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# CORPORATE RESPONSIBILITY REPORT

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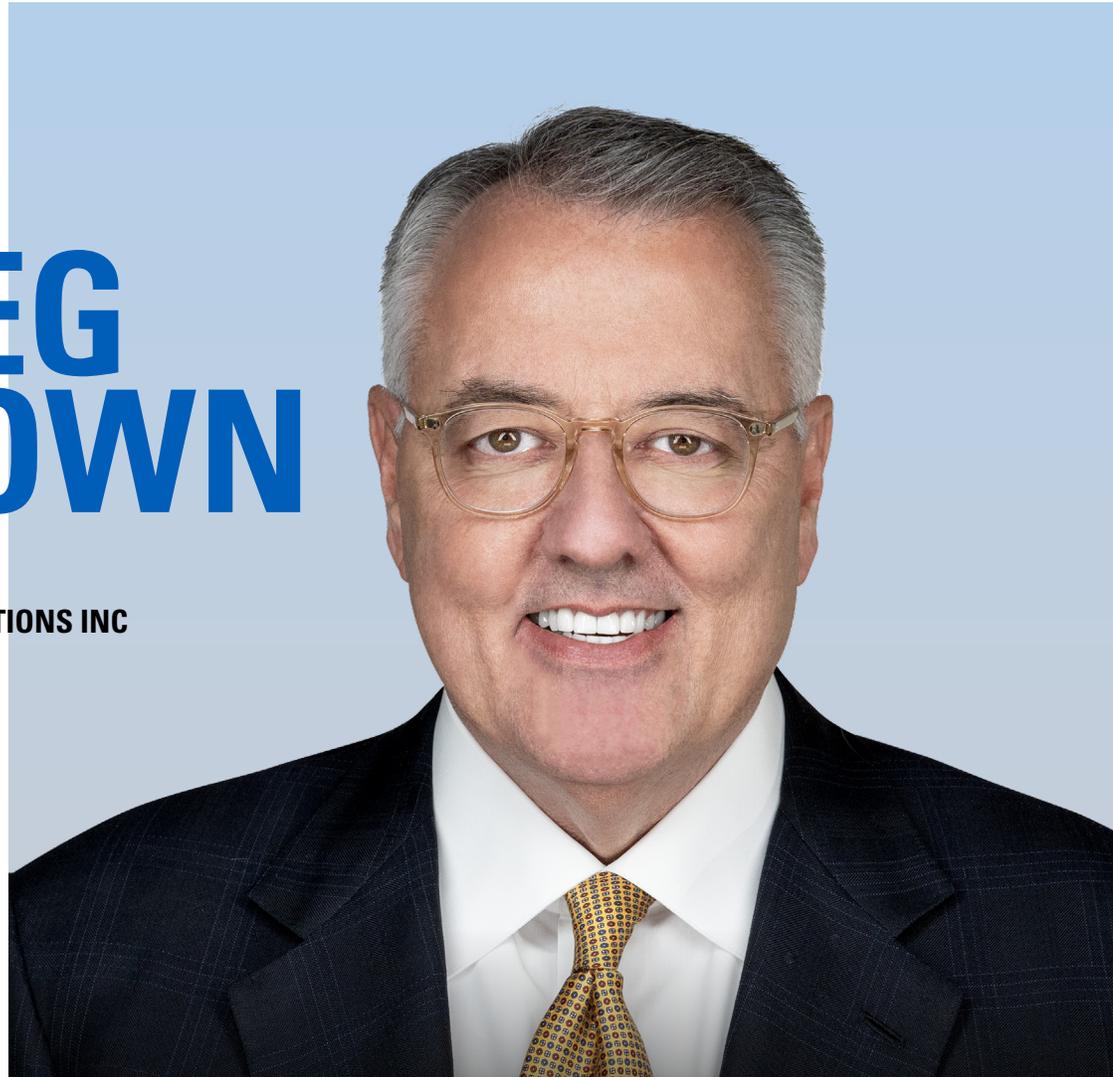
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# GREG BROWN

**CHAIRMAN & CEO  
MOTOROLA SOLUTIONS INC**



As we look ahead, we're driven by a passion for being a positive force for change, but we know there is still work to be done. We're relentless about working towards a better, more equitable and safer world for us all.

**Motorola Solutions has been delivering essential solutions in critical moments that have helped protect our communities for nearly a century. Today, the work that we do and the technology and services we deliver are more critical than ever.**

Driven by the belief that safety and security are foundational to enable communities and businesses to thrive, we are passionate about designing and delivering technologies that help to protect people, property and places – from classrooms to hospitals and stadiums, in the office and across our largest cities and smallest towns. But we know that it’s not only what we do, but how we do it that differentiates us - supporting disaster relief efforts, valuing diversity and inclusion, innovating new technologies and so much more. I’m proud of the many highlights in 2022 that underscore this commitment to our customers and communities.

When the Russia-Ukraine conflict broke out, our employees immediately sprang into action, coordinating response efforts,

providing shelter and donating critical supplies to help refugees. As a company, we shipped truckloads of equipment, facilitated employee relocations and donated hundreds of thousands of dollars to relief efforts. We remain committed to supporting our customers and employees in the region while the conflict continues.

We also reached new heights in our efforts to make a positive impact on the communities where we live and work around the world. Employees across 43 countries logged more than 75,000 volunteer hours, and the majority of the Motorola Solutions Foundation \$9.5 million in strategic grants directly benefited people of color, including first responders, students and teachers. Our philanthropy is a compelling force for attracting extraordinary talent. In 2022, we grew our employee base to more than 20,000 people whose unique backgrounds and diverse perspectives continue to encourage new ways of thinking in all that we do.

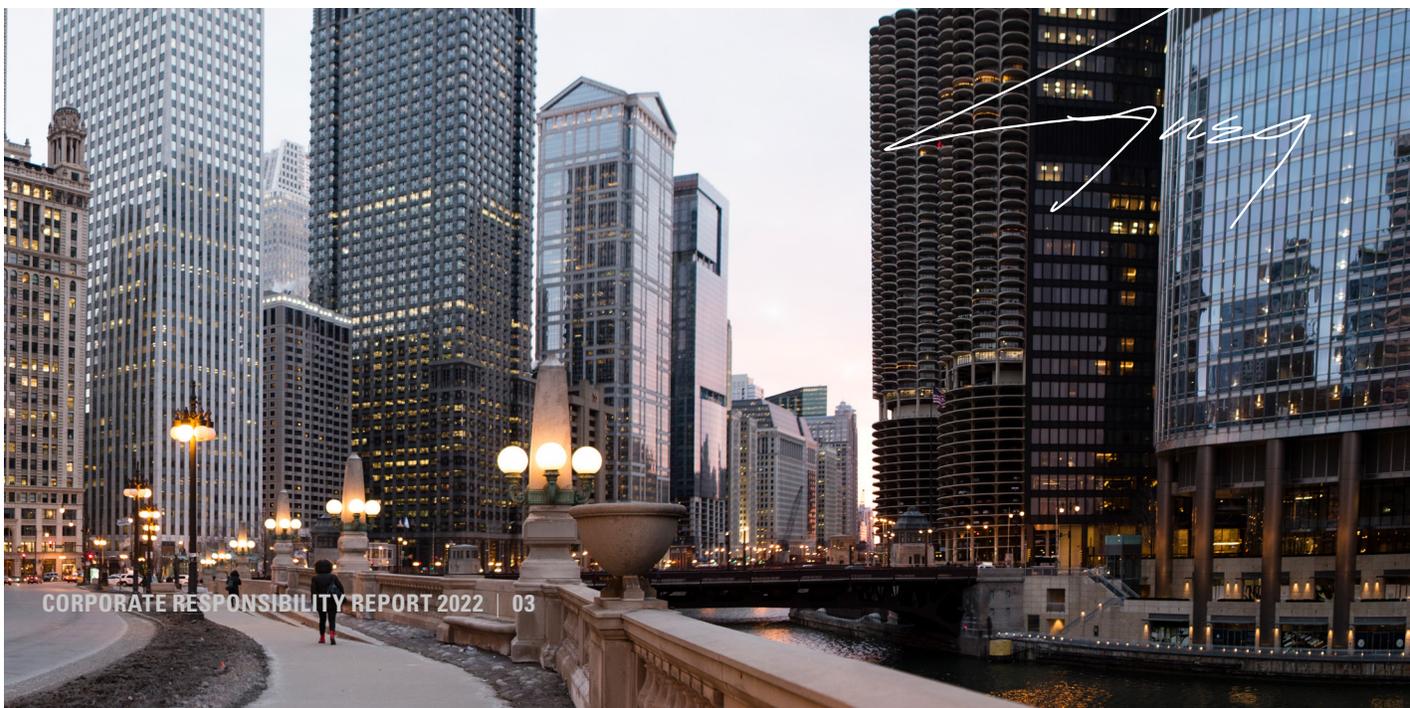
Innovation remains the oxygen of our company. We invested \$779 million in research and development and grew our portfolio of patents to more than 6,500. We also diversified our board of directors with the addition of Dr. Ayanna Howard, adding deep expertise in artificial

intelligence, robotics and human-computer interaction. While we build on our tradition of innovation, we remain focused on safeguarding our intellectual property and ensuring our solutions remain aligned with our purpose and ethics – responsibilities held by each and every Motorolan.

Finally, we reaffirmed our commitment to addressing the effects of climate change, continuously reviewing our products, processes and activities to reduce our environmental impact. We are pleased to be making progress towards our goal of reducing Scope 1 and 2 greenhouse gas emissions by 95% by 2031.

As we look ahead, we’re driven by a passion for being a positive force for change, but we know there is still work to be done. We’re relentless about working towards a better, more equitable and safer world for us all. A world where people can be their best in the moments that matter. This is our purpose – and we remain committed to it each and every day.

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



# OUR APPROACH

## CORPORATE RESPONSIBILITY AT MOTOROLA SOLUTIONS

Motorola Solutions is a global leader in public safety and enterprise security. Our solutions in land mobile radio communications, video security and the command center, bolstered by managed and support services, create an integrated technology ecosystem to help make communities safer and businesses stay productive and secure. At Motorola Solutions, we're ushering in a new era in public safety and security.

Our approach to corporate responsibility is guided by three principles: operate ethically, protect the environment and help foster public safety and thriving communities. Our 2022 Corporate Responsibility Report demonstrates our global commitment to corporate responsibility and highlights key areas of progress from the year.

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

## ENVIRONMENTAL, SOCIAL AND 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 initiatives 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.

### FOR OUR BUSINESS

Our business is deeply integrated with ESG concerns. We believe that the work that 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.



### HUMAN CAPITAL MANAGEMENT

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



### THE ENVIRONMENT

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.



### COMMUNITY ENGAGEMENT

We focus on giving back to the communities where we live and work through volunteerism, strategic grants and other community investment initiatives. By partnering with organizations that align with our values and share our goal of creating safer cities and equitable, thriving communities, we aim to drive meaningful change.



### SUPPLY CHAIN AND PROCUREMENT

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.



### GOVERNANCE AND COMPLIANCE

Our governance and compliance framework is centered around our goals of:

- (1) accountability;
- (2) consistent application of our well-established policies and practices;
- (3) providing transparent and reliable information to our stakeholders; and
- (4) integrity at the root of all that we do.



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# 01 INTRODUCTION





## SCOPE OF REPORT

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2022 (Jan. 1, 2022 to Dec. 31, 2022), 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, 2022 and Part II, Item 1A of Motorola Solutions' Quarterly Report on Form 10-Q for the First Quarter of 2023, which should be read in conjunction with the forward-looking statements in this report and are 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.

## REPORTING STANDARDS

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 (see page 71).

## MATERIAL TOPICS

Our CR management and reporting focuses on the topics most material to our business. This report uses certain terms including those that the GRI, SASB, TCFD or others refer to as "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.

## INTRODUCTION

### MOST MATERIAL TOPICS

#### Environmental

- Greenhouse gas emissions from operations
- Conflict minerals sourcing
- Substances of concern in products

#### Social

- Diversity, equity and inclusion
- Cybersecurity, data privacy and responsible technology
- Employee health and safety

#### Governance

- Ethics and integrity
- Anti-corruption
- Business continuity and resiliency

#### Other Significant Topics

- Addressing climate change
- Community engagement
- Corporate governance
- Employee development and engagement
- Energy use
- Enterprise information security
- Intellectual property protection
- Government lobbying
- Political contributions
- Product disposal and recycling
- Product energy efficiency
- Product transportation
- Stakeholder partnerships
- Supply chain responsibility
- Waste and recycling in operations
- Water use, conserving water resources

### METHODOLOGY

We conducted our materiality assessment in 2020 in alignment with GRI standards and guidance. It was conducted in three phases: benchmarking, stakeholder engagement and an analysis of findings.

To define an initial set of material topics, we benchmarked GRI and SASB industry sustainability reporting standards, as well as industry peers and competitors with robust ESG programming. Based on our benchmarking we identified an initial 43 topics, with the goal of refining the list through stakeholder engagement.

### STAKEHOLDER ENGAGEMENT

**Stakeholder engagement was performed in three stages:**

1. Interviews and workshops with key internal senior management, subject matter experts and executive members of the company.
2. Interviews, surveys and research with key external stakeholders, including customers, investors, suppliers, regulatory bodies and industry associations.
3. A final survey of a large sample of employees across a variety of levels, departments and countries.

**Participants were asked to rate each topic based on two criteria:**

1. How the topic reflects the significance of Motorola Solutions' economic, environmental and social impacts; and/or
2. If our performance in these topics would substantively influence the assessments and decisions of stakeholders in relation to Motorola Solutions, such as their decision to work with, or work for, the company.

### RESULTS

All data was combined to narrow down our 25 most material ESG topics. Inputs from both external and internal stakeholders were given equal weight in our analysis, as we value the opinions of all of our stakeholders equally.

### PERIODIC REFRESHMENT

We also plan to further refine material issues to better understand which issues can affect the company ("impacts inward") as well as how the company impacts society and the environment ("impacts outward").



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# GEYASH GEYASH

MELBOURNE DESIGN CENTER



Our human centered and mobile-first innovations play a crucial role in enhancing the safety and security of our first responders and the communities they serve. Our sense of purpose lies in the success of our customers.



# 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 are 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 key 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 are transparent about our commitments and what to expect when it comes to the shared responsibilities with our customers to protect and manage personal data. In the event of a data breach, we strive to provide timely notifications in accordance with our contractual commitments and applicable law.

Our approach to privacy is grounded in our commitment to provide governance, transparency and accountability over the collection, use and distribution of personal data. We appointed a data protection officer to address European General Data Protection Regulation (GDPR) obligations. We also continue to strengthen our existing culture of data protection across the company – including expanding our privacy expertise, training and awareness opportunities.

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

## ADDRESSING INQUIRIES AND REQUESTS

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

Data Privacy Champions (DPCs), provide guidance to employees on our privacy policy and act as a first point of contact for privacy at a local level. DPCs work with country managers, who are responsible for corporate governance and compliance efforts within their country.

## DATA SUBJECT REQUESTS

Total Data Subject / Consumer Requests

2022	147
2021	105
2020	171*

\*Majority of requests are job applicant data erasure requests.

2022 GOALS	OUTCOMES
<b>Obtain approval for updated EU Binding Corporate Rules.</b>	<b>ACHIEVED:</b> Obtained approval for updated EU Binding Corporate Rules from the Danish Privacy Regulator (Datatilsynet) in February 2022.
<b>Update Privacy program to meet evolving U.S. and international privacy legislation.</b>	<b>ACHIEVED:</b> Privacy program updates addressed U.S. state privacy laws that were slated to come into effect in 2023. Continuing to monitor for any regulatory updates. <b>ACHIEVED:</b> In addressing our obligations for U.S. state privacy laws, a comprehensive review of all obligations was conducted and is reflected in our updates.
<b>Achieve security &amp; privacy certifications.</b>	<b>ACHIEVED:</b> 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 Software, and Video Security & Access Control offerings managed at 28 sites worldwide. We also achieved SOC2 Type II reporting including the security, confidentiality, processing integrity, availability and privacy trust criteria across these same 28 sites. Additionally, our North American Commercial and Federal Managed Services including the Network Operations Center, Security Operations Center, & Technical Support Operations have achieved ISO 27001.

# TODD PIETT

SALES



People have a right to be safe where they live, work and play. The responsible development and application of technology plays a huge role in making that a reality.

## RESPONSIBLE TECHNOLOGY

### Advancing Motorola Solutions technologies – responsibly and ethically

Governments, enterprises and communities around the world rely on our technology to keep our cities safer, our businesses thriving and our world moving forward. That reliance requires 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 committee 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 served 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 recently 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 to help identify and provide 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.



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## CYBERSECURITY PRODUCTS AND SERVICES

**Now more than ever, ensuring cyber resilience is critical to protecting business and enterprise. As a global leader in public safety and enterprise security, Motorola Solutions builds its products, solutions and services with security in mind.**

In 2022, we worked to further advance our commitment to cybersecurity products and services. We continued to expand our dedicated team of cybersecurity experts to build out our capabilities around penetration testing, threat intelligence, application security, structured risk management processes, security architecture and incident response and training.

In addition, we continued to leverage the capabilities of our recent acquisitions – implementing Managed Detection and Response within our public safety products – to further expand our ability to support our customers.

Our end-to-end approach to keep our customers operational includes training them to stay actively informed of the rapidly changing landscape of security threats and compliance threats, while providing a portfolio of cybersecurity services to enhance operational integrity. Those services include:

- Risk assessment and consulting to identify vulnerabilities and develop a robust cybersecurity strategy

- Security patch installations to mitigate risks with pre-tested software updates
- Security monitoring to proactively protect networks from cyberattacks
- On-premise security operations centers to monitor customer infrastructure
- Cybersecurity professional services to provide a comprehensive and systematic approach to risk management and protection of critical infrastructure

Throughout 2022, we continued to foster a culture of cybersecurity throughout the company through workforce development programs that incentivize employees to develop their cyber skills. We strive to equip our workforce with the resources and capabilities necessary to build and maintain secure products and influence a future generation of cyber professionals, with the goal of establishing Motorola Solutions as an industry leader in the promotion of cybersecurity workforce development and education. We increased our investments towards incorporating security into modern software development and cloud operations for our products and services.



### Cybersecurity Champions

Throughout the lifecycle of a product, a dedicated group of employees works behind the scenes to help maintain our security standards. These “cybersecurity champions” support the company’s security and product teams by implementing security best practices, looking for vulnerabilities within our products and working to protect customer and company data. In 2022, we continued to grow our number of cyber champions, bringing us to more than 700 champions throughout the company.



2022 GOALS	OUTCOMES
<p><b>Evolve the product security program to mature governance and oversight, expand cybersecurity training and education programs, integrate with product teams and build organic capability inside product teams.</b></p>	<p><b>ACHIEVED:</b> Institutionalized a common framework for assessing cybersecurity risk within the organization, along with a well-established cadence for risk reviews with senior management. Reached internal employee training targets for both online and boot camp-based training formats. Additionally, we substantially grew the network of cybersecurity champions organic to the Products and Systems Integration and Software and Services organizations.</p>
<p><b>Engage with customers to educate on cybersecurity threats and how to better manage them.</b></p>	<p><b>ACHIEVED:</b> Provided thought leadership through ongoing communication initiatives, with the Public Safety Threat Alliance publishing 25 intelligence reports in 2022 on cyber threats to public safety organizations.</p> <p>Our Motorola Solutions' Trunked Users Group (MTUG) brings together Motorola Solutions and the Public Safety and Public Service agencies that utilize our trunked radio systems to promote the development, sustainability and education of our products, services and processes for the mutual benefit of all parties.</p> <p>In 2022, Motorola Solutions accomplished improvements by highlighting important cybersecurity topics and conducting VOC (Voice of Customer) sessions and tech talks. The output of the sessions, and utilizing the MTUG customer feedback, helped prioritize focus for improvements including customer facing communications regarding vulnerabilities, addressing cyber attacks published in the press and other alerts through forums such as CISA, and expediting the product vulnerability discovery process improvement and tools automation. MTUG requested the committee scope to expand to the CEN and product integration information which enables the adoption of Motorola cloud products and innovation. Historically, customer interest in cloud communications was not part of the discussion.</p>



### Public Safety Threat Alliance

In 2022, we established the Public Safety Threat Alliance (PSTA) in order to provide public safety organizations with the knowledge they need to defend against cyber attacks. The PSTA serves as a cyber threat intelligence sharing, collaboration and information hub with the goal of improving the cyber security posture, defense and resilience of its more than 350 members.

# TIM COLLYER

## INFORMATION SECURITY



Our Enterprise Information Security program aims to engage and encourage Motorola Solutions employees to protect some of our company's most critical assets — our intellectual property and the innovations we invest in.

## ENTERPRISE INFORMATION SECURITY

**At Motorola Solutions, we believe that cybersecurity is the responsibility of every employee and contractor that has access to our intellectual property. Through an engaging cybersecurity awareness program, we continuously work to drive a culture that encourages employees to protect their innovative work and safeguard our customers.**

In 2022, we provided an individualized scorecard for employees to see how their behaviors and the health of their computers contribute to their security posture. This kind of feedback loop gives employees visibility and concrete actions they can take to protect our company, our data and our customers. Additionally, we offer annual training to employees and contractors on our security policies, general security hygiene practices, phishing attacks and more.

Our Enterprise Information Security team is committed to maintaining the confidentiality, integrity and availability of client and internal information and systems and is critical to Motorola Solutions' business and reputation. This commitment is reflected in everything we do, from the top corporate governance policies to each employee's everyday actions.

Motorola Solutions has established specific information security policies and standards, which are published internally. These organizational requirements are designed to address risks identified through risk assessment processes, as well as regulatory requirements. In 2022, we harnessed the perspectives of internal experts from various disciplines across the company to review our security policies and clarify and update where appropriate. Our corporate security policies are now organized to align with various National Institute of Standards and Technology (NIST) frameworks for ease of use and to facilitate meeting customer contractual obligations. Certain corporate policy statements are publicly available on our [website](#).

Every year, Motorola Solutions conducts several assessments comparing our

Enterprise Information Security program effectiveness against industry standards. The studies range from self-assessments to independent third-party analysis and evaluate our program using frameworks such as the NIST Cybersecurity Framework. In 2022, the overall Enterprise Information Security program met or exceeded industry standards according to these measurements.

In our continuing efforts to protect our intellectual property, we updated our security policies to require the use of trusted devices to access Motorola Solutions data starting in 2023. In addition to the policy changes, we began to implement technical enforcement of the requirement to have a trusted device when accessing sensitive applications.



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## INCLUSIVE PRODUCT DESIGN

**We consider social impacts in the design of our products and work across all stages of the lifecycle to create products and solutions that consider the diverse populations that our solutions will encounter.**

Throughout the past year, our user experience (UX) team has built a function design system focused on contrast ratios, color usage, development best practices and user inclusivity in how we build the modular elements shared between applications in our products.

In 2022 we hosted an Accessibility for All (A4A) Hackathon — a competitive way to create, evaluate and amend our products to help meet the needs of all people, regardless of ability.

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. And lastly, as a way to represent our users, the team 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., color-blind consideration)
- Design our products’ wearability accessories with gender consideration
- Omit non-inclusive language from newly created product manuals and marketing materials

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# 03 COMMUNITY ENGAGEMENT



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# WESLEY BARDEN

MOTOROLA SOLUTIONS FOUNDATION



The Foundation's 70 years of impact is remarkable; we've awarded millions of dollars and engaged thousands of employees with organizations who are driving meaningful change across the world. Through our partnerships, we're helping address the biggest challenges facing public safety and technology and engineering education.

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# 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.**

1

The Motorola Solutions 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.

2

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, including people of color and women, 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 lives out its purpose to help people be their best in the moments that matter.



## 2022 GIVING SUMMARY



**TOTAL DONATIONS\***

**\$13.7M**

### FOUNDATION GIVING

#### ANNUAL GRANTS PROGRAM

**\$4.7M**

FIRST RESPONDER PROGRAMMING

**\$4.6M**

TECHNOLOGY & ENGINEERING EDUCATION

**\$0.2M**

BLENDED PROGRAMMING

#### OTHER AREAS OF GIVING

**\$0.2M**

DISASTER RELIEF

**\$0.2M**

COMMUNITY

#### EMPLOYEE PROGRAMS

**\$2.2M**

EMPLOYEE VOLUNTEERISM & GIVING

### CORPORATE GIVING

**\$1.6M**

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

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## 2022 FOUNDATION IMPACT



190+

STRATEGIC GRANTS  
AWARDED IN 23  
COUNTRIES



\$2.3M

IN VALUE\*  
GENERATED THROUGH  
VOLUNTEERISM



MORE THAN

1 IN 4

EMPLOYEES  
VOLUNTEERED



4,000+

CHARITABLE  
ORGANIZATIONS  
SUPPORTED

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

## 2022 FOUNDATION HIGHLIGHTS

### LAUNCH OF NEW MOTOCARES PORTAL

In 2022 the Foundation launched the MotoCares Portal, a new giving platform designed to make it easier for employees to do good. The portal offered employees new features and capabilities including the ability to:

- Easily create and sign up for local volunteer opportunities
- Make donations directly from the portal, with an automatic match from the Foundation

- Donate across borders to eligible international charitable organizations
- Volunteer and give on the go, with an easy-to-use mobile app

The results were outstanding:

- 53% of employees, across 56 countries, have logged into the portal at least once, higher than the benchmark industry average in our field (44%).

- Nearly 1 in 3 employees were donors on the portal — either donating directly, submitting an external match, or using a Foundation-issued reward to make a donation — representing a nearly 1,000% increase compared to 2021.

- Through these efforts, employees supported more than 4,000 charitable organizations

### GLOBAL EXPANSION OF MOTOROLA MATCHES

The Foundation was able to equitably support employees in their charitable pursuits by making the Donations for Donors program — its matching program for employees' charitable donations — available to all employees globally. Additionally, the Donations for Doers program — its matching program for

employees' volunteer time — was updated to provide the same volunteer reward for all employees regardless of location. Amplified by the new MotoCares Portal, we achieved the following notable metrics:

- Nearly 3x as many employee participants in the Donations for Donors program as compared to 2021

- Nearly 6x increase (compared to 2021) in employees qualifying for our Donations for Doers grants
- More than 1 in 4 employees logging at least 1 volunteer hour (compared to 1 in 6 in 2021)



## Nicole Hockley, Co-Founder and Ceo, Sandy Hook Promise Foundation

School shootings, youth suicide and other harmful acts are preventable when students and the caring adults around them recognize the warning signs of potential violence and know how to get help to intervene. Thanks to the Motorola Solutions Foundation’s generous partnership, Sandy Hook Promise was able to bring our Know the Signs violence prevention programs into more schools across the U.S. At least four credible planned school shooting attacks and 98 youth suicides were proven averted as a direct result of our Know the Signs programs during the 2021-22 school year. This life-saving impact would not have been possible without champions of school safety like the Motorola Solutions Foundation. We are grateful and honored to work together to protect children.

### ANNUAL GRANTS PROGRAM

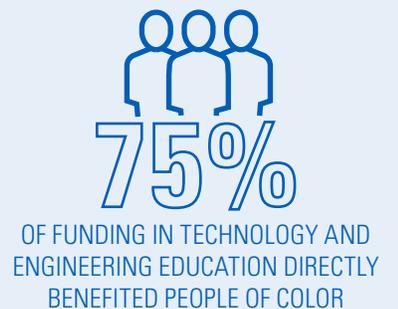
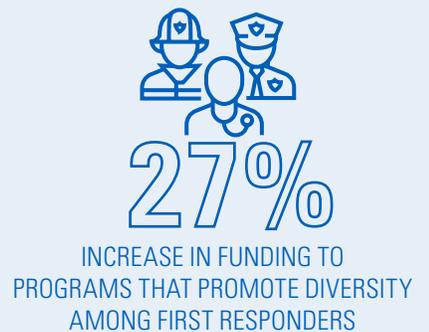
The Foundation proudly partners with organizations that are creating safer cities and equitable, thriving communities through initiatives that provide safety preparedness and response training to schools, adults, students and first responders.

This year, the Foundation increased funding for school safety initiatives by 43%, acknowledging the need for creating environments where students can focus on furthering their education, without fearing for their safety. The Foundation supports grant partners such as the Sandy Hook Promise Foundation (SHP), an organization devoted to preventing gun and other violence before it occurs. A recent Foundation grant allowed SHP to expand its Know the Signs initiative, which empowers youth and adults to recognize potential signs of violence before it happens by providing free educational programming to networks and schools across the U.S. To date, their programming has reached 4.5 million individuals.

Additionally, the Foundation continued its commitment to providing access and opportunity among underserved communities and populations traditionally underrepresented in its focus areas, including women, people of color, people with disabilities, the LGBTQ+ community, veterans and others. Once again, in 2022, the majority of the Foundation’s grant funding directly benefited people of color.

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 women ages 8-30 in technology and engineering education.



# CARLOS HERNANDEZ

## CEO AWARD FOR VOLUNTEERISM



I'm passionate about providing opportunities, representation and equal access to STEM careers to underrepresented communities. Motorola Solutions' emphasis on volunteerism helps to not only support but encourage that passion. The CEO Award for Volunteerism helps to create more awareness that we can all get involved to give back to our communities, create long term relationships and, in my case, to help inspire the next generation of STEM leaders.

### EMPLOYEE PROGRAMS

In 2022, Motorolans reached new heights in their efforts to positively impact their communities. More than 1 in 4 employees across 43 countries logged more than 75,000 volunteer hours for the year. That represents an increase of nearly 70% in volunteer participation and a 20% increase in the number of volunteer hours compared to 2021. Further, their volunteer service yielded \$2.3 million in value generated\* for charitable organizations around the world.

The majority of their volunteerism (47,000+ hours) took place during the Foundation-sponsored Global Months of Service, Motorola Solutions' annual volunteer-a-thon in September and October. Employees in 46 out of 50 U.S. states — and across 43 countries — participated in more than 300 virtual and in-person team projects (nearly 3x as many as in 2021), resulting in \$300,000 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, employees in 46 countries took advantage of the Foundation's \$25 USD gift, which they could designate to the charitable organization of their choice. Additionally, many of them made personal donations and then leveraged the Foundation's standard 1:1 match. For the full-year 2022, the Foundation issued nearly \$1.3 million in matching gifts to thousands of causes for employee charitable donations through its "Donations for Donors" program.

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

### EMPLOYEE VOLUNTEERISM BY THE NUMBERS



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## DISASTER RELIEF

Through times of uncertainty and devastation, Motorolans stood side-by-side to help those in need. Collectively, Motorolans and the Foundation donated more than \$500,000 USD in response to disasters and conflicts worldwide, including Hurricane Ian and relief efforts for the war in Ukraine.

2022 GOALS	OUTCOMES
<b>22% of employee headcount engaged in volunteerism.</b>	<b>EXCEEDED:</b> 26% of employees logged more than 75,000 hours.
<b>Make it easier for employees to participate in volunteerism; leverage data to show increase in engagement and participation.</b>	<b>ACHIEVED:</b> More than 330 employee-created volunteer opportunities on the new MotoCares Portal. Nearly 6x increase in the number of employees qualifying for a Donations for Doers grant, compared to 2021.
<b>25% growth in support for programs focused on diversity and mental health for first responders and their families.</b>	<b>ACHIEVED:</b> 27% increase in support for programs focused on first responder diversity and 22% increase in support for programs focused on mental health for first responders.
<b>Continue support for underrepresented populations within our areas of focus: first responder programming and technology and engineering education.</b>	<b>ACHIEVED:</b> The majority of the Foundation's 2022 grant funding directly supported people of color.

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# 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 land mobile radio communications, video security and access control and command center software, 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.

2022 saw multiple large-scale natural disasters wreak havoc across the globe — from floods and wildfires to earthquakes and tornadoes. Intense wildfires burned across the world, including in Argentina, France, Korea, Portugal, Turkey and the U.S. Devastating floods impacted Australia, Brazil and Pakistan. And while the 2022 hurricane season resulted in fewer storms than originally predicted, it also saw Hurricane Ian make a devastating landfall on the Florida coast.

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

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



### Hurricane Ian

The deadly and destructive Category 4 hurricane made landfall near Cayo Costa, FL on Sept. 28, 2022. The powerful storm was the deadliest hurricane to strike the state of Florida since 1935 and caused widespread damage.

Our team deployed quickly after the storm made landfall and worked tirelessly, visiting more than 20 sites over nine days to restore and repair equipment and ensure communications were up and running.



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).



# SUPPORT FOR UKRAINE

**Hundreds of thousands of lives were changed dramatically when the Russia-Ukraine conflict began in February 2022. The months following have seen tens of thousands of deaths and the largest refugee crisis in Europe since World War II.**

At Motorola Solutions, supporting our global communities with disaster relief and humanitarian aid is part of who we are — both as a company and as individual employees — and the Russia-Ukraine conflict was no different.

From the start, Motorola Solutions employees sprung into action. Employees across the EU opened their homes, providing shelter to family and non-family member refugees. Others met refugees at the Ukrainian border and provided food, clothing and first aid, helped refugee children enroll in new schools or secured employment for their parents.

As a company, we supported our employees in Ukraine and their families by helping to facilitate relocation to safer areas and worked to provide financial assistance

to help with housing, medical and legal needs. Our teams and channel partners shipped truckloads of equipment to Ukraine, including thousands of radios, and we expedited technology shipments and service to government and public safety organizations in Ukraine as well as Poland and other NATO countries.

Finally, the Motorola Solutions Foundation donated \$100,000 USD to Direct Relief, a nonprofit organization with a long history of providing aid to the region. Additionally, the Foundation identified organizations supporting relief efforts for Ukraine and provided matching donations to employee contributions, totaling nearly \$200,000.



## Ukraine Response Team

**Polish employees immediately mobilized to help their Ukrainian neighbors and colleagues when war broke out, spending thousands of hours volunteering. Teams incorporated response efforts into their meetings – collecting items for orphans, expectant mothers and injured soldiers as well as packing backpacks for Ukrainian children. In addition, Russian and/or Ukrainian-speaking employees camped out at rail stations to translate for incoming refugees.**



SANDWICHES MADE AND DONATED TO REFUGEES WAITING AT THE EMBASSY



ADDITIONAL REFUGEES HELPED THROUGH DELIVERY OF HUNDREDS OF POUNDS OF FOOD AND TOILETRIES



HOURS SPENT TRANSPORTING REFUGEES FROM THE KRAKOW TRAIN STATION TO AID CAMPS

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# 04 HUMAN CAPITAL MANAGEMENT



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# RAVEN WOODARD

HUMAN RESOURCES



Our people are our greatest strength. Without them, we would not have the products that are so essential to our customers and the communities they serve. As such, it is vital that we foster an environment of inclusion and belonging, where our employees feel valued. Without them, we wouldn't be there in the moments that matter.

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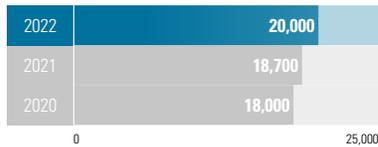
# GLOBAL WORKFORCE

We invest in employees so they can reach their full potential and provide opportunities for professional development at every level. We seek to build an inclusive culture and diverse workplace that promotes diversity of thought, innovation and growth.

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## GLOBAL WORKFORCE

Employees



Full-Time Employees



Investment in Learning and Development (USD)



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# 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 is 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.



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## SIMPLIFIED EXPERIENCE

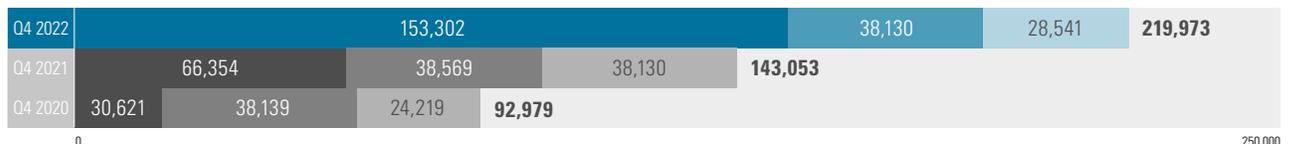
From consolidating systems to establishing new learning paths, our work is designed to simplify the user experience and speed their access to high quality educational content. As new organizations join the company through acquisitions, we've been able to merge education teams and

systems, thus offering new services and extending our impact. In 2022, we added 76,920 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.

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### Simplified Experience Drives Customer Growth in Education



■ Customer ■ Partner ■ Employee/Contractor

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HUMAN CAPITAL MANAGEMENT

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HIGH QUALITY CONTENT

Our experience is designed to enable access to high quality content that supports learners and empowers them to more quickly adopt new product technologies. In 2022, we focused on a more uniform learning experience across the product technologies – consolidating multiple learning systems and thousands

of customer data records. Through customer feedback and significant content re-designs for our software products, customer content satisfaction improved by nearly 23 points. Today, our software and LMR customers both experience high quality online training content.

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T2B Customer Satisfaction Ratings for Online Training

	Software	LMR
2023	82	82.5
2022	59.4	81.7
2021	68.5	85.1
2020	77.6	82.9

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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. While self-paced/online training consumption was lower in 2022 than in 2021, the shift toward this mode of learning remains substantially higher than pre-pandemic levels.

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Yearly Training Consumption of Worldwide Education Content

	In Person	Self Paced
2022	16,083	210,507
2021	16,859	257,567
2020	14,736	195,205
2019	20,863	162,851

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## SELECTED PROGRAMS

Our dedicated internal education consultants provide education services and programs that contribute to company business strategies, working cross-functionally to create programs that support technical enablement, business acumen and workplace inclusion. We're pleased to share three selected programs that demonstrate the reach our education operation supports:

**Customer Learning Subscriptions** are growing as a key business differentiator. These subscriptions enable customers to have continuous access to learning, increasing the likelihood that they adopt their product technologies and use the full benefit of their products. As our customer user base grows, the learning subscription purchases continue to grow.

**Partner Education Transformation** is meeting the demands of the changing partner workforce community. With a dynamic workforce environment and increasing customer demands, our partners requested help to reimagine partner education and accelerate their learning. In 2022, we redesigned the North America Service Partner certification program. The redesign speeds up the learning experience by focusing on the just-in-time skills needed to ensure high job performance and reducing the overall learning time by 75%.

**Employee Inclusion** encompasses many facets of the learning experience. In 2022, we focused on deeper and richer manager development through new learning paths, began omitting non-inclusive language in all of our education materials, and introduced a new diversity, equity and inclusion training and badging program. We also leveraged strategic third-party relationships, such as LinkedIn Learning, to keep pace with market trends and incorporate high quality industry content in inclusive leadership, technical training and manager development training. By integrating these third-party relationships with our learning infrastructure, we have scaled and mobilized training to enable technical expertise and build an inclusive workplace for every employee and contractor.

# LETICIA GARCÍA

DEI REGIONAL COUNCIL MEMBER



Motorola Solutions is an inclusive company that encourages all of its employees to develop. I am proud to be part of the DEI Committee and have the opportunity to develop as an individual while learning about and advancing our inclusive culture.

## 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 diversity, equity and inclusion (DEI) remain a central focus. We actively seek globally diverse individuals, opinions, cultures and abilities to expand our talent pool, drive innovation and support our customers, communities and each other.

In 2022, we continued to make company-wide progress on our strategic DEI initiatives. A few highlights include:

- Launching internal quarterly DEI newsletters to report on progress made on our enterprise-wide DEI strategic plan.
- Growing the Office of DEI to drive global DEI education, as well as internal and external partnerships.
- Providing greater transparency around our workforce demographics on our **DEI website**, expanding reporting to include the following self-identifying demographics: Veterans, People With Disabilities and LGBTQ+. We are working to better understand our diverse workforce and ensure we have comprehensive data that reflects the actual populations of these communities.
- Creating a leadership resource page and DEI badging program for managers of people to engage in self-paced DEI education.
- Hosting panel discussions in Latin America, Australia and New Zealand to better understand diversity in the global context, in collaboration with our Regional DEI Councils.
- Developing a new training for Inclusive Communications — completed by more than 10,000 employees — to provide insight on how we can review our work, words and actions through an inclusive lens.



## PROGRAMS AND PARTNERSHIPS

Over the last few years, we have introduced targeted programs to make our company more inclusive.

### Programs

#### Employee Brand Ambassadors Program:

Originally launched in 2021, the Employee Brand Ambassadors Program (EBAP) is designed to develop high-performing talent internally and recruit top, diverse talent externally. In this program, employees throughout the company are provided with training on public speaking, branding and networking skills, our company’s products, services and vision, and the role DEI plays in our recruiting practices. Brand Ambassadors attend diversity-focused conferences and maintain corporate and university partnerships to increase

awareness of our brand and inspire prospective Motorolans to learn more about the company.

In 2022, we established two new committees within the program’s governance: the EBAP Champions Committee and the EBAP Leaders. The Champions Committee, composed of representatives from our business councils within each region, ensures that EBAP provides better training opportunities, discussions and feedback loops to improve our talent acquisition strategies through

a DEI lens. EBAP Leaders, who are assigned by geographic region, manage Brand Ambassadors in each region by facilitating networking and cross-functional communication. These leaders play a key role in understanding how Motorola Solutions can better connect with prospective employees globally and identify region-specific opportunities. In 2023, we plan to continue expanding EBAP with the goals of heightening cross-company engagement, fostering a community focused on diversity and widening our brand awareness.

### Partnerships

We continue to grow our 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 partner events including the NSBE48, SHPE 2022 and SWE WE22 Conferences, as well as the WiCyS Virtual Career Fair, London STEM Women Careers Event, the Women in Tech Summit in Warsaw and TalentCorp’s National Diversity Summit & Women Career Convention in Malaysia.

Project Bulldog initiative. 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. In 2022, these efforts resulted in five veteran hires.

In Fall of 2022, we accepted 30 students (of more than 200 applicants) from six Historically Black Colleges or Universities (HBCU) across the country to our inaugural Motorola Solutions ADVANCE HBCU Program. The one-day networking and professional development workshop and hiring event exposed attendees to a number of senior leaders and included first-round

interviews for attendees within their preferred career interests, yielding multiple offers for employment.

We also leveraged social recruitment platforms, such as LinkedIn Life, Built In Chicago and Hire Purpose, 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.

Together with The Department of Defense SkillBridge program, we launched the



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

- Hispanic Alliance for Career Enhancement
- Illinois Commission on Diversity and Human Relations
- Illinois Diversity Council
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- Women in Cyber security

Our employees benefit from learning opportunities provided by the professional development partners with whom we collaborate:

- Bonfire
- U.S. Business Leadership Network

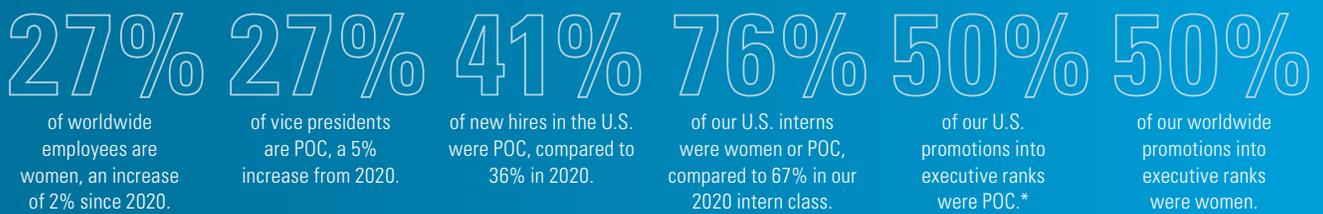
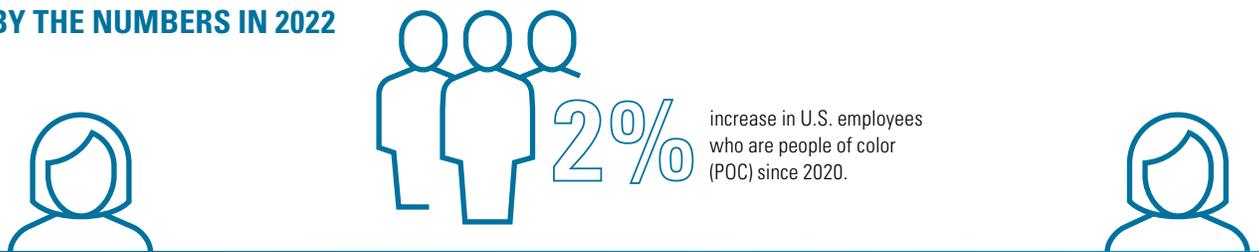
We participate in apprenticeship programs with the following groups to provide underrepresented populations with meaningful career opportunities and skills training:

- 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:

- Army Pays
- Getting Hired
- HBCU Connect
- HirePurpose
- Orion Talent
- Pathforward
- Posse Foundation

**BY THE NUMBERS IN 2022**



\*Executive ranks refers to individuals at vice president and above.



## Business Councils

Business councils are voluntary, employee-led groups that help us drive DEI by spearheading opportunities for employees to shape their careers, network across functions, create positive culture change, advocate for underutilized populations within the work that we do and assist with recruitment and retention. The business councils are provided approximately \$120,000 in funding at the beginning of each calendar year to 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:

- LatinX Business Council
- Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) Business Council
- Motorola Asian Pacific Islander (MAPI) Business Council
- Motorola 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, serve the wider community, all while developing skills and knowledge in areas of personal interest. After launching the program, the number of affinity groups increased by more than 80% during 2022 with the emergence of new groups including a cancer support group and an American Sign Language community group.

## DEI Champion Teams

DEI Champion Teams consist of members directly appointed by Executive Committee members with the purpose of spearheading DEI events and initiatives that further organization-specific DEI goals. Established in 2021, our 7 DEI Champions Teams drive the adoption of DEI strategies in each organization and conduct listening sessions to provide employee feedback. In 2022, DEI Champion teams created a new internal training on inclusive communication and organized a hackathon focused on accessibility.

Motorolans found many occasions to come together in-person and virtually in 2022. In fact, our global DEI councils and groups facilitated over 200 events and initiatives to drive inclusion and diversity and encourage an inclusive company culture. Learn more about our commitment to DEI on our [website](#).



## Commitment to DEI

We are proud of the recognition we received in 2022 for our commitment to DEI, as well as providing fair working conditions for our employees:

- Disability Equality Index Best Places to Work
- Human Rights Campaign Corporate Equality Index
- HR Asia Diversity, Equity & Inclusion Award
- UK Disability Confident Employer Award

# WORKFORCE DEMOGRAPHICS

## Global Workforce by Region

	North America		International	
2022	53%		47%	
2021	53%		47%	
2020	52%		48%	

## Vice Presidents by Region

	North America		International	
2022	91%		9%	
2021	87%		13%	
2020	91%		9%	

## Directors by Region

	North America		International	
2022	76%		24%	
2021	76%		24%	
2020	76%		24%	

## Global Employees by Gender

	Men		Women	
2022	73%		27%	
2021	74%		26%	
2020	75%		25%	

## Vice Presidents by Gender

	Men		Women	
2022	72%		28%	
2021	75%		25%	
2020	79%		21%	

## Directors by Gender

	Men		Women	
2022	80%		20%	
2021	81%		19%	
2020	80%		20%	

Percentages may not add up due to rounding.

## U.S. Employees by Race and Ethnicity

### White

2022	66%
2021	67%
2020	68%

### Asian

2022	15%
2021	15%
2020	15%

### Hispanic or Latinx

2022	10%
2021	9%
2020	9%

### Black or African American

2022	7%
2021	7%
2020	6%

### Other\*

2022	2%
2021	2%
2020	2%

\*Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.

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### U.S. Vice Presidents by Race and Ethnicity

White

2022	73%
2021	75%
2020	78%

Asian

2022	15%
2021	16%
2020	17%

Hispanic or Latinx

2022	7%
2021	6%
2020	4%

Black or African American

2022	3%
2021	3%

Other\*

2022	1%
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\*Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.

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### U.S. Directors by Race and Ethnicity

White

2022	75%
2021	75%
2020	77%

Asian

2022	14%
2021	13%
2020	12%

Hispanic or Latinx

2022	7%
2021	7%
2020	6%

Black or African American

2022	3%
2021	3%
2020	3%

Other\*

2022	1%
2021	1%
2020	2%

\*Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.

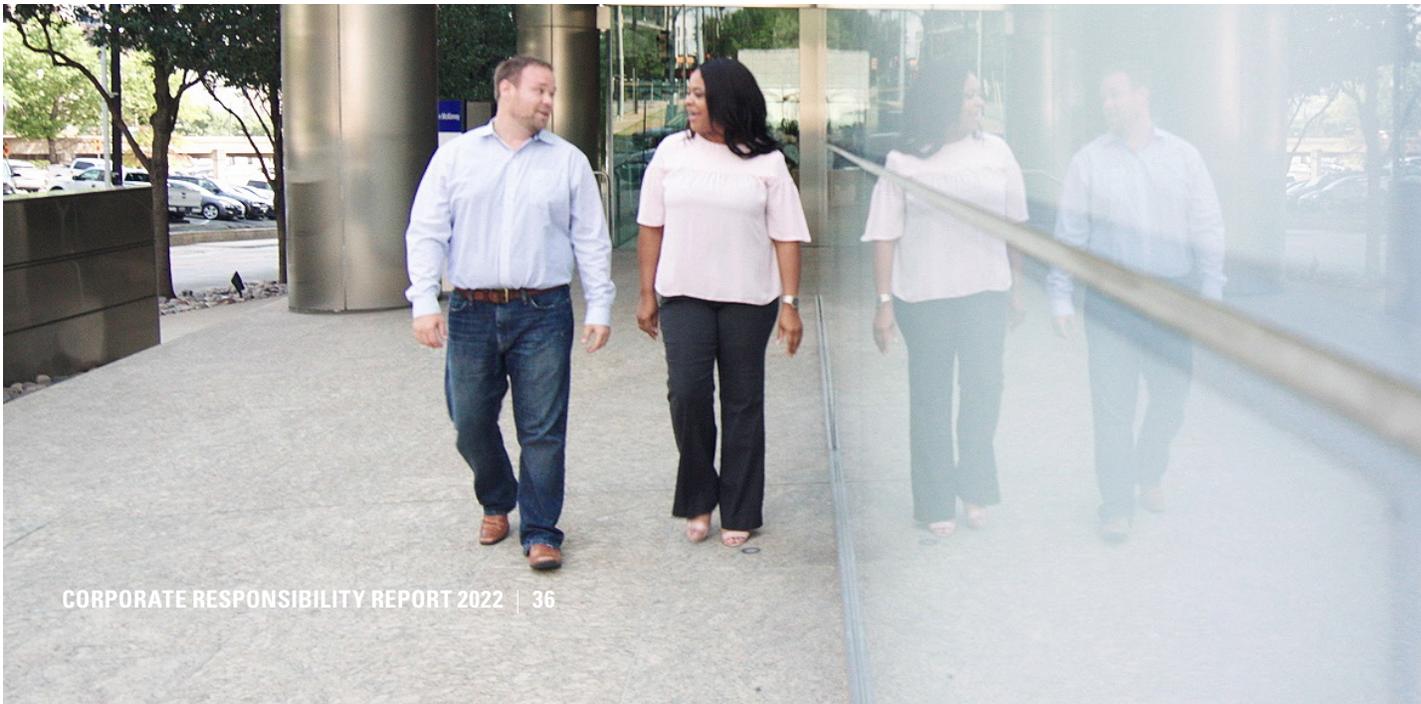
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Percentages may not add up due to rounding.



HUMAN CAPITAL MANAGEMENT

# KRISTEN HILL



**EMERGING LEADER ACCELERATION PROGRAM PARTICIPANT**



Participating in the Emerging Leader Acceleration Program has helped shape my personal leadership philosophy and enabled me to better understand how I can use my unique skills, traits and viewpoints to be a stronger and more effective leader. The opportunity to network with other Motorolans across the business and hear about their leadership journey and what they've learned along the way was also invaluable.

## HUMAN CAPITAL DEVELOPMENT

**We recognize that our success would not be possible without our employees. We continually strive to make Motorola Solutions a great 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

**Leading Women Executives:** Our Leading Women Executives program augments leadership skills of high-potential women and partners with sponsor companies to enhance talent, fortify succession plans and increase the advancement of women. Participants experience a collaborative and immersive process with an integrated focus on critical leadership skills with a research-based curriculum. In 2022, three individuals participated in the program.

**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 2022, 24 individuals had the opportunity to participate in this program.

### MAKING MOTOROLA SOLUTIONS A GREAT PLACE TO WORK

We regularly check in with our employees to ensure we are fostering a work 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 for being a great place to work in 2022:

- Built In 100 Best Large Companies to Work For
- Built In Chicago's 100 Best Places to Work in Chicago
- Forbes World's Best Employers
- Fortune's World's Most Admired Companies
- Government Technology's GovTech 100
- Handshake Early Talent Awards
- HR Asia Best Companies to Work for in Asia

- Newsweek America's Most Trusted Companies
- Salt Lake Tribune Top Workplaces
- The Straits Times Singapore's Best Employers
- Wall Street Journal Management Top 250
- WayUp Top 100 U.S. 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.





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### Emerging Leaders Acceleration Program

In 2022, we launched a new development program that aimed to continue to drive the careers of our emerging leaders. The curriculum was designed to give these leaders more insight on how to better lead themselves, lead others, and lead the business. Our Emerging Leaders Acceleration Program allowed individuals from across the globe to participate in virtual and in-person learning, peer coaching sessions and assessments, and also gave them valuable face time with senior executives. This program ensured that our future leaders are actively developing the competencies required to take the next step in their careers.

## 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.

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# TOTAL REWARDS

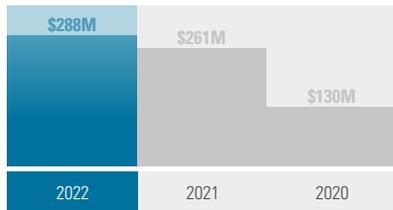
**Our employee rewards programs are designed to help attract, retain and motivate employees. Each year, we review our rewards programs to make sure they are competitive with local market practices in the industries and countries where we operate. All Motorola Solutions employees participate in an annual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

In 2022, 51% of employees in 27 countries participated in our discounted employee stock purchase plan. This is a two percentage point decrease from 53% in 2021.

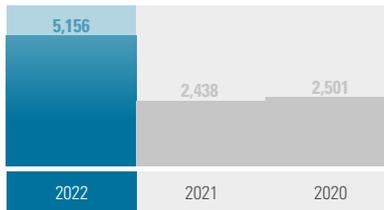
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## Employee Incentive Plans

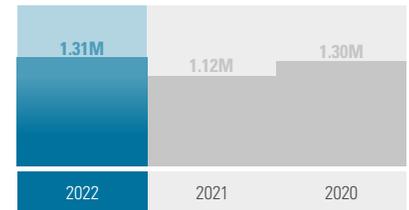
Amount paid to employees through annual sales and incentive plans (USD)



Number of employees awarded restricted stock units, market stock units and/or stock options

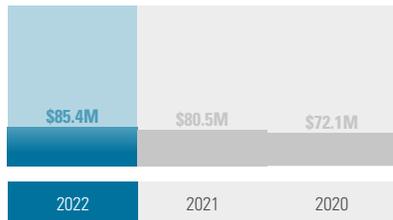


Restricted stock units, market stock units, performance stock units and stock options awarded to employees

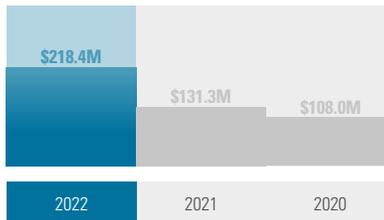


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Total value of Motorola Solutions stock purchased through our employee stock purchase plan (USD)



Total value of equity awards granted (USD)



5

In 2022, eligibility for our annual equity grant was extended to employees below the Director level. This gives more of our employees the opportunity to participate in company ownership.

6

## BENEFITS

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

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

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

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# 05 SUPPLY CHAIN AND PROCUREMENT



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# MAREK GRZESIAK

SUPPLY CHAIN AND PROCUREMENT



Our Supply Chain & Procurement operations are a critical part of our global end-to-end strategy to responsibly bring value and deliver technology innovation to our customers. The team plays a vital role in public safety emergency situations when agile and fast delivery is key to help people in the moments that matter.

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## SUPPLY CHAIN

**Motorola Solutions maintains high labor and environmental standards at every stage in the supply chain. We are committed to ensuring our company and our suppliers do not use forced, bonded or indentured labor or engage in modern slavery or human trafficking.**

1

We are a member of the Responsible Business Alliance (RBA), an organization dedicated to supporting continuous improvement in the social, environmental and ethical responsibility of the global electronics industry supply chain. In 2022, we added a training course for Recognizing Forced Labor to our internal Learning Management System and delivered it to our Procurement professionals, with a 100% completion rate.

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## SUPPLIERS

**Supplier monitoring is at the core of our supply chain CR efforts. We focus our monitoring program on direct-material suppliers that pose a high risk and those with whom we want to establish deeper, longer-term relationships.**

3

We use monitoring and training to communicate our requirements to supplier management and identify practices that do not align with our values, which are described in our [Supplier Code of Conduct](#). In 2022, we updated our Supplier Code of Conduct to require all tier-one suppliers (suppliers from whom we buy directly) to establish Environmental Impact Reduction plans which align with Motorola Solutions' goals and also to report regularly on the status of their Environmental Impact reduction plans as they relate to Motorola Solutions' operations.

We engage with our tier-one suppliers to assess their performance and encourage improvement and ownership of any practices that do not align with our values.

Supplier performance and responsiveness is included in the decisions made to award new business, and performance is tracked through key performance indicators (KPIs) on our suppliers' "scorecards." Scorecard performance is used to identify suppliers who align with our strategic objectives in key areas, such as CR. Suppliers with high performance scores are awarded more business.

We've continued to reinforce responsible business practices in the supply chain. Our tier-one suppliers are expected to flow down our social, governance and environmental related contract requirements to their suppliers. We conducted supplier surveys confirming adherence to our diversity and labor policies. In addition, a separate survey was conducted to certify compliance

with the Uyghur Forced Labor Prevention Act (UFLPA).

We continue to be recognized for our commitment to responsible supply chain and business continuity practices. In 2022, we were recognized as a top-tier U.S. Customs-Trade Partnership Against Terrorism (CTPAT) partner for the 20th consecutive year. This designation recognizes our commitment to protecting the interests of our customers and suppliers by ensuring all goods and related documents are protected against alterations, damage or loss as well as criminal activities such as drug trafficking, terrorism and human smuggling. We expanded our business continuity efforts to achieve ISO 22301 certification at seven of our largest sites worldwide.

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# RISK ASSESSMENT

**We completed 210 supplier risk assessments in 2022, including those of suppliers representing 100% of our direct material supply chain spend.**

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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.

2

For tier-one direct 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. In 2022 we expanded this program to our field service suppliers in Europe, the Middle East and Latin America. To date we have screened more than 600 suppliers using this process.

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2022 GOALS	OUTCOMES
<b>Ensure that suppliers accounting for 80% of our direct material spend are evaluated for risk at least every two years.</b>	<b>Achieved:</b> 100% of total direct material spend reviewed in the two-year period.
<b>Conduct audits of 100% of suppliers evaluated as “high risk” using Motorola Solutions criteria.</b>	<b>Achieved:</b> 100% of our tier-one direct material suppliers evaluated as “high risk” were audited.
<b>Deliver Sustainability training to 100% of strategic Direct Material Suppliers addressing subjects with the most audit findings in supplier audits.</b>	<b>Not Achieved:</b> Online training was provided to 89.4% strategic Direct Material suppliers in several languages, free of charge, covering topics such as: Recognizing & Preventing Forced Labor, EHS Management Systems, Fire Safety, Working Hours, GHG Emissions, the RBA Code of Conduct, and more.
<b>Deliver training to 100% of internal procurement teams on Recognizing Forced Labor.</b>	<b>Achieved:</b> Training was delivered to 100% of in-scope employees, with a 100% completion rate.

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## AUDITING AND IMPROVING

Supplier risk assessments are backed by our audit program, whereby an RBA-approved third party firm conducts detailed on-site audits. We decide which facilities to audit based on information collected through self-assessments, specific reports made to our EthicsLine and other reporting channels, along with risk factors such as amount of spend, activity, location and reputation.

1

We may audit new suppliers and may periodically audit suppliers with which we have the largest commercial relationships to ensure they remain in compliance with our Supplier Code of Conduct.

2

In 2022, we continued to include corporate social responsibility criteria in all supplier audits performed by our Supplier Development Engineering (SDE) team which is part of our Quality organization. Through this Quality Supplier Assessment process, nine suppliers were involved and we identified one high-risk supplier that will be scheduled for an onsite audit in 2023. In 2021, 18 of these

3

SDE audits were conducted and we audited 100% of the identified high-risk suppliers in 2022. More details of our 2022 audit findings are provided in the table below.

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

4

In 2022, we created a training curriculum for our tier-one suppliers based on the most frequent audit issues reported in 2021. Using the RBA platform, we selected relevant coursework and assigned it to our suppliers, covering topics such as Recognizing & Preventing Forced Labor, EHS Management Systems, Fire Safety, Working Hours, GHG Emissions, the RBA Code of Conduct, and more. Training courses are available in several languages and are free of charge to our suppliers. We trained representatives from over 90 tier-one, direct material suppliers.

5

## 2022 ON-SITE AUDITS FOR IDENTIFIED HIGH RISK SUPPLIERS

### REASON FOR AUDIT

Planned - High Risk	4
Issue response	0
Labor supplier	0
Follow-up	1

**Total sites audited**

**5**

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### MOST COMMON SUPPLIER AUDIT FINDINGS

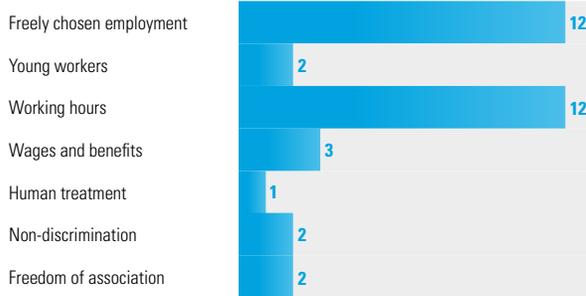
Freely chosen employment	12
Working hours	12
Occupational safety	10
Emergency preparedness	6
Energy consumption and greenhouse gas emissions	5

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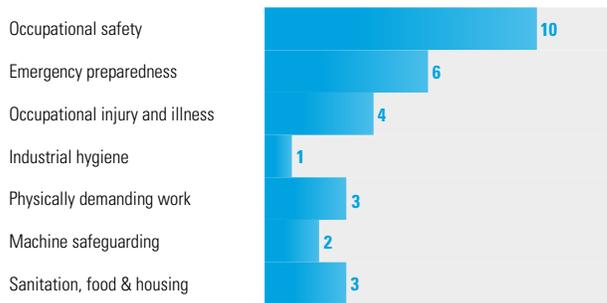
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## NUMBER OF AUDIT FINDINGS

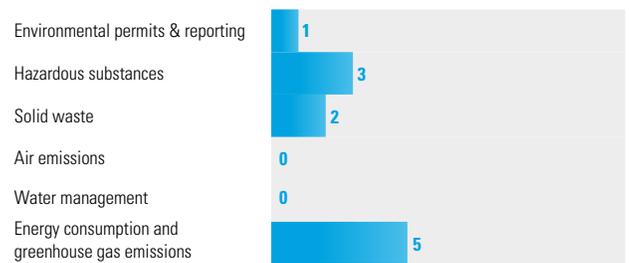
### Labor



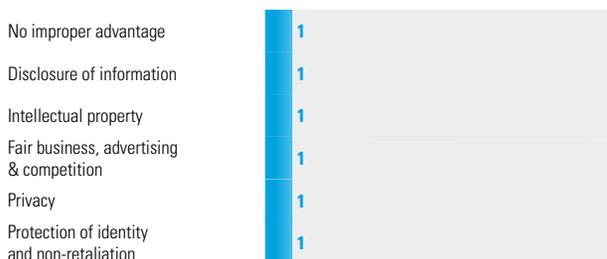
### Health and Safety



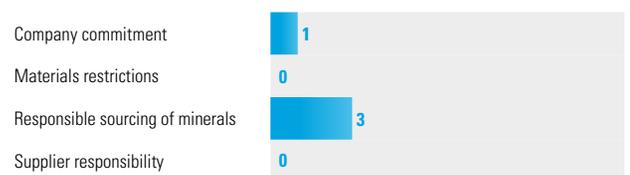
### Environmental



### Ethics



### Management System



Total number of audit findings 2022

84

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

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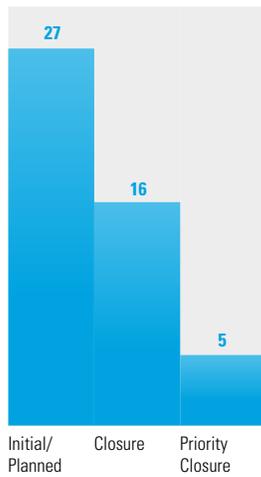
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## 2022 ON-SITE VALIDATED ASSESSMENT PROGRAM (VAP) AUDITS

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, effective changes.

### Type of VAP Audit



**Total sites audited**

**48**





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## CONFLICT MINERALS

**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 extensively across our supply chain to seek solutions to this problem.

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.

### IMPLEMENTING DUE DILIGENCE IN OUR SUPPLY CHAIN

We aim to confirm the presence of 3TG metals 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 2022 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 2022 Form SD filed with the SEC. The 2022 report is available [here](#).

#### RMI DUE DILIGENCE SUMMARY 2022

160

RESPONSES RECEIVED FROM SUPPLIERS

94.2%

PERCENT OF IN-SCOPE SPEND

343

SMELTERS VERIFIED BY RMI

223

SMELTERS AUDITED AND FOUND CONFORMANT WITH THE RELEVANT RMAP STANDARD

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## SUPPLIER DIVERSITY PROGRAM

We remain steadfast in our commitment to create economic opportunities for diverse-owned and small businesses through our business, products and solutions. By leveraging our buying power intentionally and inclusively, we help 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. In 2022, we broadened our scope to drive increased impact through Supplier Diversity, Channel Operations and Financial Operations.

600+  
DIVERSE SUPPLIERS\*



6,000  
JOBS CREATED OR MAINTAINED



### 2022 GLOBAL DIVERSITY COUNCIL MEMBERSHIPS & 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 diversity within our business, our team attended 16 virtual 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 and Lesbian Chamber of Commerce – Founding Corporate Partner
- National Minority Supplier Development Council
- National Veteran Business Development Council
- Small Business Administration
- tech:SCALE, formerly Technology Industry Group
- WeConnect International
- Women’s Business Enterprise National Council

### SUPPLIER DIVERSITY

Our goal is to remove barriers and level the playing field in the supplier selection process to allow for all qualified suppliers to compete for our business. We have key strategies in play, such as supplier outreach and diverse-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 have 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.

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# 06 THE ENVIRONMENT



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# FARHAN KHALID

**ESG OFFICE**



At Motorola Solutions, making the world a better place is our reason for being. We understand the impact companies can have on people and the planet and have launched initiatives – including recyclable packaging, battery recycling, and emissions reduction – to do our part.



# 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 EHS and Quality 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.

## EHS Non-Compliance Incidents

Environmental\*

2022	0
2021	1
2020	0

Safety\*

2022	0
2021	0
2020	0

Fines/Penalties (USD)\*

2022	\$0
2021	\$247**
2020	\$0

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

\*\*An immaterial fine was assessed against our Airwave business when scrapped antennas were not removed from a site in a timely fashion.

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

- RoSPA Commended in the Information & Communication Industry Sector Award
- RoSPA Fleet Safety Gold Award





### Renewable Energy Use

Renewable energy use is also part of our commitment to responsible environmental remediation, and in 2022 we used nearly 1.40 million kilowatt hours of power for remediation entirely from renewable sources.

## SITE REMEDIATION

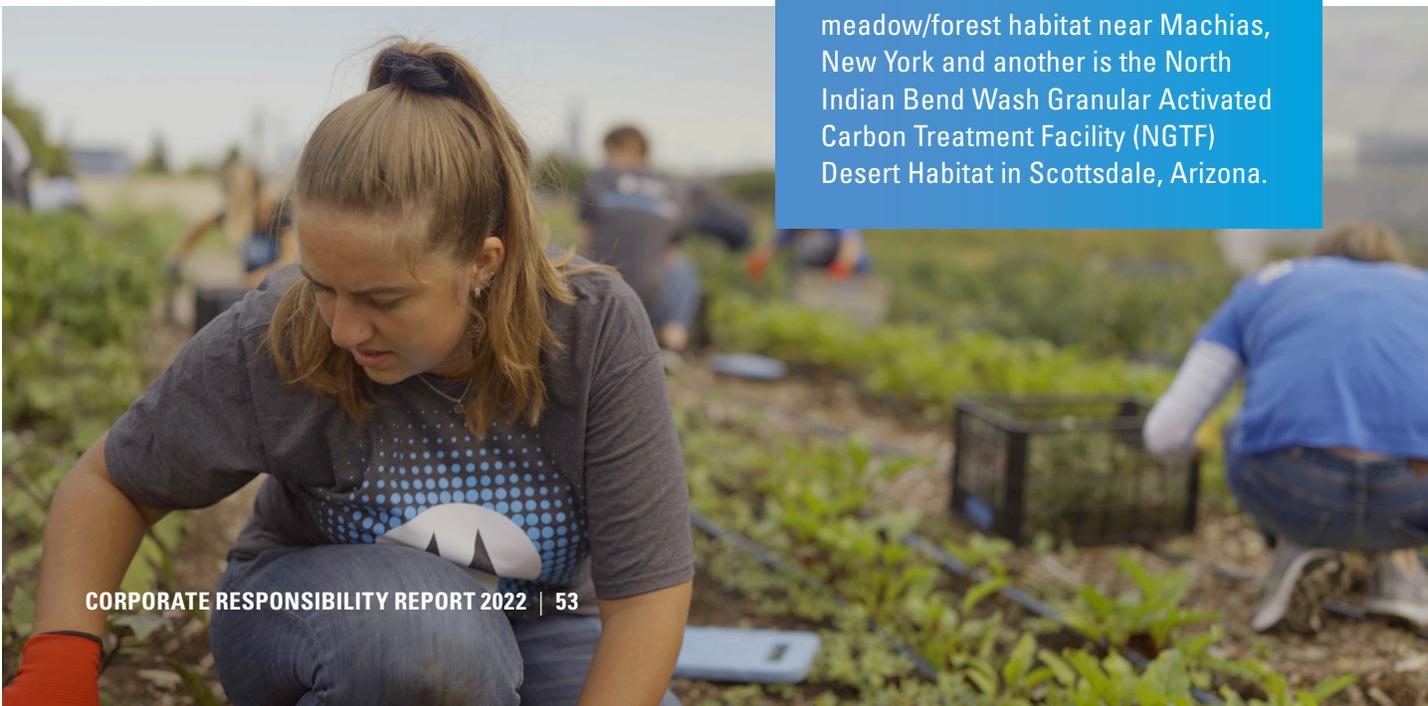
**Motorola Solutions is involved in environmental remediation at several current and former manufacturing locations and former waste-disposal facilities.**

Past activities that were common and accepted practices at the time of operation led to the need for remediation activities to restore these sites to an acceptable condition.

At the end of 2022, we had \$113 million reserved to cover environmental liabilities. We share environmental liabilities and remediation expenses with other companies and organizations operating at these sites. Learn more about our [remediation program](#).

### 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.



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# CLIMATE IMPACT

**We recognize that we have a shared responsibility for minimizing climate impact and we have set goals to help us to limit our contribution to average global temperature increases.**

1

We are working to incorporate the potential risks of climate change into our climate strategy and disclose those risks to our stakeholders. In 2022, we published our inaugural standalone report, to align with the recommendations of the Task Force on Climate-Related Financial Disclosure (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](#).

2

In 2022, we engaged in a reassessment of our greenhouse gas (GHG) calculations methodology to help us align more closely with the GHG Protocol. Since we initially calculated our baseline emissions in 2016, we have seen large shifts in our corporate structure and expanded sources of emissions brought about by organic and inorganic growth. We engaged a third party to assist us in this process and have made adjustments to our Scope 1 reporting with the inclusion of emissions from the use of refrigerants. We have added a new category in our Scope 3 reporting – Category 15: “Investments.” The most significant change however was in the enhanced accuracy of our calculation methodology for Scope 3 Category 11: “Use

of Sold Products.” This category represents the largest proportion of our emissions footprint and we recognize that data quality and accuracy is necessary in building effective carbon reduction strategies.

Our carbon footprint (Scope 1 and 2 emissions from greenhouse gasses [GHG]) totaled 71,619 tonnes of carbon dioxide equivalent (CO<sub>2</sub>e) emissions, an increase of 7% compared to 2021. Our Scope 1 emissions totaled 11,362 tonnes CO<sub>2</sub>e and Scope 2 emissions were 60,257 tonnes CO<sub>2</sub>e. Our emission reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our verification statements are available on our [website](#).

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## 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.

## Carbon Footprint Scopes 1 and 2

[Tonnes CO<sub>2</sub>e]

71,619	66,911	74,765
2022	2021	2020

7



### Scope 3 Emissions Reporting

Our Scope 3 emissions data reporting is currently in its fifth year. As our company grows and the way we do business shifts, we are taking a closer look at how we can better capture our Scope 3 data in 2023. In 2022, we continued to expand our supply chain environmental performance evaluations through tools developed by the Responsible Business Alliance (RBA), of which we are a member. Our total Scope 3 emissions for 2022 was 1,286,746 tonnes CO<sub>2</sub>e, a 7.7% decrease from 2021. We saw a sharp decrease in emissions associated with Category 11: 'Use of Sold Products'. This is due to enhancements in calculation methodology and increased availability of activity data versus less dependence on spend-based estimates.

Carbon Footprint - Scope 3 [Tonnes CO <sub>2</sub> e]	2022	2021	2020
Purchased Goods and Services	407,693	395,693*	881,303
Capital Goods	39,511	18,905	30,109
Upstream Fuel and Energy	4,591	3,092	8,722
Upstream Transportation and Distribution	89,473	56,449	36,259
Waste	556	530*	74
Business Travel	19,913	11,064	15,447
Employee Commuting	5,540	2,055	2,902
Use of Sold Products	719,256	906,693	924,101
Emissions**	213	-	-



### 2022 Recognition

We are proud of the following recognition we received in 2022, demonstrating our commitment to sustainability and the environment:

- Call2Recycle Top 100 Leader in Sustainability
- Investor's Business Daily 100 Best ESG Companies
- Malaysia AMCHAM My AMCHAM Cares Excellence in CSR
- Newsweek America's Most Responsible Companies

\*These changes are due in part to our transition to the US EPA's USEEIO emissions factors as well as shifts in business operations.

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



## SAFE AND SUSTAINABLE OPERATIONS

**Motorola Solutions had 235 sites and 3.7 million square feet in our portfolio at year end 2022, for which 233 sites and 3.6 million square feet were leased space. Motorola Solutions is committed to working collaboratively with the owners of these sites to have a positive impact on the environment and sustainability in our global real estate footprint.**

At Motorola Solutions' key global sites, totalling 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 2021.

The Motorola Solutions Energy Program continued to focus on optimizing building operations to create energy savings in 2022. At our Schaumburg, Illinois site, our fault detection and diagnostics program actively monitors our HVAC equipment to identify inefficiencies or equipment running outside of normal parameters. In 2022, we worked closely with building engineers and an HVAC controls contractor to improve operations, achieving \$89K savings, 600,000 kWh, 425 MTCO<sub>2</sub>e. In addition, an IT migration project was also completed in the Schaumburg building, evaluating all current equipment, decommissioning anything that was no longer in use and consolidating remaining equipment to make better use of power and cooling. This resulted in 400,000 kWh savings and 283 MTCO<sub>2</sub>e.

The real estate team worked in conjunction with the landlord in Plantation, Florida to replace existing toilet flush valves with more efficient units resulting in 122,500 gallons of water savings.

An LED lighting project was completed in Tel Aviv, Israel replacing the existing fluorescent lighting with LED lighting that resulted in 48,000 kWh saved, 34 MTCO<sub>2</sub>e.

In Krakow, Poland the real estate and IT teams collaborated to minimize energy usage while maintaining equipment reliability. Adjusting the HVAC operation and constant monitoring of equipment have

had the biggest impacts and contributed to a weather-normalized savings of 6.1% compared to 2021.

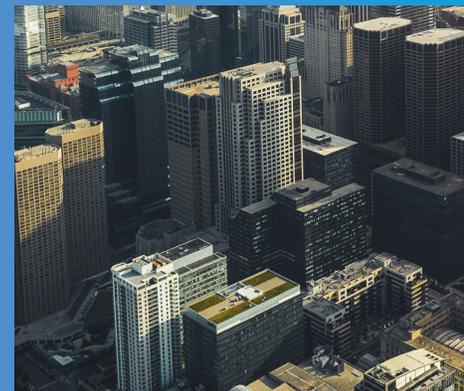
Motorola Solutions also continued to participate in a demand response program in 2022 for sites in Northern Illinois. During the test event, we reduced electricity demand by 1175 kW between our Schaumburg and Elgin, Illinois sites.

In addition, we initiated a number of efforts in 2022 that we expect to achieve savings in the coming year. A fault detection and diagnostics program was established in Elgin in Q4 of 2022 and has expected cost savings of \$39,000, as well as 410,185 kWh and 291 MTCO<sub>2</sub>e avoided over the next 12 months starting in January of 2023. Our retrocommissioning efforts at the Elgin site included an analysis of current building controls which provided insights that will enable us to improve automation efficiency and reduce run hours. We expect this effort to result in 386,603 kWh and 274 MTCO<sub>2</sub>e savings (investigation completed in 2022 and implementation in Q1 2023). In 2022 a working group at our Schaumburg site was established, consisting of facility management, IT professionals, and our real estate team, to identify mechanical projects and process improvements to reduce consumption. We expect this effort to result in a 12 month projected savings of 320,000 kWh and 227 Metric tons of carbon dioxide equivalent or MTCO<sub>2</sub>e. A working group of cross-functional team members in Glostrup, Denmark identified IT opportunities in late 2022 to optimize usage, which we expect to have a 12 month savings of 160,000 kWh starting in 2023.

A comprehensive energy audit completed in Bangalore, India identified projects expected to result in 33,041 kWh, 27 MTCO<sub>2</sub>e, and 335,045 liters of water savings in 2023.

2023 focus areas include additional efforts to standardize building schedules and system thresholds globally, lifecycle asset performance savings opportunities, identifying electric supply opportunities to purchase green energy and maintaining demand response program participation.

As we look for opportunities to optimize the real estate portfolio globally, we expect to see less demand on the building systems.



Our Chicago, Illinois headquarters continues to maintain the following designations: LEED-Gold, Energy Star Certified and WELL Health Safety Rating for Facility Operations.



## THE ENVIRONMENT

### FURNITURE

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 2022, we continued to demonstrate good corporate responsibility by redeploying office furniture and reusing or donating office supplies to local organizations that can benefit from this as well as avoiding sending to landfills. Examples of our furniture redeployment and reuse efforts include work in Culver City, California; Seattle, Washington; Krakow, Poland; and Chicago, Illinois.

### 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. We work with landlords that are performing Tenant Improvement projects as well as projects we are directly managing to ensure that appropriate actions are taken relative to the handling of e-waste. Examples of such construction materials and e-waste projects include; Krakow, Poland; Lisbon, Portugal; Madrid, Spain; Beijing, China; Penang, Malaysia; Chicago, Illinois; Sterling, Virginia; Washington DC; Seattle, Washington; Santiago, Chile and Reynosa, Mexico.

#### WASTE DIVERSION

# 598

Total tons were diverted from landfills in the United States and Canada in 2022

#### PRINTING VOLUME

We continue to focus on reducing printing volumes, with printer volume decreasing by

# 2.3%

from 2021



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## ENERGY

Motorola Solutions used 186.4 million kWh, or 670,961 GJ, of energy (electricity and fossil fuel) in our operations in 2022, an 11.4% increase from 2021. We measure environmental impacts at our main sites, which account for 83% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 17% of floor space.

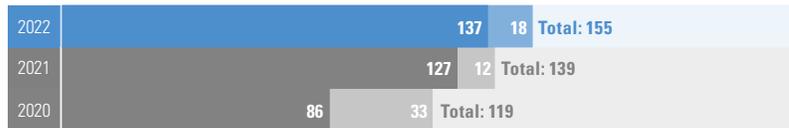
Globally, our renewable energy use was 24%, with the balance of 76% from non-renewable sources, which was completely sourced from the power grid. We do not source renewable fuels in our operations.

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### Global Total Energy Use: Electricity and Fossil Fuel

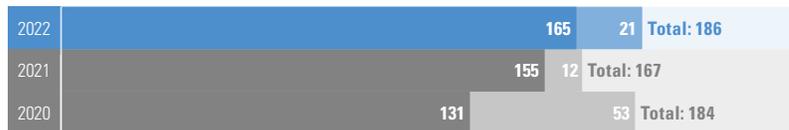
(Normalized in Million kWh) ■ Electricity ■ Fossil Fuel Combustion

Measured Energy Use



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Total Estimated Energy Use



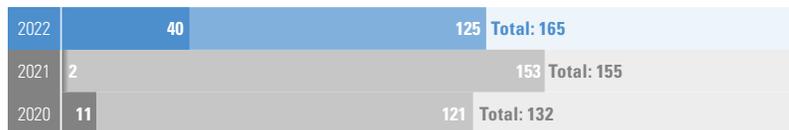
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### Gross Total Electricity used from Renewable and Non-Renewable

■ Renewable ■ Non-Renewable

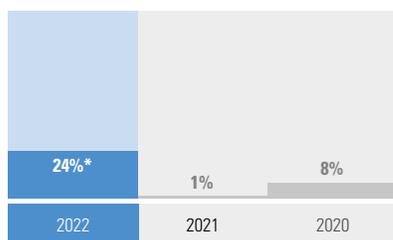
Measured Energy Use



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### Renewable Energy Use as a Percent of Total Energy Use



\*Reflects Airwave network transition to green energy.

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## WASTE AND RECYCLING

In 2022, we produced 1,908 tonnes of total waste globally, 31.6% more than in 2021. 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 2022, 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 2022 recycling increased by 7% compared to 2021. Our recycling program includes business, production, consumer and packaging materials.

	2022	2021	*2020
Total Waste (Tonnes)	1,908	1,450	1,113
Waste per Employee (Tonnes/Employee)	0.1	0.08	0.03
Recycling Rate	49%	42%	42%

For 2023, we have set a goal to increase our recycling rate to 50%.



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## 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 2022 verification statements are available on our [website](#). We measure water use at sites that account for 57% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 43% of the total floor space.

Water Use (1,000 Cubic Meters)	2022	2021	2020
Measured	149	113	125
Total Estimated	262	241	335

For 2023 we have set a goal to maintain current water usage levels, normalized for new acquisitions.



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## 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.

	2022	2021	2020
Volatile Organic Materials (Tonnes)	0.1	0.1	0.1

For 2023 we have set a goal to maintain VOM emissions at less than 1 tonne annually



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\*Due to the COVID-19 pandemic and the majority of our employees working from home in 2020, we saw a sharp decrease in our waste and recycling numbers.

## 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

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 Business Code of 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 1.0 for similar businesses.

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.

Global	2022	2021	2020
Injury Rate (IR)	0.10	0.13	0.14
Occupational Disease Rate	0.08	0.07	0.07
Lost Time Case Rate (LTC)	0.12	0.10	0.10
Lost Days	449	518	501
Work-Related Fatalities	0	0	0
Minor First Aid	123	70	43
North and Latin America	2022	2021	2020
Injury Rate (IR)	0.15	0.17	0.21
Occupational Disease Rate	0.13	0.12	0.13
Lost Time Case Rate (LTC)	0.15	0.15	0.13
Lost Days	394	489*	308
Work-Related Fatalities	0	0	0
Minor First Aid	115**	42	35
Asia Pacific (APAC)	2022	2021	2020
Injury Rate (IR)	0	0	0.04
Occupational Disease Rate	0	0	0
Lost Time Case Rate (LTC)	0	0	0.04
Lost Days	0	0	46
Work-Related Fatalities	0	0	0
Minor First Aid	0	1	1
Europe, Middle East and Africa (EMEA)	2022	2021	2020
Injury Rate (IR)	0.13	0.16	0.10
Occupational Disease Rate	0	0.02	0
Lost Time Case Rate (LTC)	0.08	0.09	0.08
Lost Days	43	29	147
Work-Related Fatalities	0	0	0
Minor First Aid	2	9	7

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

\*\*Improved reporting for minor injuries.

### 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 products

## MATERIALS MANAGEMENT

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

We follow all relevant regulations for substance restrictions, including the European Union (EU) directive on the Restriction of Hazardous Substances, 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.

## 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 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.

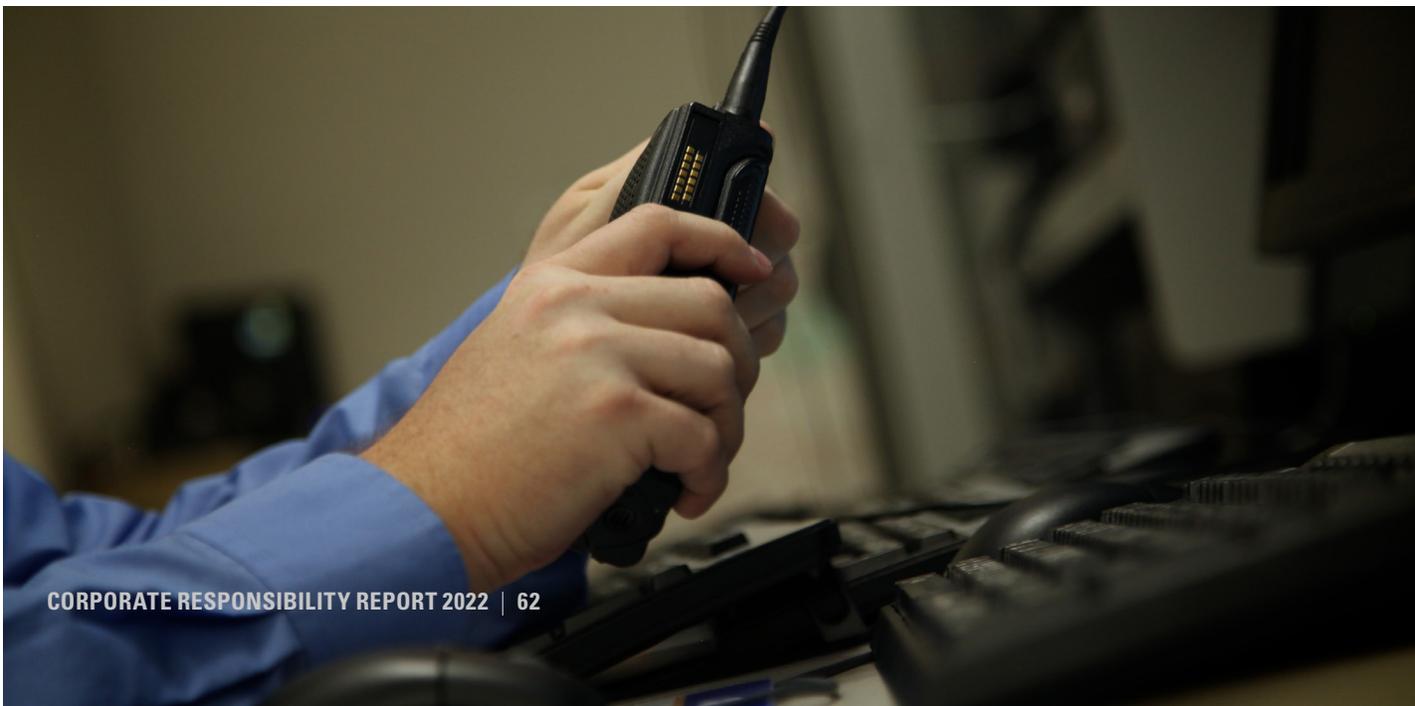
### GLOBAL TAKE-BACK AND RECYCLING PROGRAMS (TONNES COLLECTED)

We strive to fully comply with the EU Battery Directive. 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 2022, we collected nearly 198 tonnes of electronic waste from customers and paid fees for customers to recycle an additional 42 tonnes.





## 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 the opportunity to learn about sustainability topics as well as engage with their local communities. In 2022, we held multiple virtual employee learning sessions on topics such as climate change and ESG. During

Global Months of Service, employees were given time off to participate in community clean ups around the world on top of regional community clean ups that are run throughout the year. In 2022, we created the Motorola Solutions Green Team, an employee lead affinity group focused

on driving environmental volunteerism, education and identifying areas to improve our environmental performance.

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# 07 GOVERNANCE AND COMPLIANCE





# MONICA MUELLER

**GOVERNMENT AFFAIRS**



Our governance and compliance efforts ensure that we are focused on high standards of ethics, transparency and accountability.



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## POLICIES

The following policies govern aspects of our efforts in Corporate Responsibility:

- » Code of Business Conduct
- » Corporate Governance
- » Integrated Management System Policy
- » Human and Labor Rights Policy
- » Principles of Conduct for Members of Board of Directors
- » Privacy Statement
- » Supplier Code of Conduct
- » Wireless Communications and Health

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## 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

We are committed to conducting our business with transparency and integrity, which is essential to earning the trust of our stakeholders. Our policies, including Our Code of Business Conduct and Labor and Human Rights policies 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 geographic diversity. We raise awareness of our standards so that employees understand our values and encourage their colleagues and third parties to report ethics concerns. We investigate all allegations of ethical misconduct and take appropriate actions where claims are substantiated.

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

2022 GOALS	OUTCOMES
<p><b>Increase transparency of our robust anti-corruption efforts by providing public visibility to key components of the program.</b></p>	<p><b>ACHIEVED:</b> We expressed our commitment to transparency and doing business ethically by publicly sharing details of our anti-corruption program on the company's website, outlining topics such as our application of a risk-based approach throughout the world, a prohibition on bribery, conflicts of interest, donations and sponsorships, training, reporting of concerns, whistleblower actions, the use of third party agents, audit oversight, encouraging compliance, and progressive discipline. Our anti-corruption statement is available on our <a href="#">website</a>.</p>
<p><b>Enhance employee and external partner awareness, understanding and execution of our ethics program, policies, processes and tools.</b></p>	<p><b>ACHIEVED:</b> We continued to expand awareness of our ethics program and advocate for compliance through outreach to key leaders, conducting focused training in higher risk subject areas, delivering ethics messages to thousands of employees and contractors, creating online videos featuring ethics processes and procedures, and, with the support of our network of over 30 Business Conduct Champions, promoting ethics initiatives and encouraging ethical behavior on a global basis.</p>



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## COMMITMENT TO ANTI-CORRUPTION

Communications and Training*	2022	2021	2020
New or promoted employees who received ethics communications	6,100	5,500	2,800
Employees who received live ethics and compliance training	900	900	750
Percentage of new vice presidents who received a one-on-one briefing from Chief Compliance Officer	100%	100%	100%
Online ethics and compliance training course sessions completed by employees	102,000	**134,000	59,000

\*Data is rounded

\*\*Introduced three globally required courses in 2021

Global Due Diligence*	2022	2021	2020
Number of third-party sales representatives (TPSRs) who received due diligence reviews	800	900	900
Percentage of global TPSRs who received anti-corruption training	100%	100%	100%

\*Data is rounded

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## ADDRESSING CONCERNS

We respond to people who contact us with ethics concerns quickly and handle their requests confidentially 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.

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Reports to Office of Ethics	2022*	2021*	2020
Reports Requiring Investigation	28	27	17
Investigations Substantiated	8	8	6
Investigations Closed	33	24	12
Resulting Disciplinary Actions**	10	14	3

\*Increase is commensurate with increased headcount from acquisitions

\*\*A single matter may require multiple actions

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Reporting Channels Used	2022*	2021*	2020
EthicsLine (telephone and email)	83	62	82
EthicsLine Interactive (online)	20	14	17
Business Conduct Champions	14	15	15
Data Privacy Office	1	2	0
Direct Contact to the Office of Ethics	179	170	109

\*Increase is commensurate with increased headcount from acquisitions

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## GOVERNMENT AFFAIRS AND LOBBYING

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

- Public safety technology funding
- Homeland security policies
- Privacy, data security and cybersecurity
- International trade reform and enhanced market access
- Spectrum allocation

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 by Topic*	2022	2021	2020
Human Resources	76	43	47
Products	1	3	1
Allegations of Impropriety	32	26	19
Code of Business Conduct	115	122	118
Other	104	95	59

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

Disciplinary Actions	2022	2021	2020
Separation	4	4	3
Written Warning	6	10	0

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

Criteria for assessing candidates include:

- Leadership on important business objectives
- Champions for public safety
- Geographic representation of our sites and employee population
- Strong or emerging positions on issues 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 2022, the Motorola Solutions PAC distributed \$595,150 in employee contributions. View the [Motorola Solutions PAC 2022 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 2022, we contributed \$446,725 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 2022, we paid annual dues of \$50,000 or more to belong to these associations:

- Business Roundtable
- Civic Committee of the Commercial Club of Chicago
- 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 REFERENCE



# GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

This index references information that meets requirements of disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Standards in part or in full.

GRI STANDARD	DISCLOSURES	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL	
2 - General Disclosures (2022)	<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>				
	2-1	Organizational Details	<b>Motorola Solutions, Inc.</b>	<a href="#">Form 10-K</a> Pages 3, 4, and 24	
	2-2	Entities included in the organization's sustainability reporting (c)*	<b>Our Approach</b>	4	<a href="#">Form 10-K</a>
			<b>Introduction:</b> Scope of Report	7	Pages 8-9, 24, 26, and 53
	2-3	Reporting Period, frequency and contact point	<b>Our Approach</b>	4	<a href="#">Form 10-K</a>
			<b>Introduction:</b> Scope of Report	7 76	Page 1 <a href="#">Motorola Website - Environment</a>
	2-4	Restatements of Information	<b>Introduction:</b> Scope of Report	7	
	2-5	External Assurance	<b>The Environment:</b> Climate Impact	53	<a href="#">Form 10-K</a> Page 1
			Waste and Recycling	58	<a href="#">Motorola Website - Environment</a>
	<b>ACTIVITIES AND WORKERS</b>				
	2-6	Activities, value chain and other business relationships	<b>Supply Chain and Procurement:</b> Suppliers Risk Assessment	42	<a href="#">Form 10-K</a> Page 3, 10, 20 – 21, 24, and 47
	2-7	employees *	<b>Human Capital Management</b> Global Workforce Workforce Demographics	27 32-34	
<b>GOVERNANCE</b>					
2-9	Governance structure and composition			<b>Proxy Statement</b> Pages 13-28, and 33 - 36	
2-10	Nomination and selection of the highest governance body			<b>Proxy Statement</b> Pages 2 - 5, 18 - 20, and 25	
2-11	Chair of the highest governance body			<b>Proxy Statement</b> Page 25 <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>Proxy Statement</b> Pages 21 - 24	

# GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

GRI STANDARD	DISCLOSURES	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
2 - General Disclosures (2022)	<b>GOVERNANCE</b>			
	2-13	Delegation of responsibility for managing impacts		<b>Proxy Statement</b> Pages 21 - 24
	2-14	Role of the highest governance body in sustainability reporting		<b>Proxy Statement</b> Pages 23 - 24
	2-15	Conflicts of Interest	<b>Governance and Compliance:</b> Policies	<b>66</b>  <a href="#">Principles of Conduct for Members of Board of Directors:</a>
	2-16	Communication of critical concerns	<b>Governance and Compliance:</b> Addressing Concerns	<b>69</b>
	2-17	Collective knowledge of the highest governance body		<b>Proxy Statement</b> Pages 23 - 24
	2-18	Evaluation of the performance of the highest governance body		<b>Proxy Statement</b> Pages 18 - 20, 25
	2-19	Remuneration policies		<b>Proxy Statement</b> Pages 29 - 32, and 48 - 65
	2-20	Process to determine remuneration		<b>Proxy Statement</b> Pages 29 - 32, and 48 - 65
	2-21	Annual total compensation ratio		<b>Proxy Statement</b> Page 79
	<b>STRATEGY, POLICIES AND PRACTICES</b>			
	2-22	Statement on sustainable development strategy	<b>Foreword:</b> CEO Letter	
2-23	Policy commitments	<b>Governance and Compliance:</b> Policies ESG Strategy and Risk Oversight Business Conduct Addressing Concerns  <b>The Environment:</b> Sustainable design and Product Design Materials Management	<b>66 – 67, 69</b>       <b>61</b> <b>67</b>	<a href="#">Code of Business Conduct</a>  <a href="#">Governance and Compliance</a>

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# GLOBAL REPORTING INITIATIVE (GRI) STANDARDS



GRI STANDARD	DISCLOSURES	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
2 - General Disclosures (2022)	<b>STRATEGY, POLICIES AND PRACTICES</b>			
	2-24	Embedding policy	<b>Governance and Compliance:</b> Policies Business Conduct Commitment to Anti-Corruption Addressing Concerns	66 - 69  <a href="#">Code of Business Conduct</a> <a href="#">Governance and Compliance</a>
	2-25	Processes to remediate negative impacts	<b>Supply Chain and Procurement:</b> Conflict Minerals  <b>The Environment:</b> Site Remediation	48  53
	2-26	Mechanisms for seeking advice and raising concerns	<b>Our Approach:</b> For Our Business: Responsible Technology  <b>Governance and Compliance:</b> Policies Business Conduct Addressing Concerns	12  63, 64 - 66
	2-27	Compliance with laws and regulations *	<b>The Environment:</b> Environment, Health and Safety Management	52
	2-28	Membership Associations	<b>Governance and Compliance:</b> Political Contributions in the United States	70
	<b>STAKEHOLDER ENGAGEMENT</b>			
	2-29	Approach to stakeholder engagement	<b>Introduction:</b> Most Material Topics: Stakeholder Engagement  <b>Community Engagement:</b> Community  <b>Human Capital Management:</b> Diversity, Equity & Inclusion Workforce Demographics Human Capital Development  <b>Supply Chain:</b> Suppliers  <b>Governance and Compliance:</b> Government Affairs and Lobbying	8  19:  31-37  43  69

# GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

GRI STANDARD	DISCLOSURES	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
	<b>STAKEHOLDER ENGAGEMENT</b>			
3 - Material Topics	<b>3-1</b> Process to determine material topics	<b>Our Approach</b> <b>Introduction:</b> Scope of Report Most Material Topics	<b>4, 7 - 8</b>	
	<b>3-2</b> List of material topics	<b>Introduction:</b> Most Material Topics	<b>8</b>	
	<b>3-3</b> Management of material topics	<b>Our Approach</b> <b>Introduction:</b> Material Topics	<b>4, 7 - 8</b>	
205 - Anti-Corruption	<b>205-2</b> Communication and training about anti-corruption policies and procedures	<b>Governance and Compliance:</b> Business Conduct Commitment to Anti-Corruption	<b>67 - 68</b>	
GRI 302: Energy 2016	<b>302-4</b> Reduction of energy consumption (a and b only)	<b>The Environment:</b> Safe and Sustainable Operations: Energy	<b>58</b>	
GRI 303: Water and Effluents 2018	<b>303-3</b> Water withdrawal by source	<b>The Environment:</b> Safe and Sustainable Operations: Water Use	<b>59</b>	
GRI 305: Emissions 2016	<b>305-1</b> Direct (Scope 1) GHG emissions*	<b>The Environment:</b> Climate Impact	<b>54</b>	
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions*	<b>The Environment:</b> Climate Impact	<b>54</b>	
	<b>305-3</b> Other indirect (Scope 3) GHG emissions*	<b>The Environment:</b> Climate Impact	<b>54</b>	
	<b>305-5</b> Reduction of GHG emissions*	<b>The Environment:</b> Climate Impact	<b>54</b>	
GRI 306: Waste 2020	<b>306-3</b> Waste generated*	<b>The Environment:</b> Safe and Sustainable Operations: Waste and Recycling	<b>59</b>	
GRI 308: Supplier Environmental Assessment 2016	<b>308-2</b> Negative environmental impacts in the supply chain and actions taken (c)*	<b>Supply Chain and Procurement:</b> Auditing and Improving: Number of Audit Findings	<b>45 - 46</b>	

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# GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

GRI STANDARD	DISCLOSURES	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
	<b>STAKEHOLDER ENGAGEMENT</b>			
<b>GRI 401:</b> Employment 2016	<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees (a)*	<b>Human Capital Management:</b> Benefits	<b>39</b>	
	<b>403-1</b> Occupational health and safety management system	<b>The Environment:</b> Safe and Sustainable Operations: Safety	<b>60</b>	
<b>GRI 403:</b> Occupational Health and Safety 2018	<b>403-2</b> Hazard identification, risk assessment, and incident investigation*	<b>The Environment:</b> Safe and Sustainable Operations: Safety	<b>60</b>	
	<b>403-5</b> Worker training on occupational health and safety	<b>The Environment:</b> Safe and Sustainable Operations: Safety	<b>60</b>	
	<b>403-9</b> Work-related injuries (d and e)*	<b>The Environment:</b> Safe and Sustainable Operations: Safety	<b>60</b>	
	<b>403-10</b> Work-related ill health*	<b>The Environment:</b> Safe and Sustainable Operations: Safety	<b>60</b>	
<b>GRI 405:</b> Diversity and Equal Opportunity 2016	<b>405-1</b> Diversity of governance bodies and employees*	<b>Human Capital Management:</b> Global Workforce Diversity, Equity & Inclusion Workforce Demographics Human Capital Development	<b>28, 31 - 37</b>	
<b>GRI 414:</b> Supplier Social Assessment 2016	<b>414-2</b> Negative social impacts in the supply chain and actions taken (a, c, and d only)*	<b>Supply Chain and Procurement:</b> Suppliers Risk Assessment Auditing and Improving	<b>43-45</b>	
<b>GRI 415:</b> Public Policy 2016	<b>415-1</b> Political contributions	<b>Governance and Compliance:</b> Political Contributions in the United States	<b>70</b>	

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

# SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) REFERENCE

SASB CODE	DISCLOSURES DESCRIPTION	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE / URL
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	<b>For Our Business</b> Data Privacy and Protection Enterprise Information Security	<b>11, 15</b>	<a href="#">Privacy Statement</a>
		<b>Governance and Compliance:</b> Policies	<b>66</b>	
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	<b>For Our Business</b> Data Privacy and Protection Enterprise Information Security	<b>11, 15</b>	<a href="#">Privacy Statement</a>
		<b>Governance and Compliance:</b> Policies	<b>66</b>	
TC-TL-130a.1 TC-SI-130a.1	(1) Total energy consumed in GJ, (2) percentage grid electricity, (3) percentage renewable	<b>The Environment</b> Safe and Sustainable Operations: Energy	<b>58</b>	
TC-SI-130a.2*	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<b>The Environment</b> Safe and Sustainable Operations: Water Use	<b>59</b>	
TC-HW-430a.1*	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	<b>Introduction</b> Our Approach	<b>4</b>	
		<b>Supply Chain and Procurement</b> Risk Assessment Auditing and Improving	<b>44 - 47</b>	
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<b>Supply Chain</b> Conflict Minerals	<b>48</b>	
TC-SI-330a.3* TC-HW-330a.1*	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<b>Human Capital Management:</b> Diversity, Equity & Inclusion Workforce Demographics	<b>31 - 33</b> <b>35 - 36</b>	
TC-TL-230a.2 TC-SI-230a.2 TC-HW-230a.1	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<b>For Our Business</b> Data Privacy and Protection Cybersecurity Products and Services Enterprise Information Security	<b>11, 13 - 15</b>	
TC-TL-440a.1*	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	<b>The Environment</b> Waste and Recycling Sustainable Design and Product Stewardship Product Recycling and Battery Take-Back	<b>59</b>	<a href="#">Website: Recycling - Motorola Solutions</a>
TC-HW-410a.4*	Weight of end-of-life products and e-waste recovered, percentage recycled	<b>The Environment</b> Scope 3 Emissions Reporting Construction Projects Waste and Recycling Sustainable Design and Product Stewardship Product Recycling and Battery Take-Back	<b>55, 57, 59, 61 - 62</b>	

\*The report includes some of the requirements specified in these disclosures of the referenced SASB Standard.

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

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

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

CATEGORY	DISCLOSURES	REFERENCE
<b>Governance</b> Disclose the organization's governance around climate-related risks and opportunities.	<b>a)</b> Describe the board's oversight of climate-related risks and opportunities.	Board Oversight, <b>Page 5</b>
	<b>b)</b> Describe management's role in assessing and managing climate-related risks and opportunities.	Executive Leadership, <b>Page 5</b> Risk Management, <b>Page 14</b>
<b>Strategy</b> 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.	<b>a)</b> 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, <b>Pages 10 - 13</b>
	<b>b)</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, <b>Pages 6 - 7</b> TCFD Climate-Related Risks and Opportunities Overview, <b>Pages 10 - 13</b>
	<b>c)</b> 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, <b>Pages 8 - 9</b>
<b>Risk Management</b> Disclose how the organization identifies, assesses, and manages climate-related risks.	<b>a)</b> Describe the organization's processes for identifying and assessing climate-related risks.	Governance, <b>Page 5</b> Risk Management, <b>Page 14</b>
	<b>b)</b> Describe the organization's processes for managing climate-related risks.	Governance, <b>Page 5</b> TCFD Climate-Related Risks and Opportunities Overview, <b>Pages 10 - 13</b> Risk Management, <b>Page 14</b>
	<b>c)</b> Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Management, <b>Page 14</b>
<b>Metrics and Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<b>a)</b> Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Metrics, <b>Pages 15 - 16</b> Climate Impact, <b>Pages 54-55</b>
	<b>b)</b> Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Metrics, <b>Pages 15 - 16</b> Climate Impact, <b>Pages 54-55</b>
	<b>c)</b> Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Approach to Climate Strategy, <b>Page 7</b> Targets, <b>Page 16</b>

# UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS

At Motorola Solutions, we recognize the importance of international collaboration and innovation to achieving the United Nations' 17 Sustainable Development Goals. 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 are helping to achieve 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	REPORT PAGE NUMBER
 <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> </ul>	<b>19, 28-29, 32</b>
 <b>5 - Gender Equality</b>	5.5, 5.b, 5.c	<ul style="list-style-type: none"> <li>Providing development opportunities for women</li> <li>Supporting our employee-led Women's Business Council</li> <li>Partnering with the Society of Women Engineers</li> </ul>	<b>21, 32-34</b>
 <b>8 - Decent Work and Economic Growth</b>	8.5, 8.7, 8.8	<ul style="list-style-type: none"> <li>Providing a safe and inclusive work environment</li> <li>Ensuring that human rights are being upheld in our operations and our suppliers operations</li> <li>Providing well paid internships</li> </ul>	<b>31-34, 37</b>
 <b>9 - Industry, Innovation and Infrastructure</b>	9.c	<ul style="list-style-type: none"> <li>Inclusive product design</li> </ul>	<b>16</b>
 <b>10 - Reduced Inequalities</b>	10.2, 10.4	<ul style="list-style-type: none"> <li>Business councils</li> <li>Affinity groups</li> <li>Employee Brand Ambassadors Program:</li> </ul>	<b>32-34</b>
 <b>11 - Sustainable Cities and Communities</b>	11.5	<ul style="list-style-type: none"> <li>Disaster relief</li> </ul>	<b>24-25</b>
 <b>12 - Responsible Consumption and Production</b>	12.2, 12.4, 12.5, 12.6	<ul style="list-style-type: none"> <li>Sustainable Design</li> <li>Packaging</li> <li>Product Recycling And Battery Take-Back</li> </ul>	<b>61-62</b>
 <b>13 - Climate Action</b>	13.1, 13.3	<ul style="list-style-type: none"> <li>Disaster relief</li> <li>Energy savings</li> </ul>	<b>24-25, 54-57</b>
 <b>15 - Life on Land</b>	15.1, 15.5, 15.a	<ul style="list-style-type: none"> <li>Site remediation</li> </ul>	<b>53</b>
 <b>16 - Peace, Justice and Strong Institutions</b>	16.3, 16.5, 16.7, 16.10	<ul style="list-style-type: none"> <li>Policies</li> <li>Risk oversight</li> <li>Business Conduct Champions</li> <li>Anti-corruption</li> </ul>	<b>66-69</b>

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# CORPORATE RESPONSIBILITY REPORT



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