



MOTOROLA SOLUTIONS

Federal Contractor Policy

STATEMENT OF POLICY

It is the policy of Motorola Solutions to take affirmative action with regard to Individuals with Disabilities and Veterans, as defined under Section 503 of the Rehabilitation Act of 1973, 29 U.S.C. §793, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. §4212, and their implementing regulations. Motorola Solutions will not, however, contravene any federal, state, or local employment law or sanction the unlawful discriminatory treatment of any person.

SCOPE

All Motorola Solutions employees working in the United States and all applicants for employment in the United States.

APPLICATION

Motorola Solutions will undertake outreach and positive recruitment efforts for Individuals with Disabilities and Veterans in compliance with its affirmative action obligations under 41 C.F.R. 60-74 et seq. and 41 CFR 60-300 et seq.

ROLES & RESPONSIBILITIES

Employees: All employees in the United States are required to comply with Motorola Solutions' statutory obligations.

CROSS REFERENCE

Equal Employment Opportunity (EEO) and Safe and Respectful Workplace Policy

VERSION DATE: March 1, 2025

POLICY DISCLAIMER

Prevailing Language Disclaimer - The local language version of this Policy shall be controlling in all respects and shall prevail in case of inconsistencies with translated versions, if any. Any other language versions of this Policy are provided for convenience only.

This policy does not constitute an employment contract or implied promise of any kind. The terms of this policy may be modified or eliminated by the Company at any time with or without notice. For more detailed information, see Notice to Employees Regarding Motorola Solutions Human Resource Policies.

ORIGINAL EFFECTIVE DATE: March 1, 2025

Appendix

POLICY ISSUANCE/REVISION CHECKLIST

<u>Date</u>	<u>Summary of Change</u>	
March 1, 2025	Initial Statement of Policy	