



# Cultivating Inclusion, Driving Impact

At Motorola Solutions, our people are at the heart of everything we do. We empower every Motorolan to bring their unique skills, perspectives and talents, supporting them as they explore their passions and collectively deliver on the promise of a safer world.

Our commitment to inclusion, one of six corporate values – Inclusive, Innovative, Passionate, Driven, Accountable and Partners – enables every employee to feel that they can thrive, our customers to feel seen and their needs met, our partners to recognize and share our values and our communities to feel supported. We believe that the next big idea can come from anyone, anywhere, at any time, and with an environment rooted in diversity and belonging, anything is possible. We amplify the voices of all our employees, enabling them to better serve our customers, communities and each other.

## Employees leading change

Our business councils empower 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 provide opportunities for employees to shape their careers, network across functions, create positive culture change and influence talent attraction and retention. Each council is run by a group of employees and is guided by the leadership of an executive committee member and executive sponsor.

## Our business councils have four areas of focus:

### Culture

Help foster a culture of inclusion and belonging for all Motorolans by encouraging open dialogue, celebrating cultural traditions and supporting employee well-being.

### Career

Support employees in growing their careers through professional and leadership development, training and educational programs, mentorship and allyship.

### Company

Advance our business goals and sustain a strong employer brand reputation to attract and retain top talent.

### Community

Support the communities in which we live and work through volunteerism and social impact initiatives.

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



## **LatinX Business Council**

The LatinX Business Council nurtures a dynamic family environment where Latinx and Hispanic employees and allies can engage, advance and drive positive change within our company. Our commitment to professional development, business impact and volunteerism fosters a sense of belonging and shared purpose among our members.



## **MAPI Business Council** Asian Pacific Islander

The Motorola Solutions Asian and Pacific Islander (MAPI) Business Council celebrates and highlights the diverse cultures within the Asian and Pacific Islander diaspora. In partnership with allies, we foster a strong sense of belonging and community through active engagement, support and advocacy, making a positive impact within Motorola Solutions and the communities we serve.



## **MBIDO Business Council** Black Inclusion & Diversity Organization

The Motorola Solutions Black Inclusion and Diversity Organization (MBIDO) fosters a sense of community and belonging among our Black employees and allies. By acknowledging ethnic and cultural heritage, supporting open dialogue and encouraging community engagement and professional development, we enhance the well-being of members of the Black and African diaspora and our company.



## **PwD+A Business Council** People with Disabilities + Allies

The People with Disabilities and Allies Business Council (PwD+A) helps ensure and promote accessibility, creating a workplace where employees of all abilities have the opportunity to fully participate and thrive. We drive innovation and positive change, fostering an understanding of apparent and non-apparent disabilities and providing resources and support to empower individuals to be their best.







## Pride Business Council

The Pride Business Council empowers our LGBTQ+ employees and allies to be open and proud of who they are, so they are their most authentic selves each and every day. In addition to bringing out the best in our people and our company, we're also actively involved in community engagement and partnerships, enhancing our reputation as an inclusive employer.



## Veterans Business Council

The Veterans Business Council (VBC) champions the skills and experiences of our veterans, recognizing and honoring their valuable contributions within our company and the broader community. We foster professional growth and camaraderie for our veterans, their families and allies through networking, mentorship and development opportunities tailored to their unique experiences and perspectives.



## Women's Business Council

The Women's Business Council (WBC) builds a strong and supportive community for our women employees and their allies. Through fostering connections, mentorship and collaboration, educational opportunities and charitable endeavors, we empower our women workforce to achieve and surpass their goals, creating a far-reaching and positive ripple effect both within and beyond our four walls.



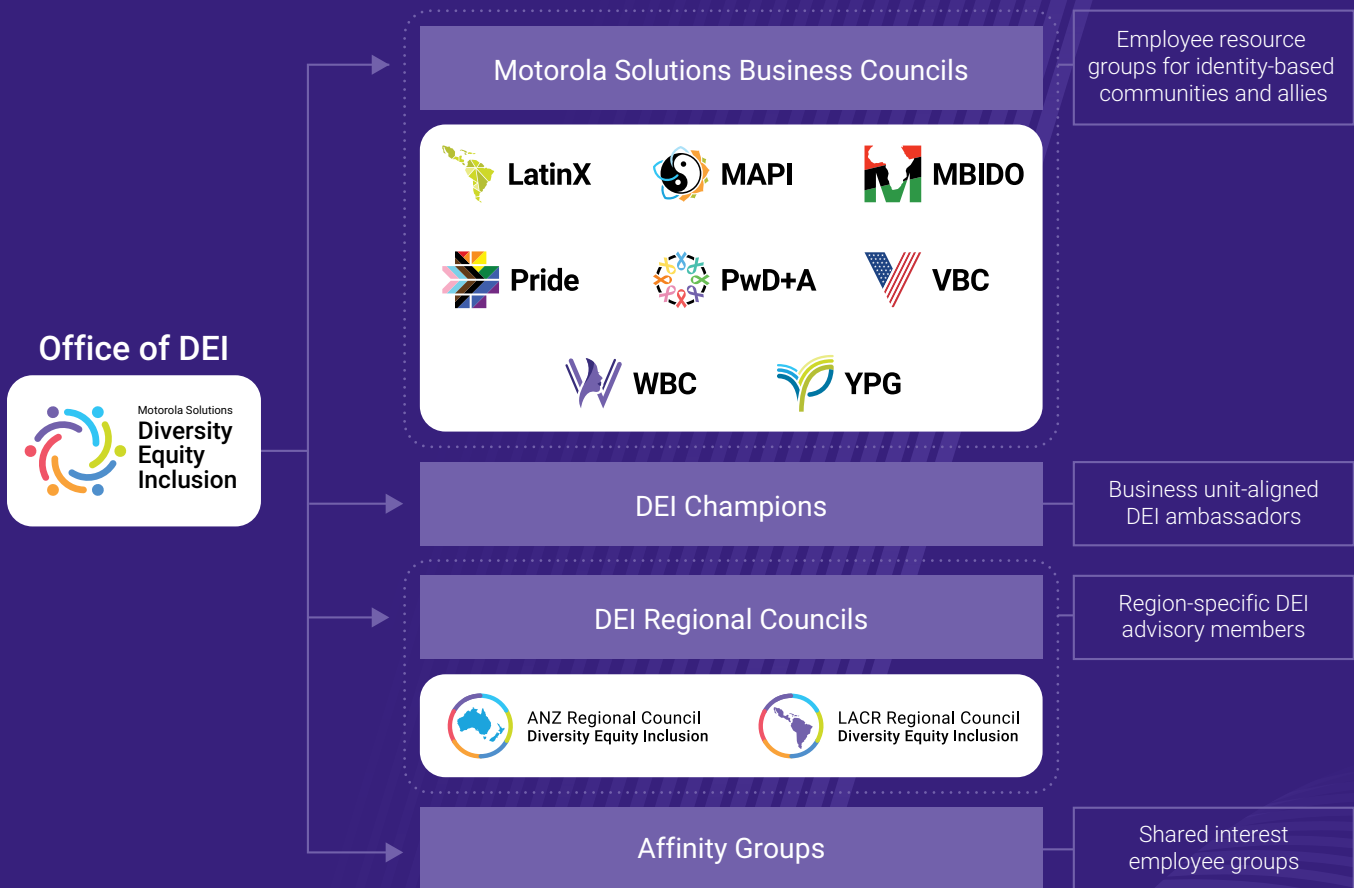
## YPG Business Council Young Professionals Group

The Young Professionals Group (YPG) cultivates a vibrant, global community that empowers employees to connect, grow and lead by building powerful networks and unlocking their full career potential. Through engaging events, mentorship and development opportunities, we foster an environment for future leaders – whether young in age, or young at heart.



## DEI volunteer community

Our numerous DEI volunteer groups, which are open to all employees, aim to weave DEI into the fabric of who we are globally through their dedication to and participation in DEI initiatives and programming. They are passionate DEI advocates and strategic development partners who help the Office of DEI extend our message, enabling us to collectively reach new heights with inclusion and belonging. Our business councils are an integral part of this community.



To learn more,  
visit: [www.motorolasolutions.com/dei](http://www.motorolasolutions.com/dei)



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