1999 SUMMARY ANNUAL REPORT

Linking People's Dreams WITH TECHNOLOGY'S PROMISE

Mom, we won! 3-2



MOTOROLA

BUILDING ON A DYNAMIC MARKETPLACE.

Motorola is extending human capabilities by providing integrated wireless communication and embedded electronic solutions for the individual, the workteam, the vehicle and the home.

The new Motorola develops and delivers new ways to meet people's insatiable desire to communicate. We are one of the leading architects of a world without wires, without borders, without limitations.

We've created a better, stronger Motorola – more market and customer-oriented, more aggressive, more integrated – in just two years.

We are strategically focused on harnessing the power of wireless, broadband and the Internet in ways that are designed to create substantial value for our customers and our stockholders.

We focus on three layers of the value chain that create high-growth, high-profit opportunity: • End-to-end networked communications solutions • Integrated embedded solutions, and • Solutions on a chip. In doing so, we are building on our heritage as a market ductors to wireless phones and networks.



The projected number of wireless phone users worldwide by 2002.

In a world where wireless is pervasive, the wireless

Internet offers a new world of personal networking. For business enterprises and government agencies, it offers flexibility to better manage their communications systems. With the convergence services. In a world where embedded systems are proliferating, we make things smarter, simpler, safer and more synchronized.

Motorola is more focused than ever: • On the customer • On the marketplace • On developing total solutions • On high-contributed-• On our financial performance.

We are just beginning - Motorola is committed to being the link between people's dreams and technology's promise.



FREEDOM FROM WIRED CONNECTIONS means

Motorola's strategic focus on marketing means connecting with customers – finding out what people want and building it – and partnering with other manufacturers.

As marketers as well as engineers, we sense the pulse of cultures, and we anticipate where these cultures are going. No one else has our mix of disciplines – solutions on a chip, embedded

50 billion

The estimated number of smart chips to be sold globally in the next five years.

electronic systems, Internet, wireless, broadband – increasingly integrated to share knowledge and leverage strength.

The DigitalDNA™ brand embodies the excitement of our embedded technologies – The Heart of Smart™ products. Embedded solutions are designed for specific applications – for example, a chip for wireless phones that can interpret any telecom protocol, or an embedded system that routes traffic across the Internet. We are partnering with manufacturers to blend our platforms with their needs.

Motorola is bringing the Internet new life by bringing it to wireless.

We are developing a new Internet Protocol (IP)-based communica-

Digital DNA from Motorola

THE HEART OF SMART

tions architecture to serve as the foundation for our

BELOW THE SURFACE AND BEYOND is where Motorola embedded solutions are opening exciting new worlds in every aspect of life.

end-to-end solutions "portfolio" of networks, access devices, content, applications and services. Our vision of a third-generation (3G) wireless IP future is becoming a reality through the Aspira™ communications architecture, which we are creating in including Cisco Systems and Sun Microsystems.

The Cisco alliance leverages our wireless system expertise and Cisco's Internet and networking capability to create a peerto-peer, distributed, IP-based architecture. Through the Sun near-infinite dial tone in a wireline world.

DEVELOPING TECHNOLOGIES THAT

In Touch

Linking People's Dreams With Technology's Promise

Welcome to the Web without wires – a world of wireless access for the person – a world where you can call home, check the stock market, access e-mail from anywhere.

Our customers want solutions that think and link. Personal networking places users at the center of their network – where they can share and deliver experiences that foster personal and



The number of messages per day the average U.S. office worker receives.

business growth, promote local and global relationships, and make communication convenient, relevant and personal. Motorola's personal networking vision provides the infrastructure, devices, content, applications and services to the user while they are at home, work, play – or anywhere in between.

Motorola has invested more in consumer research over the last few years than in the history of the company. The insights

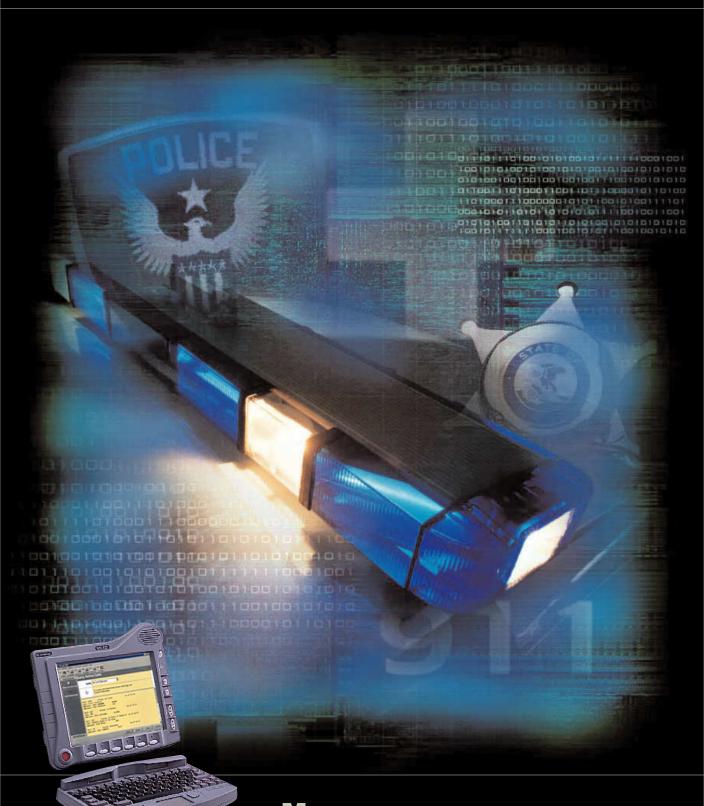


gained have resulted in a new generation of powerful, easy-to-use wireless Internet products and services.

Your MIND IS YOUR DESK – check a fact on the Internet from a lunch meeting or e-mail a friend from the beach. Your address is wherever you happen to be.



MOTOROLA TECHNOLOGY AND PRODUCTS ARE HELPING TO MAKE THE ERA OF THE PERSONAL NETWORK A REALITY.



MOTOROLA DIGITAL SOLUTIONS
Mobile
Workstation 520
AND SOFTWARE ARE CHANGING THE WAY
ORGANIZATIONS COMMUNICATE, OPERATE AND SUCCEED.

NET-WORKTEAM

Linking People's Dreams With Technology's Promise

Motorola's mission-critical and enterprise solutions for the workteam provide businesses and government agencies with the ability to deliver the right information to the right people at the right time and enhance an organization's overall performance. Motorola's ASTRO®, Dimetra™ and iDEN® digital wireless systems help organizations to communicate rapidly, reliably and cost-effectively with



The estimated number of two-way radios in use worldwide by 2002.

colleagues, vendors and clients in order to increase productivity, reduce costs and improve quality. Our private and public communications solutions have the ability to integrate two-way radio, digital cellular phone, wireless Internet, alphanumeric messaging and data/fax capabilities.

Organizations also benefit from smart Motorola solutions ranging from embedded computer systems to smart card and



BiStatix™ technology solutions used for applications ranging from automated fare collection to tracking inventory.

GETTING THE FACTS from one point to another, instantly, is taking the public safety contributions of law enforcement to new levels.

In many of today's vehicles there are more chips than in any other consumer product, including a high-end PC. Motorola's smart, embedded technology is the catalyst that enables networks and smart vehicles to link to people and information. We are the leading supplier of semiconductors for the automotive industry. And to ensure a creative advantage for our customers, we plan to continue



The annual worldwide demand projected for automotive electronics by 2002.

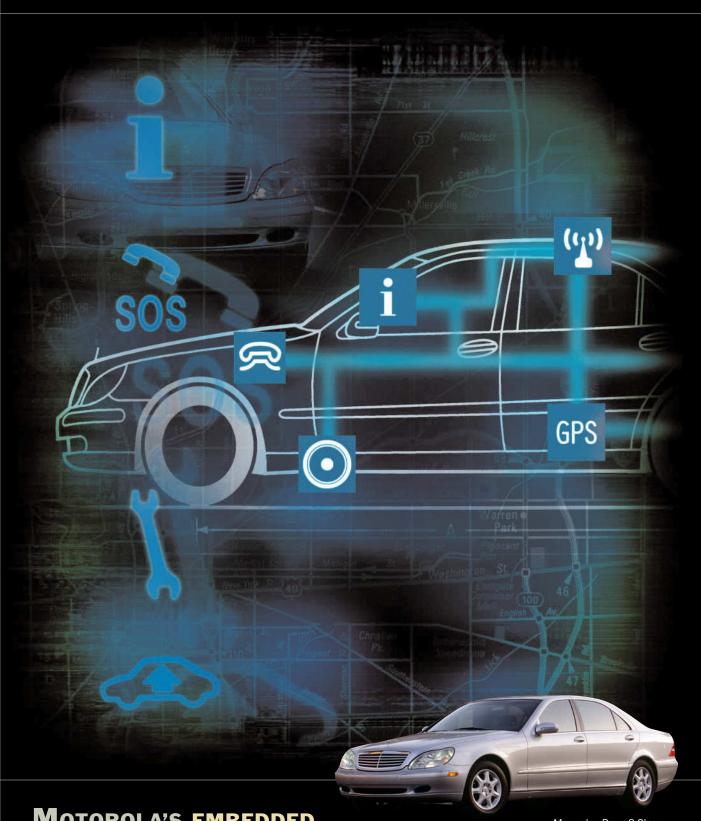
to create advanced solutions built upon these market-leading smart, embedded technologies.

Motorola's Telematics Communications Group delivers products that provide emergency calling, roadside assistance and other security and convenience services. In the future, Telematics is expected to include real-time navigation and traffic updates, a broad range of Internet services and car-to-car communications



for families, as well as remote diagnostics, software upgrades and repairs to improve engine performance and fix problems.

COMMAND CENTERS YOU CAN WASH and drive away – that's what today's automobiles are becoming with Motorola technology.



MOTOROLA'S EMBEDDED

Mercedes-Benz S-Class

ELECTRONIC SOLUTIONS ARE CONNECTING THE VEHICLE

AND THE DRIVER TO A NEW WORLD OF POSSIBILITIES.



DCT-5000+ Digital Cable Set-top Terminal

TO COMPLETE THE PICTURE AT HOME, INTEGRATING BROADBAND WITH WIRELESS ACCESS.

Bringing IT Home

Linking People's Dreams With Technology's Promise

Our merger with General Instrument Corp. on January 5, 2000 integrates the essential technologies we need to bring the potential of converged video, voice and data networking into the home. We are now a leading end-to-end solutions provider to the broadband access market, with cable modems, telephony home gateways, hybrid fiber coaxial (HFC) cable network systems, and televi-



Estimated U.S. cable industry revenues by 2008 through deployment of digital cable, high-speed Internet access and telephony via broadband.

sion set-top devices that decode digital cable programming as well as enable advanced TV services like video-on-demand, e-mail and shopping. Motorola's latest generation of set-top devices uses built-in cable modems to enable interactive services ranging from high-speed Web access to home networking. The home of the future could have multiple TVs, phones and personal computers doing high-speed Internet access simultaneously – all



connected to home hubs from Motorola that provide the interfaces to broadband cable systems.

THE PICTURE IS CLEAR while the lines are blurring between video, voice and data in the home – creating interactive, integrated services accessible from the comfort of your couch.

FORWARD FASTER

Linking People's Dreams With Technology's Promise

Motorola is creating value for stockholders by developing new platforms for future growth. Motorola Labs has consolidated the enormous talent throughout the company's research organizations.

Examples of the exciting breakthroughs from Motorola Labs include the world's thinnest functional transistor using a new class of semiconductor materials called perovskites. It will enable future

21,807

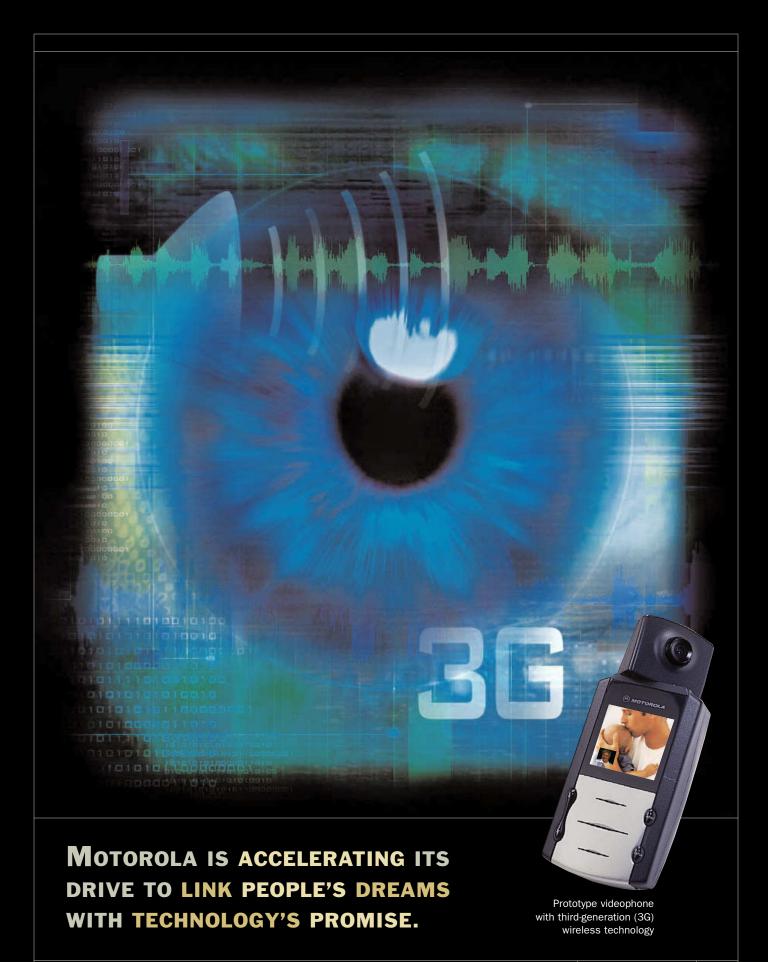
The number of patents Motorola holds worldwide.

chips to be faster and more powerful while consuming far less power. With new image sensor technology, a single fingerprint could replace the personal identification number (PIN) used to gain access to information and devices in the computing, wireless communications and financial industries. Motorola is helping to develop a biochip-based device for rapid diagnosis of life-threatening bacterial infections. The goal is to produce an



inexpensive, disposable microfluidics device that could perform genetic analysis in doctors' offices and hospitals.

WIRELESS JOY for a grandmother can mean sharing in the excitement of a new life, in real time – being there without actually being there.



MOTOROLA is a global leader in providing integrated communications solutions and embedded electronic

- Software-enhanced wireless telephone, two-way radio, messaging and satellite com munications products and systems, as well as networking and Internet-access products, for consumers, network operators, and commercial, government and industrial customers.
- Embedded semiconductor solutions for customers in networking, transportation, wireless communications and imaging and entertainment markets.
- Embedded electronic systems for automotive, communications, imaging, manufacturing systems, computer and industrial markets.
- Digital and analog systems and set-top terminals for broadband cable television operators.

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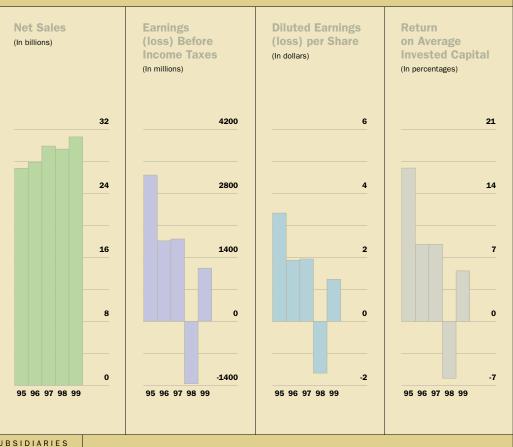
FINANCIAL HIGHLIGHTS

(Dollars in millions, except as noted) Years Ended December 31

	1999 1,3	1998 ^{2,3}
Net sales	\$30,931	\$29,398
Earnings (loss) before income taxes	1,168	(1,374)
% to sales	3.8%	(4.7)%
Net earnings (loss)	817	(962)
% to sales	2.6%	(3.3)%
Diluted earnings (loss) per common share (in dollars)	1.31	(1.61)
Research and development expenditures	3,438	2,893
Capital expenditures	2,684	3,221
Working capital	4,087	2,091
Current ratio	1.33	1.18
Return on average invested capital	5.5%	(6.2)%
Return on average stockholders' equity	5.9%	(7.6)%
% of net debt to net debt plus equity	10.1%	26.8 %
Book value per common share (in dollars)	26.67	20.33
Year-end employment (in thousands)	121	133

¹Earnings before income taxes, net earnings and diluted earnings per common share include special charges of \$684 million pre-tax, or 77 cents per share after-tax, resulting primarily from charges related to Iridium offset by gains from the sales of investments and businesses.

³Excludes the impact of the merger with General Instrument.



²The loss before income taxes, net loss and diluted loss per common share include special charges of \$1.9 billion pre-tax, or \$2.19 per share after-tax, resulting primarily from manufacturing consolidation, cost reduction and restructuring programs.

This year's annual report introduces a new Motorola that is a very exciting place for investors. We are strategically

focused on harnessing the power of wireless, broadband and the Internet to deliver end-toend network, embedded and chip-based solutions for the individual, the workteam, the vehicle and the home. Our investments in these rapidly growing global industry segments are designed to create substantial value for our stockholders. We made notable progress in 1999, although the change process is still in its early stages, and much remains to be done.

This new Motorola is grounded in some enduring principles and solid fundamentals. In our 1998 annual report we articulated clear business and financial objectives: • Attain global leadership in our core businesses • Provide total solutions through alliances • Develop new platforms for future leadership • Achieve performance excellence. How have we done?

GLOBAL LEADERSHIP IN CORE BUSINESSES Creating value for stockholders begins with achieving global leadership in our core businesses. The first is end-to-end networked communications solutions. In its first year of existence, the Communications Enterprise, which aligns all of Motorola's communications businesses, has made significant progress. It shifted from product to market-focused organizations, and put customers first. It hired outside leadership talent for key positions, and reassigned thousands of engineers to higher-growth businesses. It delivered new digital phones, as promised, and improved network stability. Digital wireless telephone unit sales increased 85% in 1999. It unlocked capabilities through key alliances, and by working as one team. It began redesigning core business processes, and reduced costs through adjustments in its business portfolio.

The second of our core competencies is providing embedded electronic solutions. During 1999, we sold our Semiconductor Components Group to focus on our four key embedded

chip markets. After a difficult 1998, the Semiconductor Products Sector completed its restructuring, achieved nearly a \$1 billion reduction in its breakeven point, and returned to profitability. Our Integrated Electronic Systems Sector, which repositioned itself around embedded systems, recorded improved results. The sector sold its non-semiconductor components group and now focuses on systems solutions in the automotive, communications and computer markets. The Telematics Communications Group had significantly higher sales.

TOTAL SOLUTIONS THROUGH ALLIANCES A second objective to create value is to provide total solutions for our customers by forming alliances. Many of these key alliances are enabling Motorola to bring the Internet new life by bringing it to wireless, as discussed on pages 3-4. The Wireless Application Protocol (WAP) standardizes the way a wireless telephone accesses and displays Internet content. Motorola led the development of the WAP Forum, which is now backed by more than 175 of the world's leading telecommunications and software companies.

Our merger with General Instrument Corporation integrates the essential broadband technologies we need to bring the vast potential of converged video, voice and data networking into the home, as discussed on pages 11-12. The merger, valued at approximately \$17 billion, was completed January 5, 2000. Through the merger, Motorola also acquired majority ownership of Next Level Communications, Inc., which provides broadband systems based on digital subscriber line (DSL) technology.

With the formation of SpectraPoint Wireless, Motorola, in alliance with Cisco Systems, entered the market for broadband access through Local Multipoint Distribution Service (LMDS), which uses point-to-point microwave systems.

PLATFORMS FOR FUTURE LEADERSHIP A third objective to create value for stockholders is developing new platforms for future growth. This means building open extensible architectures upon which other companies can build and add value. These range from the platforms such as Aspira™ that make us a central player in third-generation wireless systems to the



Christopher B. Galvin,

Chairman of the Board and Chief Executive Officer (right)

Robert L. Growney,

President and
Chief Operating Officer
(left)

DigitalDNA™ platforms designed to make us leaders in the embedded electronics marketplace. These include the M•CORE™ family of low-power, low-cost processors; the PowerPC™
architecture used in more than 1,000 designs for networking, telecom, automotive and
industrial control as well as desktop applications, and the StarCore™ digital signal processing alliance with Lucent Technologies.

Performance excellence. We improved our performance during 1999, both in terms of service to our customers and in financial results. These results, however, are well short of our goals, and the year 2000 will be one of renewed emphasis on comprehensive core process improvements and rigorous focus on the Performance Excellence System.

Sales in 1999 rose 5% to \$30.9 billion from \$29.4 billion in 1998. Full-year earnings, excluding special items, were \$1.3 billion, or \$2.08 per share, compared with \$347 million, or 58 cents per share, a year earlier. Including special items, earnings were \$817 million, or \$1.31 per share, compared with a loss of \$1.0 billion, or \$1.61 per share, in 1998. Several Motorola businesses have been sold since the beginning of 1998. Sales from ongoing operations in 1999 rose 9% to \$30.0 billion from \$27.6 billion in 1998.

Our objective is to consistently achieve attractive financial returns by selecting and investing in a forward-looking business portfolio that provides self-funding revenue growth potential of 15% or more over the long run. We intend to do this with a strong balance sheet, which gives us operational and financial flexibility. We have made progress. For example, our net debt/net debt plus equity ratio improved to 10.1% in 1999 from 26.8% in 1998. Detailed financial results appear in the 2000 Proxy Statement, which is on our website at www.motorola.com.

Performance Excellence is resulting in significant changes in the way Motorola does business. We have challenged the orthodoxies and dogmas of the past. We replaced the isolated product teams with broad architectures and platform approaches to creating end-to-end solutions. The business-unit focus has evolved into a market focus and a consumer focus. Performance Excellence balances our traditional emphasis on financial results with measures of customer and employee satisfaction, market share and other dynamic indicators. They range from strategic planning, customer and market focus and human resources to process management and business results. The criteria are used to assess every business, identify gaps and fix problems. Management compensation is tied to results.

THE FUTURE As we begin a new century, we are confident that we can continue to improve on our ability to reach the objectives that create value at an attractive rate for our stockholders. We intend to build on what we have done best since the founding of the corporation – linking people's dreams with technology's promise. We intend to listen even more attentively to those dreams and respond even more creatively. We intend to differentiate, simplify and reinvent industries made possible by technology's promise. We intend to extend human capabilities as we harness the power of wireless, broadband and the Internet to deliver end-to-end network, embedded and chip-based solutions for the individual, the workteam, the vehicle and the home.

Christopher B. Galvin

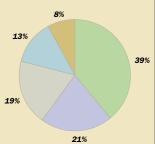
Chairman of the Board and Chief Executive Officer

Robert L. Growney

Fohat L Gream

President and Chief Operating Officer

1999 Net Sales by **Business Segment*** (In percentages)



- Personal Communications Segment
- Network Systems Segment
- Semiconductor Products Segment
- Ocumercial, Government and Industrial Systems Segment
- Other Products Segment
- *Excludes the impact of the merger with General Instrument.

MOTOROLA AT A GLANCE

COMMUNICATIONS ENTERPRISE The Communications Enterprise (CE) aligns all of Motorola's communications solutions to a variety of customers and consumers around the world. The CE is made

Executive Vice President,
President, Communications

Broadband **Communications Sector**

Commercial, Government and Industrial Solutions Sector

Network Solutions Sector

Personal

Communications Sector

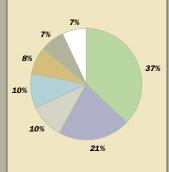
Global Telecom Solutions Group

Internet and Networking Group

Network Management Group

1999 Market Sales by Region[®]

(In percentages)



- United States
- Europe
- China
- Asia-Pacific
- Latin America
- Japan
- Other Markets

SEMICONDUCTOR PRODUCTS SECTOR As the world's No. 1 producer of embedded processors,

INTEGRATED ELECTRONIC SYSTEMS SECTOR The Integrated Electronic Systems Sector (IESS)

Joseph M. Guglielmi

*Excludes the impact of the merger with General Instrument.

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

Management is responsible for the preparation, integrity and objectivity of the consolidated financial statements and other financial information presented in this report. The accompanying consolidated financial statements were prepared in accordance with generally accepted accounting principles, applying certain estimates and judgments as required.

Motorola's internal controls are designed to provide reasonable assurance as to the integrity and reliability of the financial statements and to adequately safeguard, verify and maintain accountability of assets. Such controls are based on established written policies and procedures, are implemented by trained, skilled personnel with an appropriate segregation of duties and are monitored through a comprehensive internal audit program. These policies and procedures prescribe that the Company and all its employees are to maintain the highest ethical standards and that its business practices throughout the world are to be conducted in a manner which is above reproach.

KPMG LLP, independent auditors, are retained to audit Motorola's financial statements. Their accompanying report is based on audits conducted in accordance with generally accepted auditing standards, which include the consideration of the Company's internal controls to establish a basis for reliance thereon in determining the nature, timing and extent of audit tests to be applied.

The Board of Directors exercises its responsibility for these financial statements through its Audit and Legal Committee, which consists entirely of independent non-management Board members. The Audit and Legal Committee meets periodically with the independent auditors and with the Company's internal auditors, both privately and with management present, to review accounting, auditing, internal controls and financial reporting matters.

Christopher B. Galvin

Chairman of the Board and Chief Executive Officer

Carl F. Koenemann

Carl F Koenemann

Executive Vice President and Chief Financial Officer

INDEPENDENT AUDITORS' REPORT

The Board of Directors and Stockholders of Motorola, Inc.:

We have audited, in accordance with generally accepted auditing standards, the consolidated balance sheets of Motorola, Inc. and subsidiaries as of December 31, 1999 and 1998, and the related consolidated statements of operations, stockholders' equity, and cash flows for each of the years in the three-year period ended December 31, 1999, appearing in the appendix to the proxy statement for the 2000 Annual Meeting of Stockholders of the Corporation (not presented herein); and in our report dated January 17, 2000, also appearing in that proxy statement appendix, we expressed an unqualified opinion on those consolidated financial statements.

In our opinion, the information set forth in the accompanying condensed consolidated financial statements is fairly presented, in all material respects, in relation to the consolidated financial statements from which it has been derived.

KPMG LEP

KPMG LLP Chicago, Illinois

January 17, 2000

CONSOLIDATED STATEMENTS OF OPERATIONS

(In millions, except per share amounts)
Years Ended December 31

	1999	1998	1997
Net sales	\$30,931	\$29,398	\$29,794
Costs and expenses			
Manufacturing and other costs of sales	19,169	18,043	17,283
Selling, general and administrative expenses	5,045	5,443	5,160
Restructuring and other charges	(226)	1,980	327
Research and development expenditures	3,438	2,893	2,748
Depreciation expense	2,182	2,197	2,329
Interest expense, net	155	216	131
Total costs and expenses	29,763	30,772	27,978
Earnings (loss) before income taxes	1,168	(1,374)	1,816
Income tax provision (benefit)	351	(412)	636
Net earnings (loss)	\$ 817	\$ (962)	\$ 1,180
Basic earnings (loss) per common share	\$ 1.35	\$ (1.61)	\$ 1.98
Diluted earnings (loss) per common share	\$ 1.31	\$ (1.61)	\$ 1.94
Basic weighted average common shares outstanding	606.4	598.6	595.5
Diluted weighted average common shares outstanding	624.7	598.6	612.2

CONSOLIDATED

(In millions, except per share amounts) December 31

	1999	1998
Assets		
Current assets		
Cash and cash equivalents	\$ 3,345	\$ 1,453
Short-term investments	699	171
Accounts receivable, net	5,125	5,057
Inventories	3,422	3,745
Deferred income taxes	3,162	2,362
Other current assets	750	743
Total current assets	16,503	13,531
Property, plant and equipment, net	9,246	10,049
Other assets	11,578	5,148
Total assets	\$37,327	\$28,728
Liabilities and Stockholders' Equity		
Current liabilities		
Notes payable and current portion of long-term debt	\$ 2,504	\$ 2,909
Accounts payable	3,015	2,305
Accrued liabilities	6,897	6,226
Total current liabilities	12,416	11,440
Long-term debt	3,089	2,633
Deferred income taxes	3,481	1,188
Other liabilities	1,513	1,245
Company-obligated mandatorily redeemable		
preferred securities of subsidiary trust holding		
solely company-guaranteed debentures	484	-
Stockholders' equity		
Preferred stock, \$100 par value issuable in series		
Authorized shares: 0.5 (none issued)	_	-
Common stock, \$3 par value		
Authorized shares: 1999 and 1998, 1,400		
Issued and outstanding: 1999, 612.8; 1998, 601.1	1,838	1,804
Additional paid-in capital	2,572	1,894
Retained earnings	8,780	8,254
Non-owner changes to equity	3,154	270
Total stockholders' equity	16,344	12,222
Total liabilities and stockholders' equity	\$37,327	\$28,728

CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY

(In millions, except per share amounts)

		Non-o	wner Changes to E	quity		
	Common Stock and Additional Paid-in Capital	Fair Value Adjustment to Certain Cost-based Investments	Foreign Currency Translation Adjustments	Minimum Pension Liability Adjustment	Retained Earnings	Comprehensive Earnings (Loss)
Balances at January 1, 1997	\$3,332	\$ (26)	\$(121)	\$ -	\$8,610	
Net earnings					1,180	1,180
Conversion of zero coupon notes	7					
Fair value adjustment to certain						
cost-based investments:						
Reversal of prior period adjustment		26				26
Recognition of current period		5 22				5 22
unrecognized gain		533				533
Change in foreign currency			(110)			(110)
translation adjustments			(119)	(20)		(119) (38)
Minimum pension liability adjustment	174			(38)		(38)
Stock options and other Dividends declared (\$.48 per share)	1/4				(286)	
Balances at December 31, 1997	\$3,513	\$ 533	\$(240)	\$(38)	\$9,504	\$1,582
Net loss	45,515	3 333	Ş(240)	\$(36)	(962)	(962)
Conversion of zero coupon notes	3				(302)	(302)
Fair value adjustment to certain	· ·					
cost-based investments:						
Reversal of prior period adjustment		(533)				(533)
Recognition of current period		(111)				(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
unrecognized gain		476				476
Change in foreign currency						
translation adjustments			34			34
Minimum pension liability adjustment				38		38
Stock options and other	182					
Dividends declared (\$.48 per share)					(288)	
Balances at December 31, 1998	\$3,698	\$ 476	\$(206)	\$ -	\$8,254	\$ (947)
Net earnings					817	817
Conversion of zero coupon notes	9					
Fair value adjustment to certain						
cost-based investments:						
Reversal of prior period adjustment		(476)				(476)
Recognition of current period						
unrecognized gain		3,466				3,466
Change in foreign currency						
translation adjustments			(33)			(33)
Minimum pension liability adjustment				(73)		(73)
Stock options and other	703					
Dividends declared (\$.48 per share)					(291)	
Balances at December 31, 1999	\$4,410	\$3,466	\$(239)	\$(73)	\$8,780	\$3,701

CONSOLIDATED STATEMENTS OF CASH FLOWS

(In millions) Years Ended December 31

			d December 31
	1999	1998	1997
Operating			
Net earnings (loss)	\$ 817	\$ (962)	\$ 1,180
Adjustments to reconcile net earnings (loss) to			
net cash provided by operating activities:			
Restructuring and other charges	(226)	1,980	327
Iridium charges	2,119	360	178
Depreciation	2,182	2,197	2,329
Deferred income taxes	(415)	(933)	(98)
Amortization of debt discount and issue costs	11	11	10
Gain on disposition of investments and businesses,			
net of acquisition charges	(1,034)	(146)	(116)
Change in assets and liabilities, net of effects of			
acquisitions and dispositions:			
Accounts receivable	15	(238)	(812)
Inventories	(661)	254	(880)
Other current assets	(30)	31	(114)
Accounts payable and accrued liabilities	270	(753)	698
Other assets and liabilities	(1,120)	(780)	(106)
Net cash provided by operating activities	1,928	1,021	2,596
Investing			
Acquisitions and advances to affiliates	(552)	(786)	(286)
Proceeds from dispositions of investments and businesses	2,536	371	248
Capital expenditures	(2,684)	(3,221)	(2,874)
Proceeds from dispositions of property, plant and equipment	468	507	443
(Purchases) sales of short-term investments	(496)	164	(37)
Net cash used for investing activities	(728)	(2,965)	(2,506)
Financing			
(Repayment of) proceeds from commercial paper			
and short-term borrowings	(403)	1,627	(100)
Proceeds from issuance of debt	501	773	312
Repayment of debt	(47)	(293)	(102)
Issuance of common stock	481	99	137
Issuance of preferred securities of subsidiary trust	484	-	-
Payment of dividends	(291)	(288)	(286)
Net cash provided by (used for) financing activities	725	1,918	(39)
Effect of exchange rate changes on cash and cash equivalents	(33)	34	(119)
Net increase (decrease) in cash and cash equivalents	\$ 1,892	\$ 8	\$ (68)
Cash and cash equivalents, beginning of year	\$ 1,453	\$ 1,445	\$ 1,513
Cash and cash equivalents, end of year	\$ 3,345	\$ 1,453	\$ 1,445
Supplemental Cash Flow Information			
Cash paid during the year for:			
Interest	\$ 265	\$ 286	\$ 211
Income taxes	\$ 279	\$ 388	\$ 611

CONDENSED NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. Summary of Significant Accounting Policies

Consolidation and Investments: The consolidated financial statements include the accounts of Motorola, Inc. and all majority-owned subsidiaries (the Company) in which it has control. The Company's investments in non-controlled entities in which it has the ability to exercise significant influence over operating and financial policies are accounted for by the equity method. The Company's investments in other entities are carried at their historical cost. Certain of these cost-based investments are marked-to-market at the balance sheet date to reflect their fair value with the unrealized gains and losses, net of tax, included in a separate component of stockholders' equity.

Cash Equivalents: The Company considers all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.

Revenue Recognition: The Company uses the percentage-of-completion method to recognize revenues and costs associated with most long-term contracts. For contracts involving certain new technologies, revenues and profits or parts thereof are deferred until technological feasibility is established, customer acceptance is obtained and other contract-specific factors have been completed. For other product sales, revenue is recognized at the time of shipment, and reserves are established for price protection and cooperative marketing programs with distributors.

Advertising and Sales Promotion Costs: Advertising and sales promotion costs are expensed as incurred and are included in selling, general and administrative expenses in the consolidated statements of operations.

Inventories: Inventories are valued at the lower of average cost (which approximates computation on a first-in, first-out basis) or market (net realizable value or replacement cost).

Property, Plant and Equipment: Property, plant and equipment are stated at cost less accumulated depreciation. Depreciation is recorded principally using the declining-balance method, based on the estimated useful lives of the assets (buildings and building equipment, 5-40 years; machinery and equipment, 2-12 years).

Intangible Assets: Goodwill and other intangible assets are recorded at cost and amortized on a straight-line basis over periods ranging from 3 to 10 years.

Long-Lived Assets: Long-lived assets held and used by the Company are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of assets may not be recoverable. The Company evaluates recoverability of assets to be held and used by comparing the amount of an asset to future net undiscounted cash flows to be generated by the asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount of the assets exceeds the fair value of the assets. Assets to be disposed of are reported at the lower of the carrying amount or fair value less costs to sell.

Fair Values of Financial Instruments: The fair values of financial instruments are determined based on quoted market prices and market interest rates as of the end of the reporting period.

Foreign Currency Translation: The Company's European and Japanese operations and certain non-consolidated affiliates use the respective local currencies as the functional currency. For all other operations, the Company uses the U.S. dollar as the functional currency. The effects of translating the financial position and results of operations of local functional currency operations into U.S. dollars are included in a separate component of stockholders' equity.

CONDENSED NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

(Dollars in millions) Years Ended December 31

Foreign Currency Transactions: The effects of remeasuring the non-functional currency assets or liabilities into the functional currency as well as gains and losses on hedges of existing assets or liabilities are marked-to-market, and the result is recorded within selling, general and administrative expenses in the consolidated statements of operations. Gains and losses on financial instruments that hedge firm future commitments are deferred until such time as the underlying transactions are recognized or recorded immediately when the transaction is no longer expected to occur. Foreign exchange financial instruments that hedge investments in foreign subsidiaries are marked-to-market, and the results are included in stockholders' equity. Other gains or losses on financial instruments that do not qualify as hedges are recognized immediately as income or expense.

Use of Estimates: The preparation of financial statements in conformity with generally accepted accounting principles requires management to make certain estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Reclassifications: Certain amounts in prior years' financial statements and related notes have been reclassified to conform to the 1999 presentation.

Recent Accounting Pronouncements: In June 1998, the Financial Accounting Standards Board (the FASB) issued Statement of Financial Accounting Standards (SFAS) No. 133, "Accounting for Derivative Instruments and Hedging Activities," subsequently amended by SFAS No. 137, which the Company is required to adopt in the first quarter of 2001. The Company does not expect the adoption of SFAS 133 to materially affect its consolidated financial position, liquidity or results of operations.

2. Motorola Credit Corporation

Motorola Credit Corporation (MCC), the Company's wholly owned finance subsidiary, is engaged principally in financing long-term commercial receivables arising out of equipment sales made by the Company to customers throughout the United States and internationally.

MCC's interest revenue is included in the Company's consolidated net sales. Interest expense totaled \$72 million in 1999, \$37 million in 1998 and \$13 million in 1997, and is included in manufacturing and other costs of sales. In addition, long-term finance receivables

SUMMARY FINANCIAL DATA OF MOTOROLA CREDIT CORPORATION										
1999	1998	1997								
\$ 159	\$ 72	\$ 29								
53	21	11								
2,015	1,152	458								
1,768	977	367								
\$ 247	\$ 175	\$ 91								
	\$ 159 53 2,015 1,768	RATION 1999 1998 \$ 159 \$ 72 53 21 2,015 1,152 1,768 977								

of \$1.7 billion and \$1.1 billion (net of allowance for losses on commercial receivables of \$292 million and \$167 million, respectively) at December 31, 1999 and 1998 are included in other assets.

3. Information by Segment and Geographic Region

In July 1998, the Company's communications-related businesses began realigning into the Communications Enterprise, a structure intended to enable integrated solutions and improved responsiveness to the needs of distinct customer segments. For the 1998 year-end reporting, the Company continued to use the previous segments because the Company's management made operating decisions and assessed performance based on these segments. With the completion of the realignment in 1999, the Company changed its segment reporting. Therefore, the Company has restated previously reported segment information to reflect the realignment and to conform to the management approach of Statement of Financial Accounting Standards No. 131, "Disclosures about Segments of an Enterprise and Related Information," which the Company implemented as of January 1, 1998.

The Company's new reportable segments have been determined based on the nature of the products offered to customers. The Personal Communications Segment focuses on delivering integrated voice, video and data communications solutions to consumers. This segment includes subscriber products and accessories for cellular, iDEN® radio, paging, and satellite and consumer two-way radio markets. The Network Systems Segment focuses on providing total system solutions for telecommunications carriers and operators. This segment includes the Company's cellular infrastructure, iDEN infrastructure and satellite communications infrastructure businesses. The Commercial, Government and Industrial Systems Segment focuses on the commercial, governmental and industrial markets, providing integrated communications solutions, including infrastructure and non-consumer two-way radio products. The Semiconductor Products Segment continues to focus on the design, manufacture and distribution of integrated semiconductor solutions and components. The Other Products Segment is comprised primarily of the Integrated Electronic Systems Sector (which primarily manufactures and sells automotive and industrial electronics); the Internet and Networking Group (which focuses on the development of servers, applications and internet solutions); the Network Management Group (which continues to hold and manage investments in terrestrial and satellite-based network operators); and other corporate programs.

The accounting policies of the segments are the same as those described in Note 1 Summary of Significant Accounting Policies. Segment operating results are measured based on profit (loss) before income tax adjusted, if necessary, for certain segment-specific items and corporate allocations. Intersegment and intergeographic sales are accounted for on an arm's length pricing basis. Intersegment sales included in adjustments and eliminations were \$2.7 billion, \$2.8 billion and \$3.2 billion for the years ended December 31, 1999, 1998 and 1997, respectively. These sales were primarily from the Semiconductor Products Segment and the Integrated Electronic Systems Sector. Intersegment sales from the Semiconductor Products Segment were \$1.6 billion for the years ended December 31, 1999 and 1998, and \$1.8 billion for the year ended December 31, 1997. For these same periods, intersegment sales from the Integrated Electronic Systems Sector were \$0.8 billion, \$0.9 billion and \$1.0 billion, respectively. Net sales by geographic region are measured by the location of the revenue-producing operations.

Domestic export sales to third parties were \$2.4 billion, \$3.1 billion and \$4.0 billion for the years ended December 31, 1999, 1998 and 1997, respectively. Domestic export sales to affiliates were \$6.6 billion, \$5.0 billion and \$6.9 billion for the years ended December 31, 1999, 1998 and 1997, respectively.

Identifiable assets (excluding intersegment receivables) are the Company's assets that are identified with classes of similar products or operations in each geographic region. General corporate assets include primarily cash and cash equivalents, marketable securities, cost- and equity-based investments, the fair value adjustment of certain cost-based investments and the administrative headquarters of the Company.

In 1999, 1998 and 1997, no single customer or group under common control represented 10% or more of the Company's sales.

CONDENSED NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

(Dollars in millions) Years Ended December 31

SEGMENT INFORMATION

		Net Sales		Operating Profit (Loss) Before Taxes									
	1999	1998	1997	19		19	98	1997					
Personal Communications													
Segment	\$11,932	\$10,132	\$11,026	\$ 608		\$ (373)	(3.7)%	\$1,122	10.2 %				
Network Systems Segment	6,544	7,064	6,061	(479)	(7.3)%	819	11.6 %	618	10.2 %				
Commercial, Government and													
Industrial Systems Segment	4,068	4,079	4,037	609	15.0 %	412	10.1 %	345	8.5 %				
Semiconductor Products													
Segment	7,370	7,314	8,003	619		(1,225)	(16.7)%	168	2.1 %				
Other Products Segment	3,736	3,623	3,855	(261)	(7.0)%	(896)	(24.7)%	(318)	(8.2)%				
Adjustments and eliminations	(2,719)	(2,814)	(3,188)	(4)		15	(0.5)%	(48)	1.5 %				
Segment totals	\$30,931	\$29,398	\$29,794	1,092		(1,248)	(4.2)%	1,887	6.3 %				
General corporate				76		(126)		(71)					
Earnings (loss) before													
income taxes				\$1,168	3.8 %	\$(1,374)	(4.7)%	\$1,816	6.1 %				

				I			I			
		Assets		Ca	pital Expenditur	es	Depreciation Expense			
	1999	1999 1998 1997		1999	1998	1997	1999	1998	1997	
Personal Communications										
Segment	\$ 6,411	\$ 5,476	\$ 6,105	\$ 450	\$ 442	\$ 749	\$ 398	\$ 422	\$ 539	
Network Systems Segment	7,414	6,177	4,655	262	345	415	260	222	249	
Commercial, Government and										
Industrial Systems Segment	2,509	2,110	2,102	152	224	180	170	146	161	
Semiconductor Products										
Segment	7,872	8,232	7,947	1,505	1,783	1,153	1,131	1,178	1,169	
Other Products Segment	4,117	3,393	3,062	183	162	111	146	184	163	
Adjustments and eliminations	(1,396)	(420)	(458)	_	_	_	-	-	-	
Segment totals	26,927	24,968	23,413	2,552	2,956	2,608	2,105	2,152	2,281	
General corporate	10,400	3,760	3,865	132	265	266	77	45	48	
Consolidated totals	\$37,327	\$28,728	\$27,278	\$2,684	\$3,221	\$2,874	\$2,182	\$2,197	\$2,329	

			Intere	st Income			Interest Expense						Net Interest					
		1999		1998 1997		1997	1999 1998		1998	1997		1999		1998		1997		
Personal Communications																		
Segment	\$		\$	21	\$	21		61	\$	73	\$	48	\$	(44)	\$	(52)	\$	(27)
Network Systems Segment				-		-		30		33		12		(29)		(33)		(12)
Commercial, Government and																		
Industrial Systems Segment				2		4		1 5		17		14		(15)		(15)		(10)
Semiconductor Products																		
Segment				12		12		81		116		71		(75)	((104)		(59)
Other Products Segment				6		2		33		30		14		(31)		(24)		(12)
Segment totals		26		41		39		220		269		159		(194)		(228)		(120)
General corporate		124		44		46		85		32		57				12		(11)
Consolidated totals	\$	150	\$	85	\$	85	\$	305	\$	301	\$	216	\$ ((155)	\$	(216)	\$	(131)

(Dollars in millions) Years Ended December 31

201	A 1	- V	

	1999	1998	1997
Income (Expense)			
Personal Communications Segment	\$ 18	\$ (479)	\$ (20)
Network Systems Segment	(1,272)	(167)	-
Commercial, Government and Industrial Systems Segment	186	(46)	10
Semiconductor Products Segment	331	(752)	(174)
Other Products Segment	(95)	(419)	(94)
Segment totals	(832)	(1,863)	(278)
General corporate	148	(6)	(28)
Total special items	\$ (684)	\$(1,869)	\$(306)

GEOGRAPHIC AREA INFORMATION

		Net Sales			Assets		Property, Plant and Equipment, Net				
	1999	1998	1997	1999	1998	1997	1999	1998	1997		
United States	\$ 19,956	\$20,397	\$ 21,809	\$14,135	\$14,932	\$14,000	\$5,142	\$ 5,294	\$5,661		
United Kingdom	6,221	5,709	5,254	2,186	2,083	2,098	947	999	887		
Other nations	20,686	12,812	12,778	13,244	8,804	7,966	2,638	3,221	2,901		
Adjustments and eliminations	(15,932)	(9,520)	(10,047)	(2,638)	(851)	(651)	(88)	(134)	(111)		
Geographic totals	\$ 30,931	\$29,398	\$ 29,794	26,927	24,968	23,413	8,639	9,380	9,338		
General corporate				10,400	3,760	3,865	607	669	518		
Consolidated totals				\$37,327	\$28,728	\$27,278	\$9,246	\$10,049	\$9,856		

CONDENSED NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

(Dollars in millions, except per share amounts)

4. Merger with General Instrument Corporation

On January 5, 2000, the Company and General Instrument Corporation completed their previously announced merger. The merger positions the Company as a leader in the convergence of voice, video and data technologies. The new Broadband Communications Sector will focus on solutions that deliver interactive television, the Internet and telephone services over wired networks. The new sector combines the operations of General Instrument with the cable modem and cable telephony businesses of the Company's Internet and Networking Group. Through the merger the Company also acquired a majority ownership in Next Level Communications, Inc., which completed an initial public offering in the fourth quarter of 1999. The Company issued 100.6 million shares to effect the merger and will account for the merger under the pooling-of-interests method of accounting. The following tables present capsule combined operating results for the three years ending December 31, 1999, 1998 and 1997 and capsule combined balance sheets as of December 31, 1999 and 1998 as if the merger had occurred on January 1, 1997. The Company will record a charge in the first quarter of 2000 for costs associated with the merger and expected integration costs. Full-line combined operating results and balance sheets are included in the appendix to the Company's proxy statement for the 2000 Annual Meeting of Stockholders.

CAPSULE COMBINED OPERATING RESULTS (UNAUDITED) Years Ended December 31				
	1999	1998	1997	
Net sales	\$33,075	\$31,340	\$31,498	
Earnings (loss) before income taxes	1,298	(1,280)	1,806	
Net earnings (loss)	\$ 900	\$ (907)	\$ 1,164	
Basic earnings (loss) per common share	\$ 1.27	\$ (1.31)	\$ 1.71	
Diluted earnings (loss) per common share	\$ 1.23	\$ (1.31)	\$ 1.67	
Basic weighted average common shares outstanding	706.5	690.3	680.3	
Diluted weighted average common shares outstanding	734.0	690.3	697.6	

CAPSULE COMBINED BALANCE SHEETS (UNAUDITED) December 31				
	1999	1998		
Total current assets	\$17,579	\$14,421		
Property, plant and equipment, net	9,591	10,286		
Other assets	13,313	6,244		
Total assets	\$40,483	\$30,951		
Liabilities and Stockholders' Equity				
Total current liabilities	12,891	11,889		
Long-term debt and other liabilities	8,406	5,149		
Total liabilities	21,297	17,038		
Company-obligated mandatorily redeemable				
preferred securities of subsidiary trust holding				
solely company-guaranteed debentures	484	-		
Total stockholders' equity	18,702	13,913		
Total liabilities and stockholders' equity	\$40,483	\$30,951		

FIVE-YEAR FINANCIAL SUMMARY

(Dollars in millions, except as noted)
Years Ended December 31

	1999	1998	1997	1996	1995
Operating Results					
Net sales	\$30,931	\$29,398	\$29,794	\$27,973	\$27,037
Manufacturing and other costs of sales	19,169	18,043	17,283	16,610	15,361
Selling, general and administrative expenses	5,045	5,443	5,160	4,701	4,629
Restructuring and other charges	(226)	1,980	327	-	_
Research and development expenditures	3,438	2,893	2,748	2,394	2,197
Depreciation expense	2,182	2,197	2,329	2,308	1,919
Interest expense, net	155	216	131	185	149
Total costs and expenses	29,763	30,772	27,978	26,198	24,255
Net gain on Nextel asset exchange	_	_	_	_	443
Earnings (loss) before income taxes	1,168	(1,374)	1,816	1,775	3,225
Income tax provision (benefit)	351	(412)	636	621	1,177
Net earnings (loss)	\$ 817	\$ (962)	\$ 1,180	\$ 1,154	\$ 2,048
Net earnings (loss) as a percent of sales	2.6%	(3.3)%	4.0%	4.1%	7.6%
Per Share Data (in dollars)					
Diluted earnings (loss) per common share	\$ 1.31	\$ (1.61)	\$ 1.94	\$ 1.90	\$ 3.37
Diluted weighted average common					
shares outstanding	624.7	598.6	612.2	609.0	609.7
Dividends declared	\$ 0.480	\$ 0.480	\$ 0.480	\$ 0.460	\$ 0.400
Balance Sheet					
Total assets	\$37,327	\$28,728	\$27,278	\$24,076	\$22,738
Working capital	4,087	2,091	4,181	3,324	2,717
Long-term debt and redeemable					
preferred securities	3,573	2,633	2,144	1,931	1,949
Total debt and redeemable					
preferred securities	6,077	5,542	3,426	3,313	3,554
Total stockholders' equity	\$16,344	\$12,222	\$13,272	\$11,795	\$10,985
Other Data					
Current ratio	1.33	1.18	1.46	1.42	1.35
Return on average invested capital	5.5%	(6.2)%	8.4%	8.4%	16.7%
Return on average stockholders' equity	5.9%	(7.6)%	9.4%	10.0%	20.2%
Capital expenditures	\$ 2,684	\$ 3,221	\$ 2,874	\$ 2,973	\$ 4,225
% to sales	8.7%	11.0 %	9.6%	10.6%	15.6%
Research and development expenditures	\$ 3,438	\$ 2,893	\$ 2,748	\$ 2,394	\$ 2,197
% to sales	11.1%	9.8 %	9.2%	8.6%	8.1%
Year-end employment (in thousands)	121	133	150	139	142

 $[\]ensuremath{^{\scriptscriptstyle 1}}\textsc{Excludes}$ the impact of the merger with General Instrument.

Board of directors of motorola, inc.

Christopher B. Galvin

Chairman of the Board and Chief Executive Officer, Motorola, Inc.

Ronnie C. Chan

Chairman, Hang Lung Development Group

H. Laurance Fuller

Co-Chairman, BP Amoco, p.l.c.

Robert W. Galvin

Chairman of the Executive Committee of the Board, Motorola, Inc.

Robert L. Growney

President and Chief Operating Officer, Motorola, Inc.

Anne P. Jones

Consultant; formerly a Commissioner of the Federal Communications Commission

Donald R. Jones

Retired; formerly Chief Financial Officer, Motorola, Inc.

Judy C. Lewent

Senior Vice President and Chief Financial Officer, Merck & Co., Inc.

Walter E. Massey

President, Morehouse College

Nicholas Negroponte

Director of Media Laboratory, Massachusetts Institute of Technology

John E. Pepper Jr.

Chairman of the Executive Committee of the Board of Directors, Procter & Gamble Company

Samuel C. Scott III

President and Chief Operating Officer, Corn Products International

Gary L. Tooker

Retired; formerly Chairman of the Board, Motorola, Inc.

B. Kenneth West

Senior Consultant for Corporate Governance to Teachers Insurance and Annuity Association, College Retirement Equities Fund

Dr. John A. White

Chancellor, University of Arkansas

STOCKHOLDER REFERENCE INFORMATION

Stock Transfer, Registrar, Dividend Disbursing, Direct Stock Purchase and Dividend Reinvestment Agent

Harris Trust and Savings Bank Corporate Trust Operations Division P.O. Box A3504 311 West Monroe Street 14th Floor Chicago, IL 60690 USA (312) 360-5120 (800) 704-4098 Internet address: www.harrisbank.com

Investor Relations

Security analysts, investment professionals and shareholders can find investor relations information on the Internet at www.motorola.com/investor.

Inquiries should be directed to:

Investor Relations, Motorola, Inc. Corporate Offices 1303 East Algonquin Road Schaumburg, IL 60196 USA

Or call: (800) 262-8509

Common Stock

Motorola common stock is listed on the New York, Chicago, London and Tokyo Stock Exchanges.

Annual Meeting of Stockholders

The annual meeting will be held on May 1, 2000. A notice of the meeting, together with a form of proxy and a proxy statement, will be mailed to stockholders on or about March 22, 2000, at which time proxies will be solicited by the Board of Directors.

Proxy Statement

The Proxy Statement is available on the Internet at www.motorola.com/investor.

A copy of the Proxy Statement may be obtained without charge by contacting the Investor Relations Dept. as listed to the left.

Form 10-K

The Form 10-K is available on the Internet at www.motorola.com/investor.

A copy of the Form 10-K may be obtained without charge by contacting the Investor Relations Dept. as listed to the left.

Auditors

KPMG LLP 303 East Wacker Drive Chicago, IL 60601 USA

Business Risks

Statements that are not historical facts, including statements about the number of wireless phone users by 2002, the estimated number of smart chips to be sold in the next five years, the number of two-way radios in use worldwide by 2002, annual worldwide demand for automotive electronics by 2002, our expectations about the telematics business, estimated U.S. Cable Industry revenues by 2008, applications of next generation set-top devices, impact of new technology from Motorola Labs, goals regarding self-funding revenue growth and expectations about our future performance are forward-looking and involve risks and uncertainties.

Motorola wishes to caution the reader that the factors below and those in Motorola's 2000 Proxy Statement appendix and its other SEC filings could cause Motorola's results to differ materially from those in the forward-looking statements. These factors include: continued significant demand for wireless communications products and semiconductors; continued significant increases in electronic content in cars and trucks; continued growth in the cable industry and that industry's ability to compete with other entertainment providers; Motorola's success in partnering with other industry leaders to meet customer product and service requirements; product technology and commercialization risks; continued or increased pricing pressure on Motorola's products. particularly wireless communications products; Motorola's ability to compete as customers demand open architectures; Motorola's ability to recruit and retain highly skilled employees in a very competitive employment market; and steady growth in emerging markets.

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