A LOOK BACK
2022 DIVERSITY, EQUITY & INCLUSION INITIATIVES
INTRODUCTION

At Motorola Solutions, we proudly work to build an inclusive culture and diverse workplace, and to embed diversity, equity and inclusion (DEI) into our business practices. Our DEI strategy is rooted in our company values — inclusive, innovative, passionate, driven, accountable and partners — and is driven by three key focus areas:

**DIVERSE PEOPLE**
Build a diverse, high-performing workforce drawn from all segments of our global society and represented at all levels across our company.

**EQUITABLE & INCLUSIVE CULTURE**
Foster a supportive, fair and equitable environment where employees feel they belong, are engaged, connected to our business and invested in our collective success.

**GLOBAL REACH**
Enable a global business philosophy where DEI is integrated into our operations, decisions, supply chain and philanthropic activities, to support our communities and deliver innovative, relevant and responsible products and services.

We invite you to view this snapshot of DEI initiatives that took place in 2022, brought to life through the contributions and passion of Motorolans around the world.
Launched an internal DEI quarterly newsletter .......................................................... PAGE 4
Launched a Leadership Resource page and a DEI badging program ................................ PAGE 4
Provided greater transparency around our workforce demographics ................................ PAGE 4
Recognized as one of Fortune’s World’s Most Admired Companies .................................. PAGE 4
Celebrated our unique cultures and identities .............................................................. PAGE 5 & PAGE 6
Increased our supplier diversity engagement ............................................................. PAGE 6
Launched an Employee Brand Ambassador Program .................................................. PAGE 7
Expanded our diverse talent pipeline ........................................................................ PAGE 7
Launched mentorship programs .................................................................................. PAGE 8
Hosted numerous internal events, professional development initiatives and volunteer opportunities ................................................................................................................ PAGE 5, PAGE 8 & PAGE 9
2022 OFFICE OF DEI AT A GLANCE

In 2022 we:

- Launched a quarterly DEI newsletter for employees to report on progress made toward our enterprise-wide DEI strategic plan.
- Launched a leadership resource page and a DEI badging program for managers of people to engage in self-paced DEI education.
- Introduced a DEI and business council swag site, so employees can display their pride in DEI wherever they go.
- Grew the Office of DEI to drive global DEI education, as well as internal and external partnerships.
- Provided 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 continually work to better understand our diverse workforce and ensure we have comprehensive data that reflects the actual populations of these communities.

COMPANY RECOGNITION

- Fortune World’s Most Admired Companies
- Forbes World’s Best Employers
- Disability Equality Index Best Places to Work
- Human Rights Campaign Corporate Equality Index
- Built In 100 Best Large Companies to Work For in Chicago
- HR Asia Diversity, Equity & Inclusion Award
HOW WE DID IT: ENGAGE

We found many ways to come together in 2022 in support of DEI, both virtually and in person.

- Sponsored a three-day Accessibility for All Hackathon where eight teams engaged in a friendly competition to make Motorola Solutions software and product offerings more accessible for people with disabilities, hosted by The People with Disabilities & Allies Business Council.

- Hosted a Black-Owned Restaurant Takeover event in celebration of Black Business Month, with the goal of supporting and encouraging spend at minority-owned businesses. In partnership with the Motorola Black Inclusion Diversity Organization, employees gathered for meals at a number of local Black-owned restaurants.

- Hosted a Global Latina Voices panel as part of our Hispanic Heritage Month celebrations, where Latina women from the Latinx Business Council discussed their perspectives, differences and commonalities across their personal and professional lives.

- Hosted a “How Did I Get Here” webinar featuring current employees with military experience. More than 50 Motorolans attended this session which highlighted members of our Veterans Business Council and why they excel at Motorola Solutions as a result of their military training and experience.

- Hosted a number of “Ally Sip and Learn” events that fostered authentic, supportive and engaging discussions with the LGBTQ+ Business Council. Topics ranged from allyship and coming out to how identifying as LGBTQ+ can affect first responders, their coworkers and the communities they serve.

- The Latin America and Caribbean region hosted discussions highlighting LGBTQ+ employees and bringing awareness of people with disabilities in the region.

- The Australia and New Zealand team held a number of events highlighting gender equity, including an “I am remarkable” workshop and volunteer opportunities for Go Girls Foundation, a nonprofit organization dedicated to supporting women through events, workshops, programs and coaching.

- Motorola Solutions sponsored 300 Motorolans to attend the Society of Women Engineers (SWE) conference, the world’s largest conference for women engineers.

- In 2022 we celebrated the diversity of our workforce by commemorating dozens of observations and celebrations with specific programming for Motorola Solutions’ “heritage months:” Black History Month, Women’s History Month and International Women’s Day, Asian American and Pacific Islander Heritage Month, Pride Month, Hispanic Heritage Month, Veteran’s Day and Disability Employment Awareness Month.
SUPPLIER DIVERSITY

- Achieved the Motorola Solutions goal of 10% corporate diversity spend, in alignment with our DEI strategic plan commitment and industry benchmarks.

- Increased our vendor outreach footprint by attending, exhibiting and matchmaking at the following national conferences: National LGBT Chamber of Commerce, Disability In, Women’s Business Enterprise National Council and the National Minority Supplier Diversity Council.

- Created Supplier Diversity Language for our Standard Content Library, which provides standard solutions and services descriptions used in our customer proposals.

- Crafted the first sales playbook at Motorola Solutions to communicate to the Sales and Proposals teams how Supplier Diversity can partner with them from proposal phase to execution.

- Partnered with the Australia and New Zealand team to establish an Indigenous Procurement Database to onboard pre-qualified contractors from diverse backgrounds.

- Partnered with our Government Affairs, Ventures and DEI teams to host small diverse businesses from the U.K. for the REACH Trade Mission at our Chicago offices, providing best practices and information on how to do business with companies in the US.
HOW WE DID IT: ENGAGE

COMMUNICATIONS & BRAND

Grounded by the belief that change starts with conversation, we identified the opportunities below to celebrate the diversity of our workforce and to add our voice to the market and the world at large, elevating the criticality of DEI not only within our own corridors, but within both tech & engineering and public safety sectors.

- **Amplifying Our Voice**: We are proud to be a voice of change… and that extends beyond our four walls. In the media, we discussed critically important topics, such as gender equality, women in policing and diversity and women in IT. We also shared how we embed diversity and inclusivity both in our innovation process and hiring practices, embracing the belief that our differences make us stronger – challenging us, pushing boundaries and encouraging new ways of thinking. Through our website we further promoted our commitment to ensuring that diversity and inclusivity are recognized and embedded throughout our company, from the language we use to the technology we create.

- **Celebrating Culture**: We embraced our differences through employee communications, events and initiatives, honoring key months that connect with the hearts and minds of employees, such as Pride Month, Hispanic Heritage Month and Disability Employment Awareness Month. We also introduced two new video series — the first highlighting inspiring female Motorola Solutions leaders who are framing the future, and the second with our Chairman and CEO discussing culture and leadership philosophies with a diverse range of employees – reflecting the significant importance of DEI through the stories we share with our global team.

- **Extending Our Message**: We invested more in our social recruitment platforms, such as LinkedIn Life, Built In Chicago and Hire Purpose, enriching our content to reflect our 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.
HOW WE DID IT: RECRUIT

Our Talent Acquisition team and global business councils continued to expand our diverse talent pipeline through programming, sponsorships and partnerships. In 2022, we:

- Launched an Employee Brand Ambassador Program Champions Committee to leverage our corporate partnerships to increase our recruiting impact in diverse, high-performing talent pools.

- Started the Project Bulldog initiative through The Department of Defense SkillBridge program, which 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. These efforts resulted in five veteran hires.

- Created the Motorola Solutions ADVANCE HBCU Program, a one-day professional development workshop and hiring event for students attending a Historically Black College or University (HBCU). In Fall 2022, 30 students from six HBCUs across the country attended this inaugural event and received first-round interviews within their preferred career interests, resulting in multiple offers for employment.

- Attended global career conventions, including the London STEM Women Careers Event, the Women in Tech Summit in Warsaw and TalentCorp’s National Diversity Summit & Women Career Convention in Malaysia.

- Helped grow our diversity pipeline through sponsorships and partnerships with several organizations, including but not limited to:
  - An affiliate partnership with the National Society of Black Engineers (NSBE); also attended the NSBE48 in-person conference and virtual career fair.
  - An Industry Partnership Council (IPC) membership with the Society of Hispanic Professional Engineers (SHPE); also attended the in-person conference and career fair.
  - The Society of Women Engineers (SWE); also attended the in-person SWE WE22 conference and career fair.
  - A Strategic Partnership with the Women in Cybersecurity (WiCyS); also participated in the WiCyS Virtual Career Fair.
Teams across the business continued to provide resources and invest in programs and development opportunities to help foster inclusive behaviors. In 2022, we:

- Hosted an in-person Business Council Leadership Summit to focus on DEI professional development for our business council presidents.

- Launched a new training for Inclusive Communications to provide insight on how we can review our work, words and actions through an inclusive lens, in partnership with the Products, Sales & Services organization and Worldwide Education team.

- Hosted an “Inclusive Conversations” workshop with the Communications & Brand team to learn about intersecting identities and tools to help guide future conversations.

- Introduced a new feature series titled “So, you want to be a ______?” that illuminates horizontal career development opportunities and encourages internal career mobility at Motorola Solutions, led by the Young Professionals Group.

- Launched mentorship programs and logged more than 1,000 total mentorship hours, led by multiple DEI councils and teams, such as the Motorola Black Inclusion Diversity Organization, Women’s Business Council, Young Professionals Group, and the Software, Mobile Video and Cybersecurity organization.

- Sponsored webinars on the topics of suicide awareness, emotional freedom tapping and nutritional eating to support mental health awareness, alongside The People with Disabilities and Allies Business Council.

- Hosted panel discussions in Australia and New Zealand, as well as in Latin America, to better understand how diversity is defined in their regions.

- Updated the Australia and New Zealand regional policy to provide 14 days of paid Gender Affirmation Leave in support of LGBTQ+ employees.

- Led by Motorola Solutions Argentina, we signed the ILO Violence and Harassment Convention, (No. 190) Agreement with the Ministry of Labor, Employment and Social Security, focused on the prevention and eradication of workplace violence and harassment.

- Motorola Solutions scored 100 on the Disability Equality Index benchmarking tool that helps companies build a roadmap of measurable, tangible actions to continuously foster a disability-friendly workforce.
“We engage with hundreds of aspiring women leaders with support from the Motorola Solutions Foundation. We believe that the impact created by these participants will positively influence thousands more in the future.”

Monika Goszcz, LeaderSHEp in Tech Academy Program Manager
Motorola Solutions Foundation Grant Partner

HOW WE DID IT: GIVING BACK

Giving back is one of the ways that Motorolans invest in each other and in the communities where we live and work. Additionally, the Motorola Solutions Foundation has a long-standing commitment to providing access and opportunity to underrepresented and underserved populations in technology/engineering education and first responder programs, including people of color, females, people with disabilities, veterans and others. Through volunteerism, strategic grants and disaster relief, we make a difference in our communities.

VOLUNTEERISM

- Motorola Solutions employees in the Chicago area volunteered to prepare homeless and in-need veterans for winter. In partnership with the Jesse Brown VA Hospital, boots, jackets, blankets, socks and food were distributed to 350 veterans at the Illinois National Guard Armory.

- Motorolans in the Australia and New Zealand region partnered with Waverly Helpmates, which supports people with intellectual disabilities through garden maintenance and home services, to host a BBQ social event in our Melbourne office.

- Employees led volunteering and fundraising efforts for Pratham USA. Through their “Read-A-Thon” program, 75 employees volunteered nearly 500 hours, and 90 employees and the Motorola Solutions Foundation collectively raised $45,000 USD for the organization, providing a year’s worth of education to more than 1,800 children.

- The LatinX business council led a volunteer opportunity with the Johns Hopkins University Explore Engineering Innovation program, where Motorola Solutions engineers spoke to students underrepresented in STEM about engineering, their career journeys and their roles at Motorola Solutions.

- 30 Motorola Solutions employees volunteered to host a ‘Field Day’ at Little City Foundation, an organization for children with intellectual disabilities.

- In partnership with Society of Women Engineers (SWE), members of our Women’s Business Council (WBC) currently serve as mentors through SWE’s Collegiate Leadership Program, providing critical college and career advice to high-potential female undergraduate STEM students.

- In Vancouver, employees rallied around mental health services for youth and support for first responders and veterans through volunteer partnerships with Hollyburn Community Services and Honour House Society. At both organizations, employees spent more than 50 hours beautifying the grounds and building spaces for at-risk youth and veterans, respectively.
Strategic Grants

The Motorola Solutions Foundation awarded $9.5 million to more than 160 organizations through the Foundation’s strategic grants program supporting first responder programs and technology/engineering education around the world.

- Once more, the majority of the Foundation’s 2022 grant funding directly benefited people of color including first responders, students and teachers.
- The Foundation awarded more than $1.5M in educational scholarships for people of color and other underrepresented populations within our areas of focus.
- Funding to programs that support first responder diversity increased by 27% compared to 2021.
- 75% of our funding to technology and engineering programs directly benefited people of color while 57% directly supported women.
- The Foundation awarded $1.3 million to programs that exclusively support women ages 8 - 30 in technology and engineering education.

Disaster Relief

- In 2022, Motorolans donated nearly $150,000 to charitable organizations relating to relief efforts for the Russia-Ukraine conflict, resulting in more than $250,000 in support, including Foundation matching.
- At the onset of the Russia-Ukraine war, our employees in Krakow, Poland immediately mobilized to help their Ukrainian neighbors and colleagues by volunteering thousands of hours on the front lines. A few examples include:
  - Making and donating 300 sandwiches to refugees waiting at the embassy and delivering hundreds of pounds of food and cosmetics to almost 400 additional refugees.
  - Incorporating response efforts into their meetings – collecting items for orphans, expectant mothers and injured soldiers as well as packing backpacks for Ukrainian children.
  - Spending 1,000+ hours transporting refugees from the Krakow train station to aid camps. Russian and/or Ukrainian-speaking employees also camped out at rail stations to translate for incoming refugees.
For more information on Diversity, Equity and Inclusion at Motorola Solutions, visit our DEI website.