



# HELPING PEOPLE BE THEIR BEST IN THE MOMENTS THAT MATTER

At Motorola Solutions, diversity, equity and inclusion (DEI) are core to our business and create a culture where fairness and belonging enable each and every employee to bring forward their best and brightest ideas.

We view diversity as an innovation-driver that helps us deliver the technology that serves to make the world a safer place. We actively seek globally diverse individuals, opinions, cultures and abilities to expand our talent pool and ensure we have a variety of perspectives to help us create better products and services for our customers. We are proud that our diverse culture empowers our 18,000 employees in over 60 countries to bring their authentic selves to work.

## EMPLOYEES LEADING CHANGE

Our business councils enable employees to help shape our company culture. We consider these councils a place of acceptance and belonging — a community within the larger Motorola Solutions community. Our business councils are voluntary, employee-led groups that help drive our DEI efforts by spearheading opportunities for employees to shape their careers, network across functions, create positive culture change and influence recruitment and retention. Each council is run by a group of employees and is guided by the leadership of an executive committee member.

MOTOROLA SOLUTIONS BUSINESS COUNCILS

Our business councils have four areas of focus:

- **Engagement** — Enable employees from diverse backgrounds to connect with people and feel a sense of belonging in a supportive community and safe environment.
- **Development** — Increase employees' professional and leadership development by providing access to training, educational programs and leadership opportunities.
- **Recruitment** — Partner with talent acquisition to incorporate creative techniques that will yield more candidates from diverse backgrounds in our internal and external recruitment processes.
- **Community** — Forge strong community partnerships in alignment with Motorola Solutions' focus on first responder programs, technology and engineering education, employee volunteerism, disaster relief and support for underrepresented populations.



Join one of our business councils and partner with individuals to help drive inclusion and diversity, enhance company culture and impact business results. Learn about each business council's purpose.



**LGBTQ BUSINESS COUNCIL**

We provide the LGBTQ community with support, advocacy and networking opportunities while actively working to attract, retain and develop LGBTQ employees and increase ally engagement.



**VETERANS BUSINESS COUNCIL**

We increase awareness of the value veterans provide in the workplace and demonstrate our company's commitment to those who serve in the military, while focusing on veteran recruitment, engagement and development opportunities.



**PEOPLE WITH DISABILITIES + ALLIES COUNCIL**

We ensure accessibility in the workplace and increase education and awareness of different disabilities to promote a positive work environment that enables employees to thrive.



**YOUNG PROFESSIONALS GROUP**

We help build the careers and networks of all young professionals at Motorola Solutions through engaging events and initiatives; whether young in age or young at heart, we support all.



**WOMEN'S BUSINESS COUNCIL**

We empower, develop and elevate the women of Motorola Solutions by providing community and connections to enable success while remaining focused on meeting our company's business objectives so that they can rise, inspire and thrive together.



**MULTICULTURAL BUSINESS COUNCIL**

We develop the next generation of leaders by increasing their business acumen, leveraging their multicultural backgrounds and offering business development opportunities while igniting a passion for professional excellence.

