Solutions' key global sites, totaling more than 2 million square feet, we focused on energy reduction efforts and saw a weather-normalized savings of 3.3% as compared to performance in 2022. The 2023 weather-normalized savings held flat at 3.3% from the prior year.

The Motorola Solutions Energy Program continued to focus on optimizing building operations to create energy savings in 2023. At our Schaumburg and Elgin, Illinois sites, our fault detection and diagnostics program actively monitors our HVAC equipment to identify inefficiencies or equipment running outside of normal parameters. In 2023, we worked closely with building engineers and HVAC control contractors to improve operations, achieving \$54,000 in savings, 360,000 kWh and 255 MTCO<sub>2e</sub>.

Recently, a project to replace an aging uninterruptible power supply (UPS) in Schaumburg was completed. The project achieved an incentive from the local utility company of \$213,000 and saved 1,184,000 kWh and \$94,000 in utility costs in 2023. The project also resulted in improved reliability for Motorola Solutions' critical infrastructure.





A retro commissioning project was completed at our Elgin site to review and identify more efficient operations for the HVAC and is expected to save \$35,000 annually as well as reduce usage by 342,730 kWh or 243 MTCO<sub>2</sub>e.

In Penang, Malaysia, Motorola Solutions enrolled in the local Green Electric Tariff program which supplied verified green energy for over 800,000 kWh. Energy reduction efforts were completed with the car park lighting schedule and lab setpoints, resulting in 68,000 kWh saved.

In Krakow, Poland, the real estate team completed a sub metering project to better understand how electricity is being used in labs. This information will enable the team to review use with responsible parties as we collaborate to reduce energy consumption.

Motorola Solutions also continued to participate in a demand response program in 2023 for sites in Northern Illinois. During the test event, we reduced electricity demand by 1,049 kWh between our Schaumburg and Elgin sites. Our Richardson and Allen, Texas locations were also enrolled in the demand response program.

A review of the portfolio's scope 1 and scope 2 emissions was completed in an effort to verify where renewable energy procurement opportunities are. As Motorola Solutions works toward our 2031 target, this information will be critical in being actively prepared to take advantage of opportunities as they arise.

At the end of 2023, an airflow containment project was initiated at our Schaumburg site to follow best practices and to minimize hot, exhaust air from servers mixing with mechanically cooled air to maintain acceptable temperatures.

2024 focus areas will include continued efforts to improve efficiency. We are also working to incorporate SmartFM technology – including condition-based maintenance and fault detection and diagnostics – to integrate systems, process, technology and personnel while enhancing the management of a building for increased efficiency, sustainability and enhanced comfort.

Additionally, we are taking steps toward green leasing to identify which landlords may be the best partners for decarbonization and meeting our future goals.





## Furniture

In 2023, Motorola Solutions continued its focus on sustainability and community involvement by utilizing a Furniture Fixture and Equipment (FFE) Removal Process. This process provides options to prevent items from being placed in landfills by reusing or donating office equipment and supplies to nonprofit and community organizations. This process was utilized in Sao Paulo, Brazil; Mexico City, Mexico; St. Petersburg, Florida; Charlotte, North Carolina; and Schaumburg, Illinois. Approximately 300 pieces of furniture were either reused by Motorolans or donated rather than being dumped into local landfills. The overall donation contribution value for these items was in excess of \$6,000.

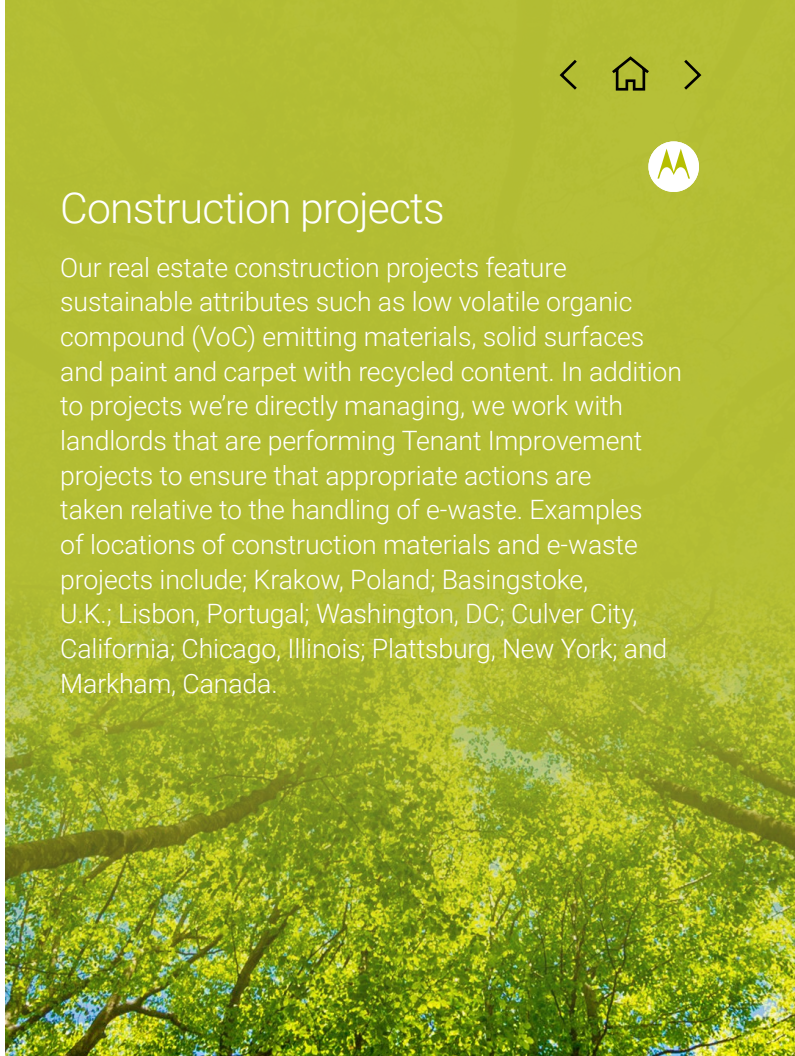
We continue to purchase high quality office furniture that will stand the test of time and is manufactured utilizing sustainability practices, as defined by the U.S. Green Building Council (USGBC) LEED measurements as well as Greenguard. We partner with office supply vendors that focus on sustainability and design and produce products with the environment in mind.

Additionally, we seek to reuse existing furniture where logistics and local regulations allow. In 2023, we continued to demonstrate good corporate responsibility by redeploying office furniture and reusing or donating office supplies to local organizations, as well as avoiding sending to landfills. Examples of our furniture redeployment and reuse efforts include work in Krakow, Poland; Basingstoke, U.K.; Lisbon, Portugal; Penang, Malaysia; Orlando, Florida; Plantation, Florida; Charlotte and Raleigh, North Carolina; Washington, DC; Superior, Colorado; Culver City, California; and Mexico City, Mexico.



## Construction projects

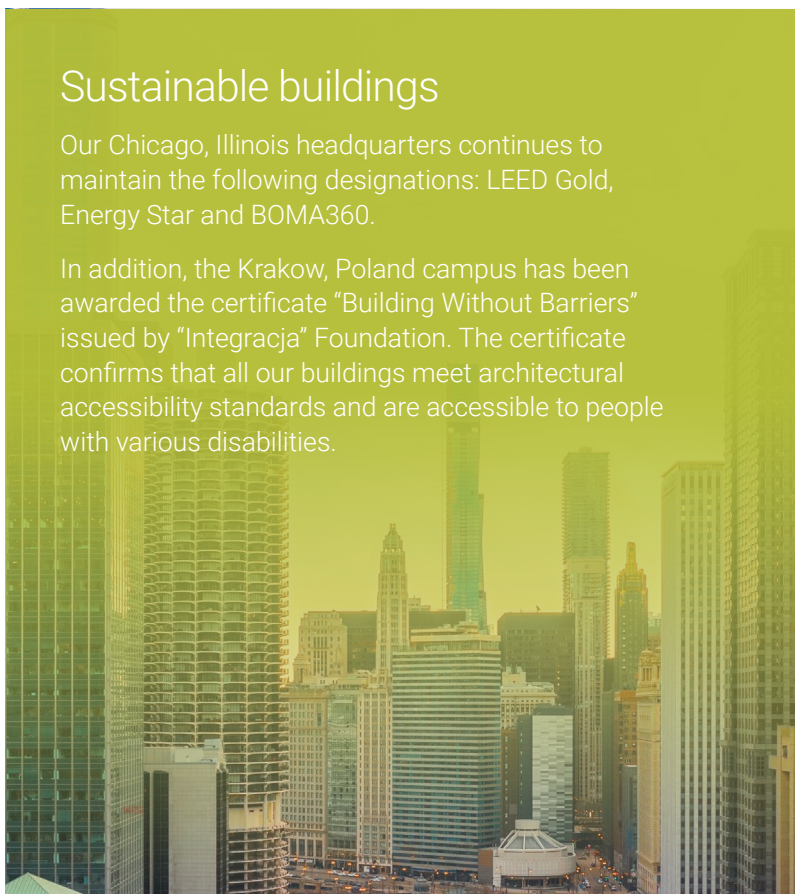
Our real estate construction projects feature sustainable attributes such as low volatile organic compound (VoC) emitting materials, solid surfaces and paint and carpet with recycled content. In addition to projects we're directly managing, we work with landlords that are performing Tenant Improvement projects to ensure that appropriate actions are taken relative to the handling of e-waste. Examples of locations of construction materials and e-waste projects include; Krakow, Poland; Basingstoke, U.K.; Lisbon, Portugal; Washington, DC; Culver City, California; Chicago, Illinois; Plattsburg, New York; and Markham, Canada.



## Sustainable buildings

Our Chicago, Illinois headquarters continues to maintain the following designations: LEED Gold, Energy Star and BOMA360.

In addition, the Krakow, Poland campus has been awarded the certificate "Building Without Barriers" issued by "Integracja" Foundation. The certificate confirms that all our buildings meet architectural accessibility standards and are accessible to people with various disabilities.





## Energy efficiency

Motorola Solutions used 197.6 million kWh, or 711,253 GJ, of energy (electricity and fossil fuel) in our operations in 2023, a 6.2% increase from 2022. We measure environmental impacts at our main sites, which account for 78% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 22% of floor space.

Globally, our renewable energy use was 24%, with the balance of 76% from non-renewable sources, which was completely sourced from the power grid. We do not source renewable fuels in our operations.

Global total energy use: Electricity and fossil fuel (Normalized in million kWh)	2021	2022	2023
Measured energy use	139	155	179
Measured electricity	127	137	164
Measured fossil fuel combustion	12	18	15
Total estimated energy use	167	186	198
Total electricity (measured + estimated)	155	165	172
Total fossil fuel combustion (measured + estimated)	12	21	26

Renewable energy use as a percent of total energy use	2021	2022	2023
	1%	24%	24%

Gross total electricity used from renewable and non-renewable (Million kWh)	2021	2022	2023
Renewable	2	40	41
Non-renewable	153	125	131



## Waste and recycling

In 2023, we produced 1,821 tonnes of total waste globally, 4.6% less than in 2022. Our total waste includes hazardous and non-hazardous wastes, of which less than 1% is hazardous (including electronic waste in countries where electronic scrap is regulated as hazardous waste).

Of the non-hazardous waste we generated in 2023, 49% was recycled or reused, and 51% of waste was sent to a landfill. Our total waste includes business, production, consumer products and packaging waste.

Our 2023 recycling rate remained at 49%. Our recycling program includes business, production, consumer and packaging materials. For 2024, we'll continue our work to increase our recycling rate to 50%.

In 2023, 894 total tonnes were diverted from landfills globally.

Waste and recycling	2021	2022	2023
Total waste (tonnes)	1,450	1,908	1,821
Waste per employee (tonnes/employee)	0.08	0.1	0.09
Recycling rate	42%	49%	49%





## Water use

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

Our water consumption reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our 2023 verification statements are available on our [website](#). We measure water use at sites that account for 49% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 51% of the total floor space. For 2024, we have set a goal to maintain current water usage levels, normalized for new acquisitions.

Water use (1,000 cubic meters)	2021	2022	2023
Measured	113	149	127
Total (measured + estimated)	241	262	251



## 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 2024, we have set a goal to maintain VOM emissions at less than 1 tonne annually.

Volatile organic materials (tonnes)	2021	2022	2023
VOM*	0.1	0.1	-
NOx**	-	-	0.001
SOx**	-	-	0.015
PM2.5**	-	-	<0.001
VOC**	-	-	<0.001
HAP**	-	-	0

\*VOM total represented by pollutant breakdown below

\*\*New reporting breakdown included in 2023

## Employee health and safety

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

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

\*New reporting breakdown included in 2023





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

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

We have included a breakdown of our injury rate (IR) by region. The IR is based on U.S. Department of Labor Occupational Safety and Health Administration (OSHA) CFR 1904.7 general recording criteria. Our global recordable injury and illness case rate remains well below the industry average of 0.6 for similar businesses.

Global	2021	2022	2023
Injury rate (IR)	0.13	0.10	0.12
Occupational disease rate	0.07	0.08	0.04
Lost time case rate (LTC)	0.10	0.12	0.13
Lost days	518	449	450
Work-related fatalities	0	0	0
Minor first aid	70	123	102







North and Latin America	2021	2022	2023
Injury rate (IR)	0.17	0.15	0.08
Occupational disease rate	0.12	0.13	0.05
Lost time case rate (LTC)	0.15	0.15	0.10
Lost days	489*	394	239
Work-related fatalities	0	0	0
Minor first aid	42	115**	90

\*Three employees were under the care of medical professionals for musculoskeletal injuries and were unable to work with restrictions

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

Asia Pacific (APAC)	2021	2022	2023
Injury rate (IR)	0	0	0.06
Occupational disease rate	0	0	0
Lost time case rate (LTC)	0	0	0.06
Lost days	0	6	28***
Work-related fatalities	0	0	0
Minor first aid	1	0	4

\*\*\*Increased field service maintenance activity and improved reporting due to our investment in enhanced training

Europe, Middle East and Africa (EMEA)	2021	2022	2023
Injury rate (IR)	0.16	0.13	0.26
Occupational disease rate	0.02	0	0.03
Lost time case rate (LTC)	0.09	0.08	0.26
Lost days	29	43	183***
Work-related fatalities	0	0	0
Minor first aid	0	2	8

\*\*\*Increased field service maintenance activity and improved reporting due to our investment in enhanced training

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

### 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).



# 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 carbon footprint and increase environmental benefits.

## Environmental design principles

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

## 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, China's Management Methods and the EU's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation. We register our products sold in the EU according to the "Substances of Concern In articles as such or in complex objects (Products)" (also referred to as SCIP) requirements established under the EU Waste Framework Directive (WFD).

We take a precautionary approach to materials selection and have compiled a list of 77 substances or substance groups targeted for exclusion, reduction or reporting. Please see the list of specific substances [here](#). We 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.





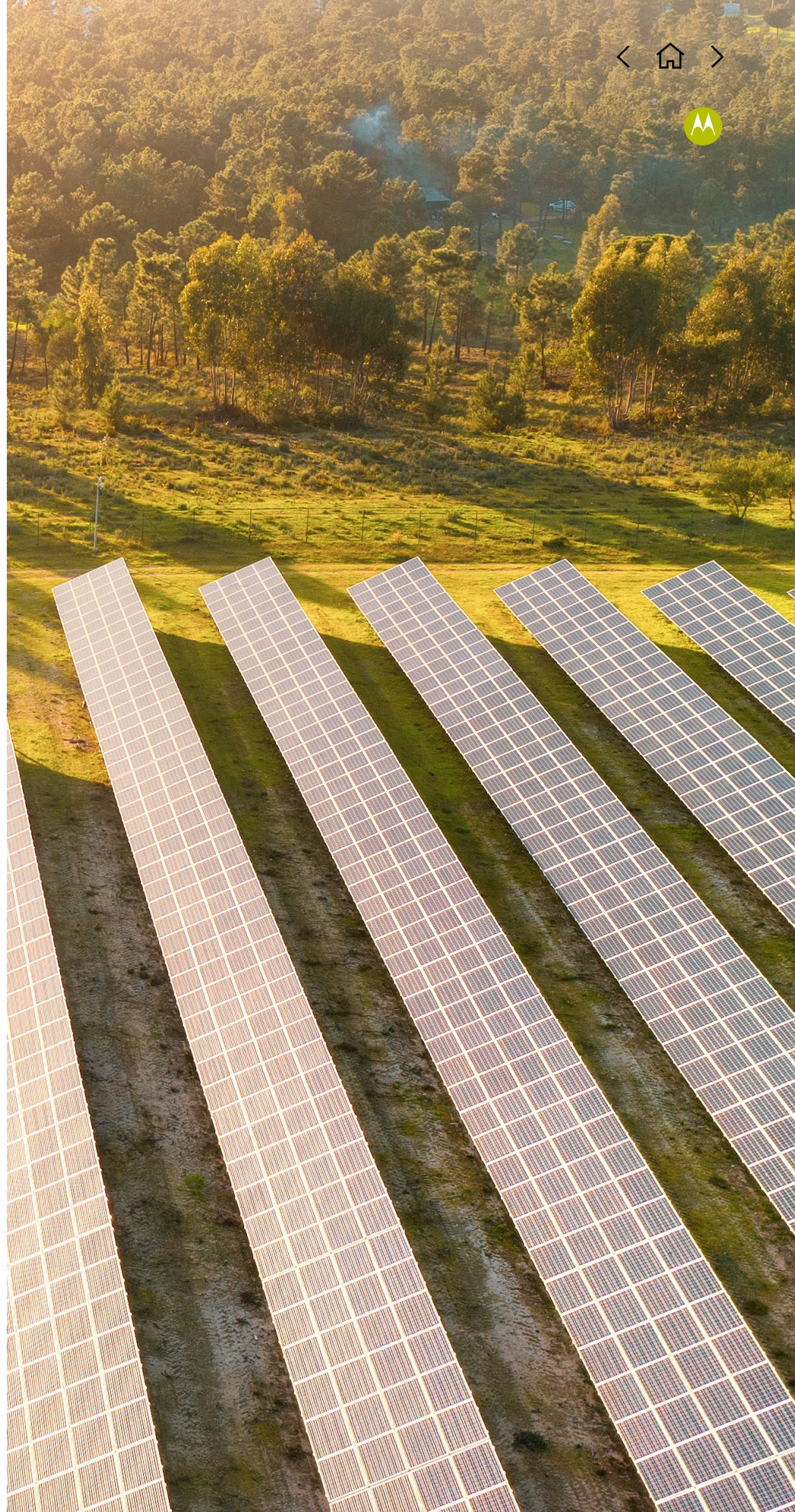
## Product energy efficiency

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

## Packaging

We are optimizing product packaging by:

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





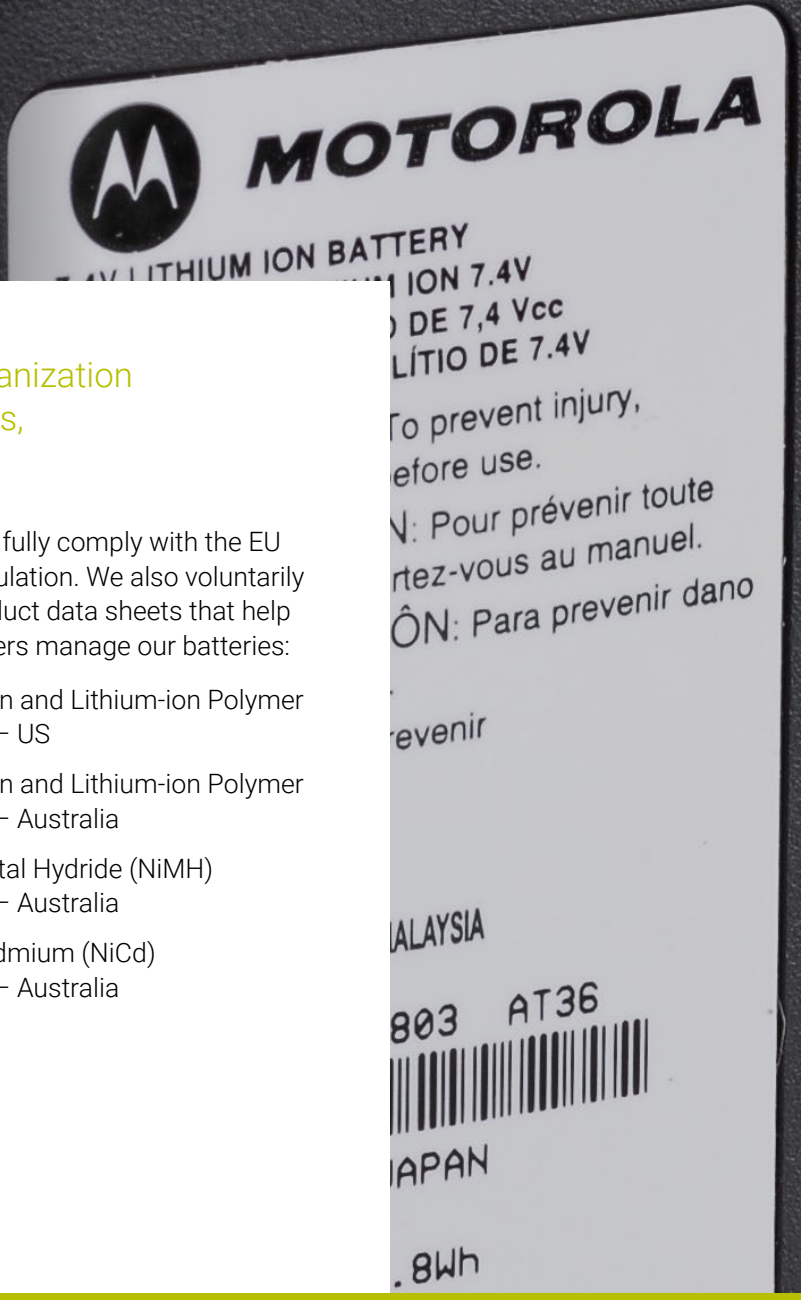
# Product recycling and battery take-back

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

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

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

- Lithium-ion and Lithium-ion Polymer Batteries – US
- Lithium-ion and Lithium-ion Polymer Batteries – Australia
- Nickel Metal Hydride (NiMH) Batteries – Australia
- Nickel Cadmium (NiCd) Batteries – Australia



In 2023...

We collected nearly  
**227.19 tonnes**  
of electronic waste from customers

We recycled  
**6.7 tonnes**  
of batteries



# Employee and community engagement

At Motorola Solutions, our employees are driven by their commitment to help people in the moments that matter.



This mindset extends to the environment, and we work to provide our employees with opportunities to learn about sustainability topics and engage with their local communities.

The Motorola Solutions Green Team is an employee-led group dedicated to green volunteerism, environmental education and identifying ways Motorola Solutions can increase sustainability. Through the Green Team, we hosted community cleanups around the world and educated employees on topics ranging from circular economy to environmental justice. As this team expands, we look to create more impactful events in 2024 and further the culture of sustainability at Motorola Solutions.

## 3 Weeks of ESG

In 2023, we held a “3 Weeks of ESG” event during which employees learned about environmental, social and governance practices through webinars, blog posts and quizzes. In 2024, we will continue to educate and engage employees globally on the importance of corporate responsibility and quality data.





# Governance & compliance





“ Our commitment to high standards of ethics, transparency and accountability are upheld through our well-established governance and compliance programs. ”

**Terry Bell**  
Ethics 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](#)

## ESG strategy and risk oversight

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

## Business conduct

Our executive leaders champion a culture of ethics and compliance for the company to ensure we conduct business with transparency and integrity, which is essential to earning the trust of our stakeholders. Our policies, including our Code of Business Conduct and Human and Labor Rights Policy are reviewed and approved at the executive level. We engage with employees worldwide through our business conduct champions, who represent a wide range of cultural, business function and geographical diversity. We raise awareness of our standards so that employees understand our values and encourage their colleagues and third parties to report ethics concerns without fear of retaliation. We investigate all allegations of ethical misconduct and take appropriate actions where claims are substantiated.

- For more information, please visit our [website](#).



2023 Goals Outcomes

Ensure personnel from recently acquired companies are properly trained in the Motorola Solutions anti-corruption policy and program.

**Achieved**

Provided targeted training for recently acquired companies to ensure integration of Motorola Solutions anti-corruption policies and procedures, including vetting and managing third party sales representatives.

Establish an ethics policy to govern the use of unmanned aerial systems (drones) in connection with commercial activities.

**Achieved**

Developed an internal policy governing the use of drones in commercial activities, including system installation, inspection and service. The new policy helps ensure drones and pilots comply with applicable federal, state and local regulations regarding flight operations, as well as those relating to ethical use of drones, privacy and property rights.





## Commitment to anti-corruption

Communications and training*	2021	2022	2023
New or promoted employees who received ethics communications	5,500	6,100	4,700
Employees who received live ethics and compliance training	900	900	1,000
Percentage of new vice presidents who received a one-on-one briefing from Chief Compliance Officer	100%	100%	100%
Online ethics and compliance training course sessions completed by employees	134,000	102,000	107,000

\*Data is rounded

Global due diligence*	2021	2022	2023
Number of third-party sales representatives (TPSRs) who received due diligence reviews	900	800	800
Percentage of global TPSRs who received anti-corruption training	100%	100%	100%

\*Data is rounded



# Addressing concerns

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

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

Reports to office of ethics	2021	2022	2023
Reports requiring investigation	27	18	21
Investigations substantiated	8	8	14
Investigations closed	24	33	21
Resulting disciplinary actions*	14	10	10

\*A single matter may require multiple actions

Reports by topic*	2021	2022	2023
Human resources	43	76	94
Products	3	1	0
Allegations of impropriety	26	32	24
Code of business conduct	122	115	117
Other	95	104	159

\*More than one topic may apply to a single report



Reporting channels used	2021	2022	2023
EthicsLine (telephone and email)	62	83	102
EthicsLine interactive (online)	14	20	19
Business conduct champions	15	14	6
Data privacy office	2	1	0
Direct contact to the Office of Ethics	170	179	198

Disciplinary actions	2021	2022	2023
Separation	4	4	8
Written warning	10	6	1

## Government affairs and lobbying

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

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

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





# Political contributions in the United States

In the U.S., where permitted by federal, state and local law, Motorola Solutions and its employees engage in the political process and support those candidates – regardless of party affiliation – who understand and support policy issues that advance our business in the U.S. and globally.

Legal corporate contributions, as well as legal contributions made by our non-partisan employee Political Action Committee (PAC), are based on the interests of the company without regard to the personal political preferences of our executives.

We have a robust policy and an internal political contribution approval process to ensure compliance 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 that impact the high-tech industry and the business community
- Assignments on key legislative committees
- International engagement and reach in key countries

We believe in supporting candidates and campaigns who exhibit high standards of character, civic integrity and respect for public service.



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 2023, the Motorola Solutions PAC distributed \$495,118 in employee contributions. View the [Motorola Solutions PAC 2023 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 2023, we contributed \$354,450 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 2023, we paid \$50,000 or more to these associations:

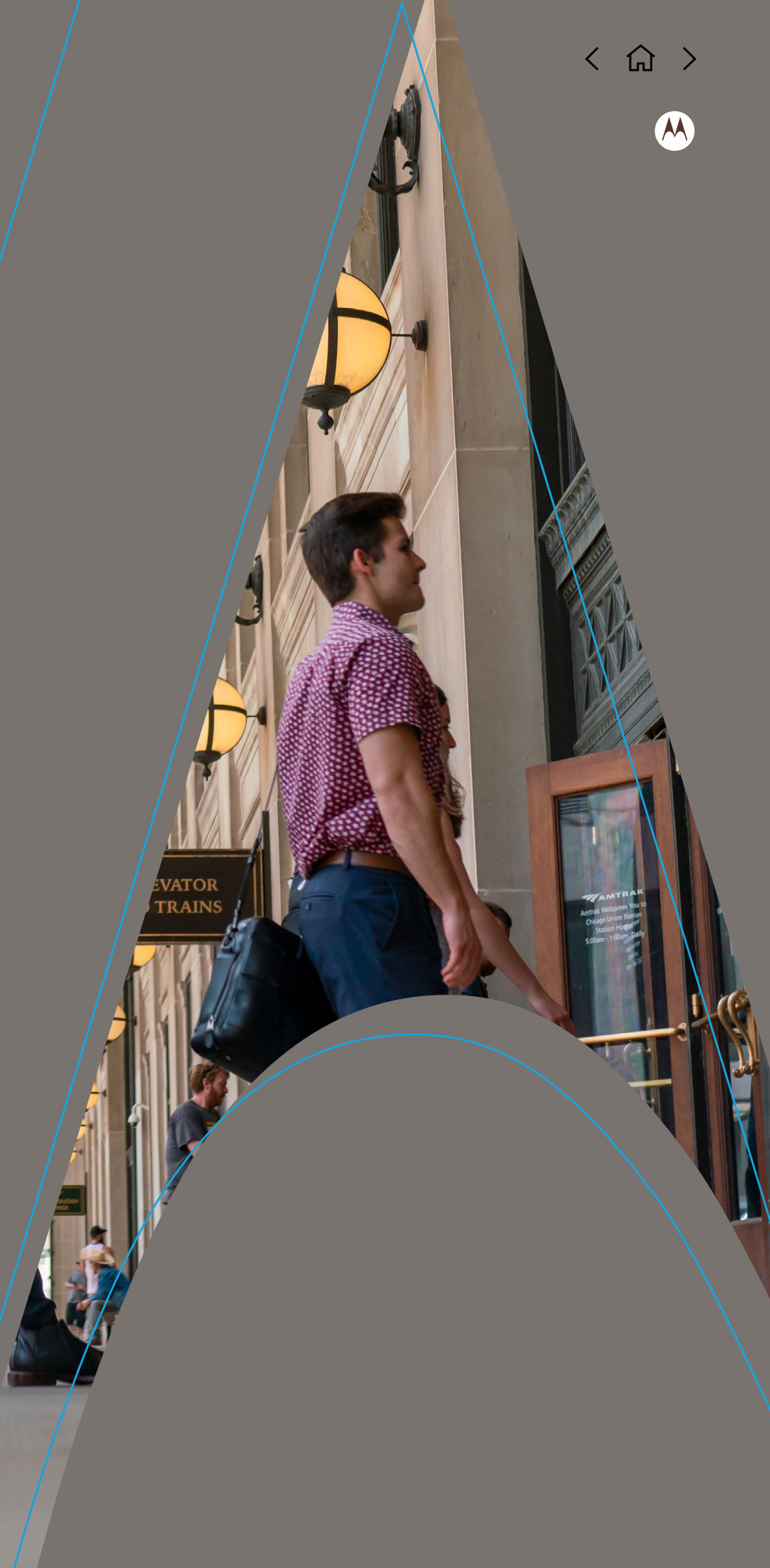
- Information Technology Industry Council
- Security Industry Association
- Telecommunications Industry Association
- U.S. Chamber of Commerce

For more information regarding political contributions, please visit our [website](#).





# Reporting references







# GRI standards

This index references information that meets requirements of disclosures from the GRI standards in part or in full.

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
2 - General disclosures (2023)	<b>The organization and its reporting practices</b>			
	2-1 Organizational details	<b>Motorola Solutions, Inc.</b>	3	<a href="#">Form 10-K</a> Pages 3, 4, and 26
	2-2 Entities included in the organization's sustainability reporting (c)*	<b>Our approach</b> <b>Introduction</b> Scope of report	3 7	<a href="#">Form 10-K</a> Pages 8, 26, 28, and 54
	2-3 Reporting period, frequency and contact point	<b>Our approach</b> <b>Introduction</b> Scope of report	4 7	<a href="#">Form 10-K</a> Page 1 <a href="#">Environmental solutions</a>
	2-4 Restatements of Information	<b>Introduction</b> Scope of report	7	
	2-5 External assurance	<b>Environmental</b> Climate impact Waste and recycling	62 68	<a href="#">Form 10-K</a> Pages 22 and 54-55 <a href="#">Environmental solutions</a>
	<b>Activities and workers</b>			
	2-6 Activities, value chain and other business relationships	<b>Supply chain</b> Suppliers Risk assessment	50 51	<a href="#">Form 10-K</a> Pages 3, 9-10, 20-23, 26, and 48
	2-7 Employees*	<b>Human capital management</b> Global workforce Workforce demographics	35 43-44	
	<b>Governance</b>			
	2-9 Governance structure and composition			<a href="#">Proxy statement</a> Pages 5, 12-26, and 30-33
	2-10 Nomination and selection of the highest governance body			<a href="#">Proxy statement</a> Pages 2-5, 17-19, and 23-24

\*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard



# GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
2 - General disclosures (2023)	2-11 Chair of the highest governance body			<a href="#">Proxy statement</a> Page 23 <a href="#">Principles of Conduct for Members of Board of Directors</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<b>Governance &amp; compliance</b> ESG strategy and risk oversight	79	<a href="#">Proxy statement</a> Pages 20-23
	2-13 Delegation of responsibility for managing impacts			<a href="#">Proxy statement</a> Pages 20-23
	2-14 Role of the highest governance body in sustainability reporting			<a href="#">Proxy statement</a> Pages 20-23
	2-15 Conflicts of Interest	<b>Governance &amp; compliance</b> Policies	79	<a href="#">Principles of Conduct for Members of Board of Directors</a>
	2-16 Communication of critical concerns	<b>Governance &amp; compliance</b> Addressing concerns	82	
	2-17 Collective knowledge of the highest governance body			<a href="#">Proxy statement</a> Pages 5, 22-23
	2-18 Evaluation of the performance of the highest governance body			<a href="#">Proxy statement</a> Pages 18-20, 22, and 23-24
	2-19 Remuneration policies			<a href="#">Proxy statement</a> Pages 27-29, and 45-62
	2-20 Process to determine remuneration			<a href="#">Proxy statement</a> Pages 27-29, and 45-62
2-21 Annual total compensation ratio			<a href="#">Proxy statement</a> Page 75	

\*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard



# GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
2 - General disclosures (2023)	<b>Strategy, policies and practices</b>			
	2-22 Statement on sustainable development strategy	<b>Foreword</b> CEO Letter	2	
	2-23 Policy commitments	<b>Governance &amp; compliance</b> Policies ESG strategy and risk oversight Business conduct Addressing concerns	79-83	<a href="#">Code of business conduct</a> <a href="#">Governance and compliance</a>
		<b>Environmental</b> Sustainable design and product design Materials management	73-74 73	
		<b>Governance &amp; compliance</b> Policies Business conduct Commitment to anti-corruption Addressing concerns	79-83	
	2-24 Embedding policy	<b>Governance &amp; compliance</b> Policies Business conduct Commitment to anti-corruption Addressing concerns	79-83	<a href="#">Code of business conduct</a> <a href="#">Governance and compliance</a>
	2-25 Processes to remediate negative impacts	<b>Supply chain</b> Responsible and sustainable materials sourcing	55	
		<b>Environmental</b> Site remediation	61	
	2-26 Mechanisms for seeking advice and raising concerns	<b>For our business</b> Responsible use of technology	18	
<b>Governance &amp; compliance</b> Policies Business conduct Addressing concerns		79-83		
2-27 Compliance with laws and regulations*	<b>Environmental</b> Environment, health and safety management	60		
2-28 Membership Associations	<b>Governance &amp; compliance</b> Political contributions in the United States	84		

\*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard





# GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
2 - General disclosures (2023)	<b>Stakeholder engagement</b>			
	2-29 Approach to stakeholder engagement	<b>Introduction</b> Material topics	9	
		<b>Community engagement</b> Community	26-31	
		<b>Human capital management</b> Diversity, equity & inclusion Workforce demographics	39-47	
		<b>Supply chain</b> Supply chain management	50	
<b>Governance &amp; compliance</b> Government affairs and lobbying		83		
GRI 3 – Material Topics	3-1 Process to determine material topics	<b>Our approach</b> <b>Introduction</b> Scope of report Material topics	3-4, 7-10	
	3-2 List of material topics	<b>Introduction</b> Material topics	10	
	3-3 Management of material topics	<b>Our approach</b> <b>Introduction</b> Material topics	3-4, 7-10	
205 – Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	<b>Governance &amp; compliance</b> Business conduct Commitment to anti-corruption	79-81	
GRI 302: Energy 2016	302-4 Reduction of energy consumption (a and b only)	<b>Environmental</b> Safe and sustainable operations: Energy efficiency	67	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal by source	<b>Environmental</b> Safe and sustainable operations: Water use	69	

\*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard



# GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions*	<b>Environmental</b> Climate impact	62-63	
	305-2 Energy indirect (Scope 2) GHG emissions*	<b>Environmental</b> Climate impact	62-63	
	305-3 Other indirect (Scope 3) GHG emissions*	<b>Environmental</b> Climate impact	62-63	
	305-5 Reduction of GHG emissions*	<b>Environmental</b> Climate impact	62-63	
<b>GRI 306: Waste 2020</b>	306-3 Waste generated*	<b>Environmental</b> Safe and sustainable operations: Waste and recycling	68	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-2 Negative environmental impacts in the supply chain and actions taken (c)*	<b>Supply chain</b> Auditing and improving: Number of audit findings	52-54	
<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (a)*	<b>Human capital management</b> Benefits	47	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<b>Environmental</b> Safe and sustainable operations: Employee health and safety	60-61, 70-72	
	403-2 Hazard identification, risk assessment, and incident investigation*	<b>Environmental</b> Safe and sustainable operations: Employee health and safety	60-61, 70-72	
	403-5 Worker training on occupational health and safety	<b>Environmental</b> Safe and sustainable operations: Employee health and safety	60-61, 70-72	
	403-9 Work-related injuries (d and e)*	<b>Environmental</b> Safe and sustainable operations: Employee health and safety	60-61, 70-72	
	403-10 Work-related ill health*	<b>Environmental</b> Safe and sustainable operations: Employee health and safety	60-61, 70-72	

\*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard



# GRI standards

GRI standard	Disclosure	Report section	Report page number	Additional reference / URL
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees*	<b>Human capital management</b> Global workforce Diversity, equity & inclusion Workforce demographics Talent attraction, retention and development	35, 39-46	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken  (a, c, and d only)*	<b>Supply chain</b> Supply chain management Risk assessment Auditing and improving	51-53	
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<b>Governance &amp; compliance</b> Political contributions in the United States	84	

\*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard





# SASB reference

SASB code	Disclosures description	Report section	Report page number	Additional reference / URL
TC-TL-220a.1	Advertising and Customer Privacy			<a href="#">Data protection and privacy</a> <a href="#">Privacy statement</a>
TC-SI-220a.1	Advertising and Privacy Discussion			<a href="#">Data protection and privacy</a> <a href="#">Privacy statement</a>
TC-TL-130a.1	Energy Use by Source	<b>Environmental</b> Climate impact	62-63	
TC-SI-130a.2	Water Use and Sources - Energy Management	<b>Environmental</b> Water use	69	
TC-HW-430a.1	Tier 1 Supplier Facilities	<b>Supply chain</b> Auditing and improving	52-53	
TC-HW-440a.1	Management of Risks (Critical Materials)	<b>Supply chain</b> Implementing due diligence in our supply chain Responsible and sustainable materials sourcing	54-55	
TC-SI-330a.3	Employee Representation	<b>Human capital management</b> Workforce demographics	43	
TC-HW-330a.1	Diversity Across Job Levels	<b>Human capital management</b> Workforce demographics	44	
TC-TL-230a.2	Data Security Discussion	<b>For our business</b> Cybersecurity	20-21	
TC-HW-230a.1	Data Security Policies	<b>For our business</b> Cybersecurity	20-21	
TC-TL-440a.1	Product End-of-Life	<b>Environmental</b> Waste and recycling	68	
TC-HW-410a.4	Weight of End-Life Products	<b>Environmental</b> Product recycling and battery take-back	75	
TC-SI-550a.2	Technology Disruptions Discussion	<b>For our business</b> Data privacy and protection	16-17	
TC-TL-550a.2	Managing Systemic Risks from Technology Disruptions Discussion	<b>For our business</b> Data privacy and protection  <b>Supply chain</b> Supply chain management	16-17  50	



# TCFD index

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

- [TCFD Report](#)
- [Annual Report Form 10-K](#)
- [Proxy Statement](#)

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



# UNSDGs

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

Relevant SDG	Subgoals	Examples of Motorola Solution's contribution	Location in report
<b>1 - No Poverty</b>	1.1, 1.5	– Employee volunteerism & giving	27-31
<b>2 - Zero Hunger</b>	2.1	– Employee volunteerism & giving	27-31
<b>3 - Good Health and Well-Being</b>	3.5	– Support for programs focused on diversity and mental health for first responders and their families	28-29, 31, 39
<b>4 - Quality Education</b>	4.3, 4.4, 4.5	<ul style="list-style-type: none"> <li>– Investing in the education, training, and development of our employees</li> <li>– Funding STEM education and programming around the world</li> <li>– Through partnership with Calculated Genius, awarded approximately \$100,000 in scholarships to students pursuing degrees in technology and engineering</li> </ul>	28-29, 35-38
<b>5 - Gender Equality</b>	5.1, 5.5	<ul style="list-style-type: none"> <li>– Development of high-potential women through Leading Women Executives program</li> <li>– Supporting our employee-led Women's Business Council</li> <li>– Partnering with the Society of Women Engineers</li> <li>– Gender pay gap analyses for UK and Australia</li> </ul>	29, 39-45
<b>6 - Clean Water and Sanitation</b>	6.3, 6.6	– Site remediation	61
<b>7 - Affordable and Clean Energy</b>	7.a	<ul style="list-style-type: none"> <li>– Energy efficiency improvements at sites around the world</li> <li>– Energy efficiency designed into our products</li> </ul>	61-63
<b>8 - Decent Work and Economic Growth</b>	8.5, 8.6, 8.7, 8.8	<ul style="list-style-type: none"> <li>– Awarding of \$5 million to programs that support technology and engineering education</li> <li>– Providing a safe and inclusive work environment</li> <li>– Partnership with Department of Defense SkillBridge program</li> <li>– Ensuring that human rights are being upheld in our operations and our suppliers' operations</li> <li>– Providing well paid internships</li> <li>– People with Disabilities and Allies (PwD+A) Business Council</li> <li>– Membership in the Responsible Business Alliance (RBA)</li> <li>– Supplier audits and corrective action plans</li> </ul>	27, 39-40, 47, 52-54
<b>10 - Reduced Inequalities</b>	10.2, 10.4	<ul style="list-style-type: none"> <li>– Business Councils</li> <li>– Affinity Groups</li> <li>– DEI Champion Teams</li> </ul>	39-42





# UNSDGs

Relevant SDG	Subgoals	Examples of Motorola Solution's contribution	Location in report
<b>11 - Sustainable Cities and Communities</b>	11.5	<ul style="list-style-type: none"> <li>- Disaster relief</li> </ul>	27, 32
<b>12 - Responsible Consumption and Production</b>	12.4, 12.5, 12.6	<ul style="list-style-type: none"> <li>- Supplier Code of Conduct requiring all tier-one suppliers to establish Environmental Impact Reduction plans</li> <li>- ISO 14001, ISO 45001 and ISO 9001 certified sites</li> <li>- Sustainable product design</li> <li>- Optimized product packaging</li> <li>- Product recycling and battery take-back</li> </ul>	50, 52, 60, 73-75
<b>13 - Climate Action</b>	13.1	<ul style="list-style-type: none"> <li>- Disaster relief</li> <li>- Energy savings at various sites around the world</li> <li>- LEED-Gold, Energy Star and BOMA360 certifications for Chicago headquarters</li> </ul>	26-27, 32, 64-68
<b>15 - Life on Land</b>	15.1, 15.5	<ul style="list-style-type: none"> <li>- Site remediation</li> <li>- Maintenance of wildlife habitats</li> </ul>	61-62
<b>16 - Peace, Justice and Strong Institutions</b>	16.1, 16.2, 16.3, 16.5	<ul style="list-style-type: none"> <li>- End-to-end suite of public safety solutions</li> <li>- High labor and environmental standards in our supply chain</li> <li>- Global diversity council memberships and partnerships</li> <li>- Commitment to anti-corruption</li> <li>- EthicsLine</li> </ul>	32, 39-42, 50-52, 79-83

# 2023 Corporate Responsibility Report

Motorola Solutions, Inc. 500 West Monroe Street, Chicago, IL 60661 U.S.A.

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