MOTOROLA SOLUTIONS

CORPORATE
RESPONSIBILITY
REPORT

20
21

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NOW MORE THAN EVER, AS A SOCIETY WE'VE BEEN FORCED TO DRASTICALLY CHANGE THE WAY WE THINK ABOUT SAFETY.

Against the backdrop of the global pandemic, geopolitical tensions and rising community violence, we've reconsidered what safety really means — to us individually and collectively.

At Motorola Solutions, we believe our work to help create a safer world has never been more important. A world where our families, communities and businesses can flourish. Where individuals are empowered to confidently move forward. Where people are able to be their best in the moments that matter.

This is our purpose. And across every part of our company, this is what motivates us to think outside the box and to challenge the status quo. The work that we do every day is helping to drive meaningful change in the communities around the world where we live and work.

I'm proud of the positive impact we are making and invite you to read more about our efforts in the following pages of our 2021 Corporate Responsibility Report. Highlights from the last year include:

• We actively worked to further enhance our ESG efforts, including launching our ESG **web page** and introducing the Task Force on Climate-Related Financial Disclosure (TCFD) **Report**, which details our climate action plan and opportunities to mitigate climate-related disruptions to our business.

• We built upon our strong organizational foundation to further embed diversity, equality, inclusion into our business — introducing an internal DEI strategic plan, launching company-wide DEI training and establishing a DEI Advisory Council to monitor progress and further advance our efforts to enhance the culture for every Motorolan.

• We continued to expand our team of cybersecurity experts and foster a mindset dedicated to cybersecurity. Last year, our Cybersecurity Champion Program grew to include more than 650 employees across the globe — all focused on maintaining security standards throughout the organization.

• We laid the groundwork to be able to establish a new goal of a 95% Scope 1 and 2 greenhouse gas emission reduction by 2031 (formally announced earlier this year).

• We proudly demonstrated our employees' passion for giving back to their communities. In 2021, Motorolans increased their volunteer hours by more than 60% and were generous with their charitable donations, resulting in more than $1.5 million in matching gifts granted to more than 900 causes.

At Motorola Solutions, we're committed to being a positive force for change, and I look forward to our continued progress as we work to build a better, more equitable and safer world for all.

GREG BROWN

CHAIRMAN & CEO | MOTOROLA SOLUTIONS INC

OUR
IMPACT

At Motorola Solutions, we believe that the work that we do — and the technology we create — plays an essential role in our world today. We embrace the opportunity to create solutions that address larger societal challenges and ultimately impact the greater good. That's why we design and develop all of our technologies with intent — to live out our purpose of helping people be their best in the moments that matter.

SOARING CYBER ATTACKS

2021 saw 50% more cyber attacks per week on corporate networks compared to 2020, with a 42% increase in supply chain attacks and higher quality data being exfiltrated.[1]

24/7 cybersecurity services can identify system and network risks, helping to protect against attacks and support agencies and businesses in responding to threats.

~10,000 lives could be saved each year if 911 could get to callers just one minute faster.[2]

End-to-end public safety software can unify information about an incident, from the 911 call to field reports, helping to keep all officers informed, reduce response times and protect the chain of custody.

RESPONDING FASTER TO 911

PUTTING THE "PUBLIC" IN PUBLIC SAFETY

68% of the public want the ability to share information with public safety.[3]

Community applications can enable the public to share tips and images with public safety improving transparency and collaboration to make communities safer.

[1] https://www.forbes.com/sites/chuckbrooks/2021/10/24/more-alarming-cybersecurity-stats-for-2021-/?sh=12885d764a36
https://spanning.com/blog/cyberattacks-2021-phishing-ransomware-data-breach-statistics/
[2] https://docs.fcc.gov/public/attachments/FCC-18-32A1.pdf
[3] www.motorolasolutions.com/consensusforchange

More than 311,000 students have been exposed to gun violence in schools since the 1999 Columbine shooting.[1]

Video cameras and analytics can monitor and alert school security and law enforcement of unusual activity on the grounds and voice communication can enable coordination and response.

SAFER SCHOOLS

COMMUNITY -POLICING RELATIONSHIPS

Only 51% of U.S. adults have confidence in police, indicating low levels of trust between the public and officers.[2]

Body-worn cameras can record daily events and automatically upload evidence into agency records, increasing transparency and accountability to help foster trusted relationships.

U.S. natural disasters have cost $2.195 trillion since 1980 and 2021 had the 3rd highest cost on record.[3]

Land mobile radio (LMR) devices and networks are built for redundancy and can withstand extreme conditions, offering reliable communication to coordinate within and between agencies.

NATURAL DISASTERS

CRIME IN THE COMMUNITY

Nearly 69% of retailers report an increase in organized retail crime in 2021, compared to 2020.[4]

Businesses can share video feeds with law enforcement, improving incident awareness, bolstering evidence and strengthening community-policing collaboration.

DOJ investigated 663 human trafficking cases — 93% sex trafficking — and spent $74.6M to support victim assistance programs across the U.S. in 2020.[5]

License plate recognition can identify patterns and correlations between vehicles of interest and other law enforcement data, indicating a potential criminal network.

HUMAN TRAFFICKING

[1] https://www.washingtonpost.com/graphics/2018/local/school-shootings-database/
[2] https://news.gallup.com/poll/352304/black-confidence-police-recovers-2020-low.aspx
[3] https://www.ncdc.noaa.gov/billions/
[4] https://nrf.com/organized-retail-crime
[5] https://www.state.gov/reports/2021-trafficking-in-persons-report/united-states/

OUR APPROACH

CORPORATE RESPONSIBILITY AT MOTOROLA SOLUTIONS

Motorola Solutions is a global leader in public safety and enterprise security. Our solutions in land mobile radio communications, video security and access control and command center software, bolstered by managed and support services, create an integrated technology ecosystem to help make communities safer and businesses stay productive and secure. At Motorola Solutions, we're ushering in a new era in public safety and security.

Our approach to corporate responsibility is guided by three principles: operate ethically, protect the environment and help foster public safety and thriving communities. Our 2021 Corporate Responsibility Report demonstrates our global commitment to corporate responsibility and highlights key areas of progress from the year.

We welcome comments or questions at corpresponsibility@motorolasolutions.com.

OUR BUSINESS

We strive to prioritize our unified public safety and enterprise security ecosystem — designed with humans at the center — to help make communities safer and businesses stay productive and secure. We deliver an ecosystem of products and solutions that directly support some of the world's largest societal challenges by striving to prioritize accuracy, reliability, equity, transparency and fairness in everything we deliver.

COMMUNITY ENGAGEMENT

As the charitable and philanthropic arm of Motorola Solutions, the Motorola Solutions Foundation focuses on giving back to the community through strategic grants, employee volunteerism and other community investment initiatives. We aim to partner with organizations that align with our values of accountability, innovation, impact, diversity and inclusion.

HUMAN CAPITAL MANAGEMENT

Our customers rely on the mission-critical technologies and solutions our employees develop. We endeavor to provide a culture of inclusion, equity, safety, support and professional development in order to assist our employees as they advance and innovate, which in turn assists our customers to be at their best.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK

Our Environmental, Social and Governance (ESG) Framework demonstrates our governance standards and our social and environmental commitment to create value for our planet, as well as our employees, customers and the communities that share it.

SUPPLY CHAIN

We aim to deliver an exceptional customer experience through agility, speed and collaboration. We are a member of the Responsible Business Alliance (RBA) and are aligned with the UN Guiding Principles on Business and Human Rights, which assists us with our goals to source efficiently and ethically from a diverse supply base, launch and deliver new products and solutions on-time, and exceed customer expectations by delivering outstanding quality, service and support.

THE ENVIRONMENT

We build programs based on public policy, stakeholder imperatives and organizational values that aim to enable us to tackle global sustainability issues. We set goals for energy use, emissions, recycling and waste reduction in an effort to minimize our environmental footprint without losing focus on the safety and wellbeing of our employee workforce.

GOVERNANCE AND COMPLIANCE

From ethics to business conduct and government affairs, corporate governance and compliance are core to our integrity and in enabling transparency for our stakeholders. We live out our purpose by striving to always act lawfully and ethically — with our customers, communities and the world at large.

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2021

INTRODUCTION

SCOPE OF REPORT

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2021 (Jan. 1, 2021 to Dec. 31, 2021), including our global operations, unless otherwise noted. It provides key CR metrics and goals, with a focus on meeting the needs of investors and stakeholders. More detailed information is available on our **website**.

This report does not include details on our financial performance. Details on our financial performance can be found on our **corporate website** and in our public filings available through the **U.S. Securities and Exchange Commission (SEC)**.

Statements in this report which are not historical in nature are forward-looking statements, which are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, as amended, and generally include words such as "expect," "may," "could," "believe," "would," "might," "anticipates" or similar words. The principal forward-looking statements in this report include: (1) our goals, commitments and programs; (2) our business plans, strategies, and initiatives; (3) our assumptions and expectations; (4) the scope and impact of our corporate responsibility risks and opportunities; and (5) standards and expectations of third parties. Although we believe there is a reasonable basis for the forward-looking statements, our actual results could be materially different. The most important factors that could cause our actual results to differ from our forward-looking statements are set forth in our description of risk factors included in Part I, Item 1A, "Risk Factors" of our Annual Report on Form 10-K for the year ended December 31, 2021, which should be read in conjunction with the forward-looking statements in this report and is

accessible on the **SEC's website** and on our **website**. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

In addition, historical, current, and forward-looking statements, including non-financial climate-related metrics presented herein, may be based on standards measuring progress that are still developing, internal controls and processes that continue to evolve, assumptions that are subject to change in the future, and measurements that contain uncertainties resulting from limitations inherent in the nature and methods used for determining such data. We reserve the right to update our measurement techniques and methodologies in the future.

REPORTING STANDARDS

The Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) are referenced when relevant (**see page 67**).

MATERIAL TOPICS

Our CR management and reporting focuses on the topics most material to our business. This report uses certain terms including those that the GRI or others refer to as "material" to reflect the issues or priorities of Motorola Solutions and its stakeholders. Materiality and its relevant definition as used in this report is different than the definition of "materiality" used in the context of filings with the SEC. Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.

MOST MATERIAL ISSUES

Environmental
- Greenhouse gas emissions from operations
- Conflict minerals sourcing
- Substances of concern in products

Social
- Diversity, equity and inclusion
- Cybersecurity, data privacy and responsible technology
- Employee health and safety

Governance
- Ethics and integrity
- Anti-corruption
- Business continuity and resiliency

OTHER SIGNIFICANT TOPICS
- Addressing climate change
- Community engagement
- Corporate governance
- Employee development and engagement
- Energy use
- Enterprise information security
- Intellectual property protection
- Government lobbying
- Political contributions
- Product disposal and recycling
- Product energy efficiency
- Product transportation
- Stakeholder partnerships
- Supply chain responsibility
- Waste and recycling in operations
- Water use, conserving water resources

METHODOLOGY

We conducted our materiality assessment in 2020 in alignment with GRI standards and guidance. It was conducted in three phases: benchmarking, stakeholder engagement and an analysis of findings. To define an initial set of material topics, we benchmarked GRI and SASB industry sustainability reporting standards, as well as industry peers and competitors with robust ESG programming. Based on our benchmarking we identified an initial 43 topics, with the goal of refining the list through stakeholder engagement.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement was performed in three stages:

1. Interviews and workshops with key internal senior management, subject matter experts and executive members of the company.
2. Interviews, surveys and research with key external stakeholders, including customers, investors, suppliers, regulatory bodies and industry associations.
3. A final survey of a large sample of employees across a variety of levels, departments and countries.

Participants were asked to rate each topic based on two criteria:

1. How the topic reflects the significance of Motorola Solutions' economic, environmental and social impacts; and/or
2. If our performance in these topics would substantively influence the assessments and decisions of stakeholders in relation to Motorola Solutions, such as their decision to work with, or work for, the company.

RESULTS

All data was combined to narrow down our 25 most material ESG topics. Inputs from both external and internal stakeholders were given equal weight in our analysis, as we value the opinions of all of our stakeholders equally.

OUR
BUSINESS

20
21

> "The global pandemic changed the way we think and feel about safety. It also helped us to understand the important role of technology in keeping us safe today and well into the future.

MAHESH SAPTHARISHI

CHIEF TECHNOLOGY OFFICE

TRANSFORMING SAFETY THROUGH TECHNOLOGY

Any significant crisis redefines what we consider to be normal, and the COVID-19 pandemic has been no exception. In early 2021, we embarked on a comprehensive, global effort to understand how the public's expectations of technology have changed as part of this redefinition and how individuals around the world think and feel about safety. In parallel, we sought to better understand how organizations have re-evaluated the use of technology to meet new challenges.

TRANSFORMING SAFETY THROUGH TECHNOLOGY

In partnership with Goldsmiths, University of London, we learned the vast majority of people around the world want to see public safety transformed through technology, as long as it is used responsibly and in a manner that protects privacy. Through the study, we also learned that public safety agencies and enterprises are accelerating technology adoption and innovation to better understand and predict risk. Furthermore, they're beginning to more fully engage the public to provide input and play a more active role in public safety for the benefit of all.

The findings of this study — an overwhelming consensus to improve safety through technology — are why we exist. We are proud to be a leading voice on this important topic, responding to current circumstances by helping our customers understand and prepare for risk, acquire the right technology and secure stakeholder support for solutions that can make real differences in their communities.

Learn more at www.motorolasolutions.com/consensusforchange.

THE CONSENSUS FOR CHANGE REPORT PRESENTS THE VOICES OF

12k PEOPLE

50 PUBLIC SAFETY
AGENCIES, ENTERPRISES & EXPERTS

EXPERTS ACROSS **10** MARKETS

KEY FINDINGS

The global study analyzes how the **pandemic heightened awareness of the need for technology** to enhance public safety while **accelerating innovation and technology adoption** for emergency services and enterprises.

88% OF PEOPLE GLOBALLY

want to see public safety transformed through the use of advanced technology.

VOICES OF 12,000 PEOPLE

71%

say **advanced technologies**, such as **video cameras, data analytics**, **cybersecurity** and **the cloud**, are needed to address challenges of the modern world.

75%

say that they are willing to **trust the organizations** that hold their information so long as they **use it appropriately**.

70%

say emergency services **should be able to predict risk**, a task that can be supported by advanced technologies.

68%

say technology could be improved **if people can have a say** in how it is used.

MAJOR TRENDS

The research identifies three major trends that define how public expectations about safety and technology are evolving.

THE PANDEMIC REDEFINED OUR EXPECTATIONS FOR SAFETY

Our shared experience made us realize how technology can keep us safe and why public safety and enterprise organizations need it to respond to new threats.

THE PANDEMIC ACCELERATED TECHNOLOGY INNOVATION

High-velocity innovation and technology adoption occurred in the areas of video security, cloud-based solutions and interoperability. The pandemic also reconfirmed the need for reliable and resilient communications.

TECHNOLOGY MUST BE FAIR, INCLUSIVE AND UNDERSTOOD

The public wants technology to be used in ways that are fair, transparent and inclusive and for the benefits to be easily understood. The research also identifies that more public education is needed to increase understanding of emerging technologies, such as artificial intelligence (AI).

> As the privacy and data security landscape rapidly evolves, Motorola Solutions remains committed to protecting the security and privacy of our customers' data. Accountability and transparency are the cornerstone of our shared responsibility for personal information entrusted to us.

IRENE AMU
CHIEF ADMINISTRATIVE OFFICE

DATA PRIVACY AND PROTECTION

Data privacy and protection is a global issue. We respect the privacy rights and freedoms of all individuals and apply appropriate technical and organizational measures to protect all personal data processed by Motorola Solutions. We are committed to ensuring that personal data is collected, used and processed only when there is a legal basis for doing so. Further, we adhere to key privacy principles, promote ethical data management and extend this requirement to our third party providers. We believe that trust in us is created through transparency and accountability. We are transparent about our commitments and what to expect when it comes to the shared responsibilities with our customers to protect and manage personal data. In the event of a data breach, we are committed to timely notification in accordance with our contractual commitments and applicable law.

Our approach to privacy is grounded in our commitment to provide transparency and accountability over the collection, use and distribution of personal data. We continue to strengthen our existing culture of data protection across the company — including appointing a data protection officer to address European General Data Protection Regulation (GDPR) obligations.
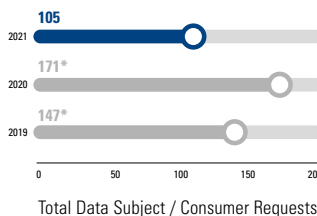
> **For information on our data management approach, see our Trust Center and the Motorola Solutions Code of Conduct for Data Ethics and Rights.**

ADDRESSING INQUIRIES AND REQUESTS

We respond promptly to individuals who contact us with privacy inquiries and concerns. Privacy inquiries and concerns are received primarily via the Motorola Solutions dedicated mailbox, **privacy1@motorolasolutions.com**. All inquiries are addressed using our established processes designed according to applicable law.

Data Privacy Champions (DPCs), located across the globe, provide guidance to employees on our privacy policy and act as a first point of contact for privacy at a local level. DPCs work with country managers, who are responsible for country governance and compliance.

DATA SUBJECT REQUESTS

2021	**105**
2020	**171***
2019	**147***

Total Data Subject / Consumer Requests

*Majority of requests are job applicant data erasure requests.

2021 GOALS	PROGRESS
Update external privacy policy, binding corporate rules and data collection notices.	**Achieved:** Automatic eligibility for UK Binding Corporate Rules awarded. Motorola Solutions eligibility included on the UK Information Commissioner's Office ("ICO") public website.
	In Progress: Privacy policy and notice updates are ongoing to reflect regulatory requirements and Motorola Solutions' privacy and data collection practices. EU Binding Corporate Rules updates remain in the final phase of regulatory approval.

RESPONSIBLE TECHNOLOGY

Advancing Motorola Solutions Technologies - Responsibly and Ethically

Governments, enterprises and communities around the world rely on our technology to keep our cities safer, our businesses thriving and our world moving forward. With that reliance also comes trust. Our customers trust that our technology will perform as promised and be designed in a way that enables its responsible and fair use.

As our products increasingly incorporate powerful technologies, such as artificial intelligence and machine learning, it's our responsibility to ensure that accuracy, inclusivity, transparency, privacy and fairness are an inherent part of our solutions — just as protection and safety are.

Since many technologies today can progress faster than legislation and regulatory frameworks, we continuously work to ensure that our innovations remain aligned with our purpose and ethics, and take into account broader implications for how our technologies can be used by our customers and the communities we serve. We design controls into our products that allow our customers to enforce compliance with regulations and usage policies.

In 2020, we formed the Motorola Solutions Technology Advisory Committee (MTAC), a multidisciplinary internal group commissioned by our executive committee that serves as a "technical conscience" for the company. MTAC helps to ensure our technological advancements remain aligned with our purpose and ethics, and are informed by the broader implications to our customers, the communities served and society at large. This includes providing guidance on the solutions we create, the partnerships we forge and the roadmap into which we invest.

In 2021, MTAC published Motorola Solutions' **Code of Conduct for Data Rights and Ethics** and **Guidelines for Responsible Use of Artificial Intelligence** in our **Trust Center**. MTAC also developed and published guidelines to employees worldwide for positioning and selling sensitive technologies as well as responsible, transparent disclosure of product capabilities. MTAC partnered with the Office of Ethics and Compliance and our international sales leadership to establish controls in our sales processes to identify and ensure objective review of prospective transactions that contain sensitive technologies to customers and/or countries where misuse and/or abuse of the products may be of concern. As part of its regular process, MTAC conducts risk assessments for Motorola Solutions technologies and tests these against the company's purpose and ethics. For each circumstance, MTAC considers specific risks as to how our products are used and also tries to anticipate possible misuses. Risk classifications include societal and customer/user implications as well as Motorola Solutions' legal, reputation and business risks. Based upon these reviews, MTAC offers specific recommendations that influence product design, business intent as well as partner and/or merger and acquisition transactions (that in some cases were not pursued as a result).

> **It is increasingly important to heighten security awareness. Everyone's efforts are needed to thwart potential attacks effectively. Think, Protect, Win.**

CHEE HOE TEOH
CYBERSECURITY CHAMPION

CYBERSECURITY PRODUCTS AND SERVICES

Now more than ever, ensuring cyber resilience is critical to protecting business and enterprise. As a global leader in public safety and enterprise security, Motorola Solutions builds its products, solutions and services with security in mind.

In 2021, we worked to further advance our commitment to cybersecurity products and services. We continued to expand our dedicated team of cybersecurity experts to build out our capabilities around penetration testing, threat intelligence, application security, structured risk management processes, security architecture and incident response and training.

In addition, we leveraged the capabilities of our recent acquisitions — implementing the first technology integrations for Managed Detection and Response within our public safety products — to further expand our ability to support our customers.

Our end-to-end approach to keep our customers operational includes training them to stay actively informed of the rapidly changing landscape of security threats and compliance threats, while providing a portfolio of cybersecurity services to enhance operational integrity. Those include:

- Risk assessment and consulting to identify vulnerabilities and develop a robust cybersecurity strategy

- Security patch installations to mitigate risks with pre-tested software updates

- Security monitoring to proactively protect networks from cyberattacks

- On-premise security operations centers to monitor customer infrastructure

- Cybersecurity professional services to provide a comprehensive and systematic approach to risk management and protection of critical infrastructure

Throughout 2021, the team continued to foster a culture of cybersecurity throughout the company by driving workforce development programs that incentivize employees to develop their cyber skills. We equip our workforce with the resources and capabilities necessary to build and maintain secure products and influence a future generation of cyber professionals, with the goal of establishing Motorola Solutions as an industry leader in the promotion of cybersecurity workforce development and education. We are also increasing our investments towards incorporating security into modern software development and cloud operations for our products and services.

Every year, our Motorola Solutions Cybersecurity team completes a number of assessments to compare our cybersecurity program and secure software development practices against industry standards. In 2021, we continued to assess our products and services, including via an independent third party assessment that highlighted the overall development and maturity of our cybersecurity program and highlighted our internal software security assessment capabilities.

CYBERSECURITY CHAMPIONS

Throughout the lifecycle of a product, a dedicated group of employees works behind the scenes to help maintain our security standards. These "cybersecurity champions" support the company's security and product teams by implementing security best practices, looking for vulnerabilities within our products and working to protect customer and company data. **In 2021, we continued to grow our number of cyber champions throughout the company, bringing us to more than 650+.**

Trust Center

Our Trust Center website promotes communication and transparency around our products and services cybersecurity investments.

2021 GOALS	PROGRESS
Evolve the product security program to mature governance and oversight, expand cybersecurity training and education programs, integrate with product teams and build organic capability inside product teams.	**Achieved:** Institutionalized a common framework for assessing cybersecurity risk within the organization, along with a well-established cadence for risk reviews with senior management. Reached internal employee training targets for both online and boot camp-based training formats. Additionally, we substantially grew the network of cybersecurity champions organic to the Products and Systems Integration and Software and Services organizations.
Engage with customers to educate on cybersecurity threats and how to better manage them.	**Achieved:** Provided thought leadership through ongoing communication initiatives, including two published reports on **2021 Cyber Threats to Public Safety.** Our Motorola Solutions' Trunked Users Group (MTUG) brings together Motorola Solutions and the Public Safety and Public Service agencies that utilize our trunked radio systems to promote the development, sustainability and education of our products, services and processes for the mutual benefit of all parties. In 2021, Motorola Solutions laid the groundwork for establishing a dedicated Cybersecurity Subcommittee, to be operational in 2022 within the MTUG structure hierarchy. This initiative will provide a more direct means of sharing our cybersecurity capabilities, objectives, and threat intelligence information to the MTUG community. This will also create a new channel for direct customer feedback on all topics related to cybersecurity.

ENTERPRISE INFORMATION SECURITY

Our Enterprise Information Security team is committed to maintaining the confidentiality, integrity and availability of client and internal information and systems and is critical to Motorola Solutions' business and reputation. This commitment is reflected in everything we do, from the top corporate governance policies to each employee's everyday actions.

Motorola Solutions has established specific information security policies and standards, which are published internally. These organizational requirements are designed to address risks identified through risk assessment processes, as well as regulatory requirements. Certain corporate policy statements are publicly available on the Motorola Solutions **website**.

Every year, Motorola Solutions conducts several assessments comparing our Enterprise Information Security program effectiveness against industry standards. The studies range from self-assessments to independent third-party analysis and compare our program using frameworks such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework. In 2021, the overall Enterprise Information Security program met or exceeded industry standards according to these measurements.

In 2021, the Enterprise Information Security team continued to enhance protections for our intellectual property. These efforts resulted in new preventative controls to limit data loss while bolstering our ability to track and protect intellectual property.

At Motorola Solutions, we believe that cybersecurity is the responsibility of every employee and contractor that has access to our intellectual property. Through an engaging cybersecurity awareness program, we continuously work to drive a culture that encourages employees to protect their innovative work and safeguard our customers. Employees and contractors take annual training on our security policies, general security hygiene practices, phishing attacks and more. We provide frequent and engaging practice in secure behavior to reinforce the training content. For example, employees now receive many more simulated phishing emails, tailored with a difficulty matched to an individual's demonstrated capability to detect and report suspicious emails. We also design and execute simulated cybersecurity incident exercises with senior executives, in addition to the real world events that we experience.

While remote work has always been available at Motorola Solutions, the COVID-19 pandemic led to a majority of our employees working remotely. We have continuously worked to enhance authentication mechanisms and will continue these efforts in 2022, simplifying the process for employees to connect to our systems while strengthening security. This is part of our multi-year initiative to evolve processes and technologies in alignment with 'zero trust' principles. This modern approach allows us to keep abreast of evolving attacks and a changing world while we enable productive and engaged employees.

INCLUSIVE PRODUCT DESIGN

We consider social impacts in the design of our products and work across all stages of the lifecycle to create products and solutions that consider all the diverse populations that our solutions will encounter. Throughout the past year, our user experience (UX) team has built a function design system focused on contrast ratios, color usage, development best practices and an over-indexing on inclusivity in how we build the modular elements shared between applications in our products.

The team has also designed our icons to be inclusive — especially in the representation of people. This includes removing figures where they don't benefit communication and ensuring we have neutral figures without overt gender identifiers in any iconography. And lastly, as a way to understand our users, the team built an internal library designed to communicate story-telling as an extension of our design tool, allowing for some gender-neutral hair and clothing styles, as well as the ability to customize hair, skin and clothing in an effort to enable as much representation in our storytelling as possible.

INCLUSIVE DESIGN PRINCIPLES

- Create simple and intuitive design
- Design our products with various situations in mind (e.g., firefighters can operate their devices blindly, "fall alert" emergency triggering)
- Provide content in multiple ways (e.g., audio and viewing)

- Design our products to provide equivalent experiences (e.g., design with color-blind consideration)
- Design our products' wearability accessories with gender consideration

COMMUNITY ENGAGEMENT

2021

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The Foundation is one of the ways in which Motorola Solutions lives out its purpose of helping people be their best in the moments that matter. We do this through our giving, but also through the selflessness of employees around the world who generously volunteer their time. I'm often awestruck by their devotion to making our communities a better place.

KAREM PEREZ

MOTOROLA SOLUTIONS FOUNDATION

COMMUNITY ENGAGEMENT

At Motorola Solutions, we are an engaged and good corporate citizen by design. Our work makes a difference in the critical moments that shape lives, businesses and the world, but our contributions don't end there.

The Motorola Solutions Foundation acts as the charitable and philanthropic arm of Motorola Solutions and focuses on giving back to the communities where our employees live and work through strategic grants, employee volunteerism, disaster relief and other community investment initiatives.

The Foundation, which has donated $100 million over the past 10 years, aims to partner with organizations that are creating safer cities and equitable, thriving communities. Within its strategic grants program, the Foundation focuses its giving on three key areas: (1) first responder programs, (2) technology and engineering education, and (3) programs that combine both. We also prioritize support for underserved and underrepresented populations, including people of color and women, within our areas of focus. In addition, the Foundation aims to partner with organizations that align to its values of accountability, innovation, impact, diversity and inclusion.

2021 GIVING SUMMARY

FOUNDATION GIVING					
ANNUAL GRANTS PROGRAM			OTHER AREAS OF GIVING		EMPLOYEE PROGRAMS
First Responder Programming	Tech & Eng Education	Blended Programming	Disaster Relief	Community	Employee Volunteerism & Giving
$4.8M	$4.5M	$0.25M	$0.3M	$0.13M	$2.2M
CORPORATE GIVING			TOTAL CASH DONATIONS*		
$2.1M			$14.3M		

2021 FOUNDATION IMPACT

180+
strategic grants
awarded in 25 countries

2M+
first responders, teachers,
students and more supported
through the grants program

~600%
increase in number of
employees outside the U.S.
logging volunteer hours

~65,000
volunteer hours

*Includes Motorola Solutions Foundation & Motorola Solutions, Inc. Charitable Donations

2021 FOUNDATION HIGHLIGHTS

REDESIGNED FOUNDATION WEB PAGE & NEW ANNUAL GRANTS PAGE

In 2021, the Foundation enhanced its **website** to highlight its purpose, core values, areas of focus, priorities and impact — better engaging visitors. In addition, the Foundation also introduced a new **web page** dedicated to its strategic grants program — making it easier for applicants to apply for critical grants that help make the world a better place. Employees, grant partners, investors and shareholders alike have better visibility into the Foundation's initiatives as a corporate citizen and the positive impact these programs make on our communities.

ANNUAL GRANTS PROGRAM

The Foundation proudly supports first responders through initiatives that provide mental wellness and stress management training, scholarships to families of fallen first responders and more. This year, the Foundation's funding toward mental health for first responders increased by 85%, acknowledging the critical role that it plays in first responders' wellbeing and their ability to support their communities. The Foundation supports grant partners such as Blue H.E.L.P., an organization devoted to the mental health of law enforcement officers and their families. A recent Foundation grant allowed Blue H.E.L.P to host Camp April, the first bereavement camp exclusively for the family members of officers who died by suicide.

> **Motorola Solutions Foundation's partnership gave us the ability to host Camp April, the first bereavement camp exclusively for family members of officers' who died of suicide,"** said Karen Solomon, co-founder of Blue H.E.L.P. **"The Foundation stood tall early on and let families know how important their officers' lives were. We are honored to continue to work with an organization that so publicly and willingly supports all first responders and the sum total of their lives and service.**

Additionally, the Foundation continued its commitment to providing access and opportunity amongst underserved communities and populations traditionally underrepresented in its focus areas, including women, people of color, people with disabilities, the LGBTQ+ community, veterans and others. In 2021, the majority of the Foundation's grant funding directly benefited people of color.

The Foundation supported programs from the Society of Women Engineers (SWE), Women of the Shield, the National Society of Black Engineers (NSBE), the American Indian Science and Engineering Society (AISES), the National Organization of Black Law Enforcement (NOBLE) and many other organizations that introduce, educate and inspire underrepresented groups within technology and engineering education and first responder programming.

For instance, the Foundation awarded more than $345,000 to SWE and NSBE to provide educational scholarships to women and students of color pursuing engineering degrees.

56%
increase in funding to programs that promote diversity among first responders

78%
of funding in technology and engineering education directly benefited people of color

60%
of funding in technology and engineering education directly supported women

EMPLOYEE PROGRAMS

Despite the ongoing pandemic in 2021, Motorolans never wavered in finding meaningful ways to give back. Motorolans across 43 countries logged nearly 65,000 volunteer hours for the year—an increase of more than 60% compared to 2020. The majority of those hours (47,000) were logged during the Foundation-sponsored Global Months of Service, Motorola Solutions' annual volunteer-a-thon in September and October. Employees tripled the number of hours logged compared to the 2020 Global Months of Service and yielded $230,000 in donations to nonprofits, many of which serve diverse and underserved populations.

Motorolans were also extremely generous with their charitable donations. On GivingTuesday, many employees took advantage of the Foundation's special 2:1 match for organizations focused on hunger relief, while others gave back to causes they were most passionate about, resulting in more than $100,000 in matching gifts from the Foundation. All in all, the Foundation issued $1.5M in matching gifts to more than 900 causes for employee charitable donations through its **"Donations for Donors" program** in 2021.

EMPLOYEE VOLUNTEERISM BY THE NUMBERS

Volunteers in

43

countries

More than

60%

increase in
volunteer hours

Nearly

200%

increase in number of
employee volunteers

DISASTER RELIEF

As natural disasters and humanitarian crises continued to unfold in 2021, the Foundation granted more than $300,000 to help impacted communities with critical supplies and life-saving medical resources. Additionally, as hundreds of thousands of individuals were affected by the COVID-19 crisis in India in

May 2021, the Foundation and Motorolans collectively donated more than $100,000 to the American Red Cross to provide supplies and support teams of volunteers on the ground.

2021 GOALS	PROGRESS
Log 40,000 volunteer hours company-wide.	**Achieved:** Employees logged nearly 65,000 hours, surpassing our goal by more than 60%.
Increase international volunteer participation by 10%.	**Achieved:** Increased volunteer participation by employees outside of the United States by nearly 600% year over year.
Broaden support for frontline healthcare workers as part of our first responder programming focus.	**Achieved:** Added three new grant partners who support frontline healthcare workers.
Continue support for underrepresented populations within our areas of focus: first responder programming and technology and engineering education.	**Achieved:** The majority of the Foundation's 2021 grant funding directly supported people of color.

DISASTER RELIEF

Motorola Solutions Delivers End-to-End Solutions and Emergency Operations Support

For more than 90 years, Motorola Solutions has been working with public safety agencies to offer the technologies, critical support and resources needed to help communities prepare for and quickly recover from disasters. Our purpose-built, mission-critical ecosystem provides an integrated end-to-end suite of solutions including land mobile radio communications, video security and access control and command center software, bolstered by managed and support services that span emergency awareness, emergency operations, network monitoring, system engineering and field services.

Following large-scale events, we mobilize at a moment's notice to help public safety agencies rapidly establish communications and regain control. We proactively monitor emerging storms through our centralized Network Operations Center, and response teams are activated the moment an emergency is detected to help customers prepare. On-the-ground teams provide mission-critical technology required to meet the response. The support continues during an event and in its aftermath, as teams work with customers to determine the impact on communication sites and to coordinate repairs.

2021 saw multiple large-scale natural disasters, including wildfire, hurricanes and winter storms, wreak havoc across the globe. In total, the 2021 hurricane season produced 21 named storms, including seven major hurricanes. Intense wildfires burned across the world. Severe winter weather and tornadoes hit the southern and central U.S., resulting in power outages and food shortages in Texas, Kentucky and Missouri. Throughout it all, Motorola Solutions teams were there to support our customers in the moments they needed it most.

Additionally, our employees also play a vital role in disaster relief, from donating funds to the tireless efforts of our emergency response team, who work on the front line to ensure first responders stay connected.

HURRICANE IDA

The deadly and destructive Category 4 hurricane made landfall near Port Fourchon on August 29, 2021. Our team deployed shortly after the storm made landfall and worked tirelessly, **visiting more than 18 sites in under five days**, to restore and repair equipment and ensure communications were up and running.

Motorola Solutions offers tips for public safety agencies on preparing for hurricanes and other natural disasters, as well as a comprehensive preparedness checklist. More information is available at motorolasolutions.com/disasterpreparedness.

HUMAN CAPITAL
MANAGEMENT

2021

"

In order to drive real change, our principles need to be reflected in all of our people processes. Our core company values demonstrate our commitment to building a culture where people can thrive and bring their authentic self to work every single day. We are bringing this commitment to life by incorporating it into our recruiting, performance management, talent development and our rewards and benefits for our employees.
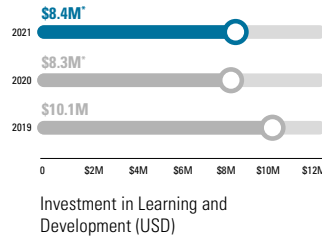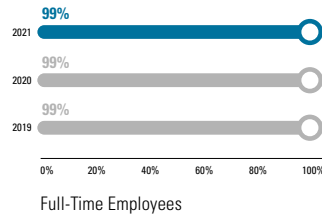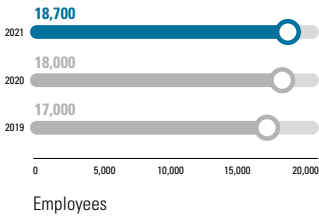
KAREN DUNNING

HUMAN RESOURCES OFFICE

GLOBAL WORKFORCE

We invest in employees so they can reach their full potential and provide opportunities for professional development at every level. We seek to build an inclusive culture and diverse workplace that promotes diversity of thought, innovation and growth.

GLOBAL WORKFORCE

18,700 — 2021
18,000 — 2020
17,000 — 2019
0   5,000   10,000   15,000   20,000

Employees

99% — 2021
99% — 2020
99% — 2019
0%   20%   40%   60%   80%   100%

Full-Time Employees

$8.4M* — 2021
$8.3M* — 2020
$10.1M — 2019
0   $2M $4M $6M $8M $10M $12M

Investment in Learning and
Development (USD)

*Lower due to the impact of COVID-19 to in-person training

TRAINING

Our dedicated education consultants provide role-based training for employees to build the skills, knowledge and behaviors that enable them to perform at their best. Training ranges from technical enablement and business acumen (offered for each of our major product technologies and built in partnership with the product organizations) to soft skills and compliance.
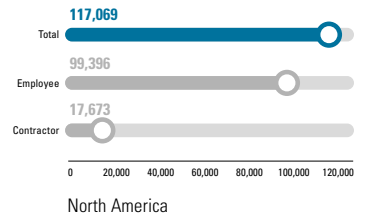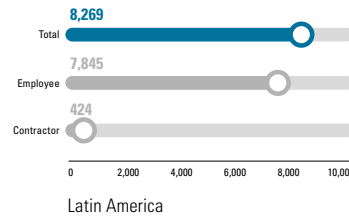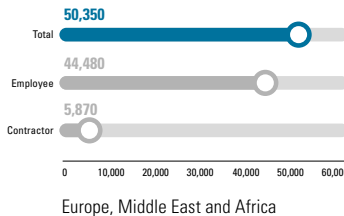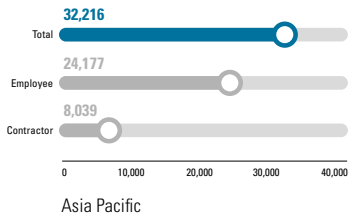
Our Learning eXperience Portal (LXP) serves as a one-stop shop for training and product documentation for employees. Content is accessed via

customized learning paths, and LinkedIn Learning is embedded, giving employees access to an additional 15,000 online courses taught by real-world professionals in areas related to business, technology and creative fields.

Employees receive quarterly emails outlining their required training, and employee participation is shared with leadership.

In 2021, employees enrolled in 207,904 courses.

REGIONS

32,216 — Total
24,177 — Employee
8,039 — Contractor
0   10,000   20,000   30,000   40,000

Asia Pacific

50,350 — Total
44,480 — Employee
5,870 — Contractor
0   10,000   20,000   30,000   40,000   50,000   60,000

Europe, Middle East and Africa

8,269 — Total
7,845 — Employee
424 — Contractor
0   2,000   4,000   6,000   8,000   10,000

Latin America

117,069 — Total
99,396 — Employee
17,673 — Contractor
0   20,000   40,000   60,000   80,000   100,000   120,000

North America

Note: Includes all courses available on the LXP including LinkedIn, average nine courses per employee.

"

2021 was a successful year of building relationships and setting a sustainable foundation for the work ahead. We are invested in enhancing the culture for every single Motorolan. It is up to each of us to do our part.

MAX MCINTYRE
DEI OFFICE

DIVERSITY, EQUITY & INCLUSION

At Motorola Solutions, we continuously work to build an inclusive culture and diverse workplace, one shaped by our company values — inclusive, innovative, passionate, driven, accountable and partners. Our values drive everything we do, both for our employees and our customers. More than just words, they are the traits that define us. Inclusive — as one of our six company values — engages each and every Motorolan in our efforts to foster a culture where diversity, equity and inclusion (DEI) remain a central focus.

In 2021, Motorolans came together in many impactful ways, and real progress was made company-wide based on our strategic and deliberate efforts to amplify and be responsive to employee feedback regarding our DEI efforts. When employees asked for tangible actions that would lead to long-term, sustainable outcomes, we:

- Built and communicated a foundation from which to grow in our DEI maturity journey.

- Established governance bodies and processes, including a DEI Advisory Council composed of a cross-section of our global workforce, to monitor progress on our strategic goals and objectives and devise strategies to further advance our efforts. Additionally, we formalized a charter to guide the Inclusive Solutions Employee Advisory Council, a separate employee-led team that reviews our solutions and messaging with a DEI lens.

- Launched company-wide virtual DEI listening sessions. When employees expressed the desire for more transparency, we shared findings from the listening sessions during town halls as well as more detailed workforce demographic data on our first external-facing **DEI website**.

- Provided U.S. employees the ability to self-identify their gender, sexual orientation and pronouns to improve our ability to reflect and report on the diversity in our workforce.

- Launch a required DEI training course, which 94% of employees completed as of the end of 2021.

- Provided unconscious bias training to more than 1000 hiring managers and recruiters. The training, done through a research-based training firm, provided concrete, practical methods to fight biases in resume selection, interviewing and the candidate selection processes.

- Facilitated a "Recruiting for Diversity: What It Is and Is Not" webinar. This equipped more than 1,100 people managers globally with the tools and resources needed to ensure an inclusive applicant experience.

- Created an inclusive language document to crowdsource from our employees a comprehensive list of non-inclusive technical terminology (e.g., "whitelist/blacklist," "grandfathered" or gendered terms) along with recommended acceptable alternatives.

PROGRAMS AND PARTNERSHIPS

Over the last few years we have introduced programs targeted to make our company more inclusive.

PROGRAMS

Employee Special Interest Clubs: In 2021, we conceptualized and built a governance structure for our Employee Special Interest Clubs. These clubs are a forum for employees with shared hobbies and passions to create connections and build relationships with one another. They are voluntary, employee-led groups that enhance engagement and strengthen our company culture by spearheading opportunities for employees to network, develop skills and knowledge in areas of personal interest, and serve the wider community. In 2022, we plan to roll out this program to our employees with the goals of heightening cross-company engagement, fostering leadership skill, and widening the reach of our community outreach.

PARTNERSHIPS

The Talent Acquisition team, in collaboration with the Multicultural Business Council and Women's Business Council, helped grow our diversity pipeline through partnerships with several organizations including the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE). We also participated in a number of partner events including the NSBE47 virtual Career Fair, SHPE virtual Career Fair, SWE virtual Career Fair and the SWE WE21 Conference.

The Motorola Solutions Internship Program and University Relations team partnered with Options, a program established by the New York City Police Foundation and the NYPD to help New York City youth build decision-making skills and access career-development opportunities through a series of workshops, training programs and internships. In 2021, our team hosted a virtual tour of our experience center and a resume tips and tricks workshop session with Options participants.

In collaboration with the DEI team, the Internship Program and University Relations team hosted a Proud To Be First event featuring first-generation Motorola Solutions employees who shared how they navigated the unique challenges and triumphs first generation students often experience. This offered undergraduate students a unique opportunity to learn about different career paths while expanding our exposure to include students from low income and first generation backgrounds. Students from a variety of schools signed up to attend, including College students from Historically Black Colleges and Universities (HBCUs) such as Jackson State University and Prairie State A&M University.

The Internship Program and University Relations team also hosted a Diversity Early Insights half-day virtual exploratory program that provided freshman college students of diverse backgrounds an opportunity to gain a deeper insight into Motorola Solutions culture and provide an introduction to our business units. Students from a variety of schools signed up to attend, including HBCUs such as Fisk University, Howard University and Morehouse College.

BY THE NUMBERS IN 2021

3%
increase in U.S. employees who are people of color (POC) since 2018, with the largest gains coming from traditionally underrepresented groups.

26%
of worldwide employees are women, an increase of 1% since 2018.

25%
of vice presidents are POC, a 9% increase from 2018.

40%
of new hires in the U.S. were POC, compared to 38% in 2018.

69%
of our U.S. interns were women or POC, compared to 55% in our 2018 intern class.

40%
of our U.S. promotions to executive ranks were POC.

40%
of our worldwide promotions to executive ranks were women.

We are proud of the recognition we received in 2021 for our commitment to DEI, as well as providing fair working conditions for our employees:

- Forbes America's Best Employers for Diversity
- Human Rights Campaign Corporate Equality Index
- Disability Equality Index Best Places to Work

BUSINESS COUNCILS

Business councils are voluntary, employee-led groups that help us drive DEI by spearheading opportunities for employees to shape their careers, network across functions, create positive culture change and assist with recruitment and retention. Each council is guided by the leadership of a member of the company's management executive committee. The business councils are provided approximately $120,000 funding at the beginning of each calendar year to support various efforts, including leadership training, cultural awareness and education programs, diversity recruitment outreach, and community volunteer activities that involve all Motorola Solutions employees globally.

Despite the fact that a majority of our office workers continued to work remotely, Motorolans found many occasions to come together virtually in 2021. In fact, event participation increased as accessibility became easier than ever before.
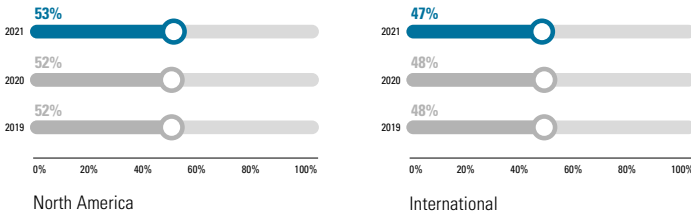
OUR BUSINESS COUNCILS:

- Young Professionals Group
- Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) Business Council
- Multicultural Business Council
  - Motorola Black Inclusion and Diversity Organization
  - Motorola Asian Pacific Islander
  - LatinX
- People with Disabilities and Allies Business Council
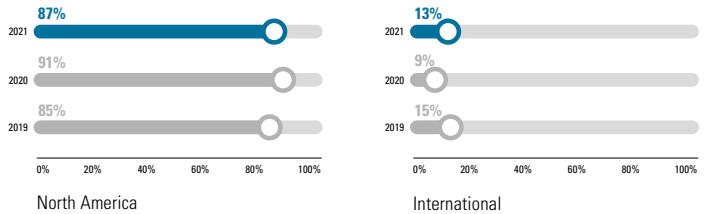- Veterans Business Council
- Women's Business Council

Learn more about our commitment to DEI on our website.

WORKFORCE DEMOGRAPHICS

GLOBAL WORKFORCE BY REGION

	North America	International
2021	53%	47%
2020	52%	48%
2019	52%	48%

VICE PRESIDENTS BY REGION

	North America	International
2021	87%	13%
2020	91%	9%
2019	85%	15%

DIRECTORS BY REGION

	North America	International
2021	76%	24%
2020	76%	24%
2019	74%	26%
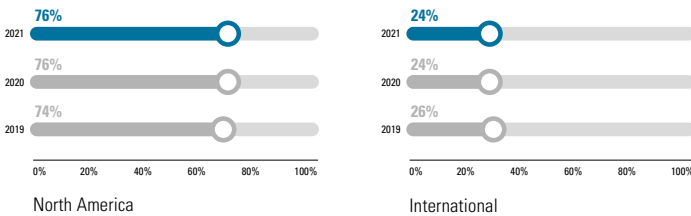
GLOBAL EMPLOYEES BY GENDER

	Men	Women
2021	74%	26%
2020	75%	25%
2019	74%	26%
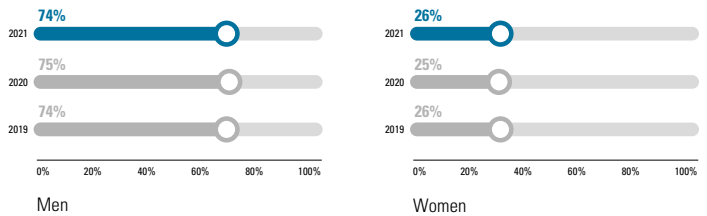
VICE PRESIDENTS BY GENDER

Men

2021	**75%**
2020	79%
2019	82%

0% 20% 40% 60% 80% 100%

Women

2021	**25%**
2020	21%
2019	18%

0% 20% 40% 60% 80% 100%

DIRECTORS BY GENDER

Men

2021	**81%**
2020	80%
2019	80%

0% 20% 40% 60% 80% 100%

Women

2021	**19%**
2020	20%
2019	20%

0% 20% 40% 60% 80% 100%
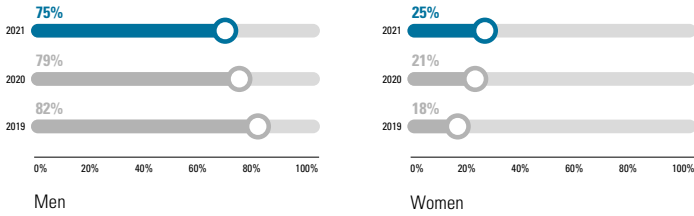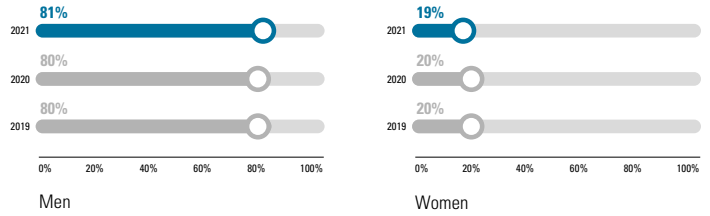
U.S. EMPLOYEES BY RACE AND ETHNICITY
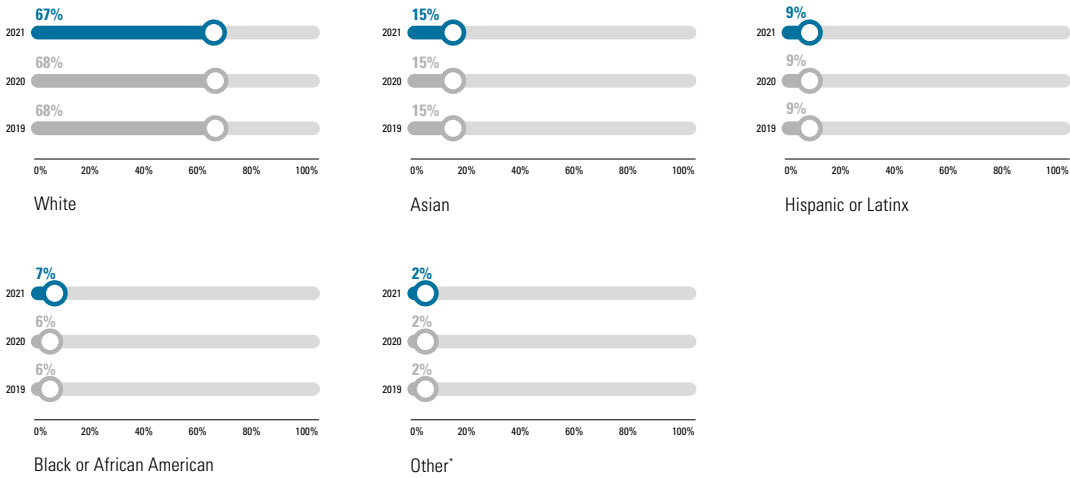
White

2021	**67%**
2020	68%
2019	68%

0% 20% 40% 60% 80% 100%

Asian

2021	**15%**
2020	15%
2019	15%

0% 20% 40% 60% 80% 100%

Hispanic or Latinx

2021	**9%**
2020	9%
2019	9%

0% 20% 40% 60% 80% 100%

Black or African American

2021	**7%**
2020	6%
2019	6%

0% 20% 40% 60% 80% 100%

Other*

2021	**2%**
2020	2%
2019	2%

0% 20% 40% 60% 80% 100%
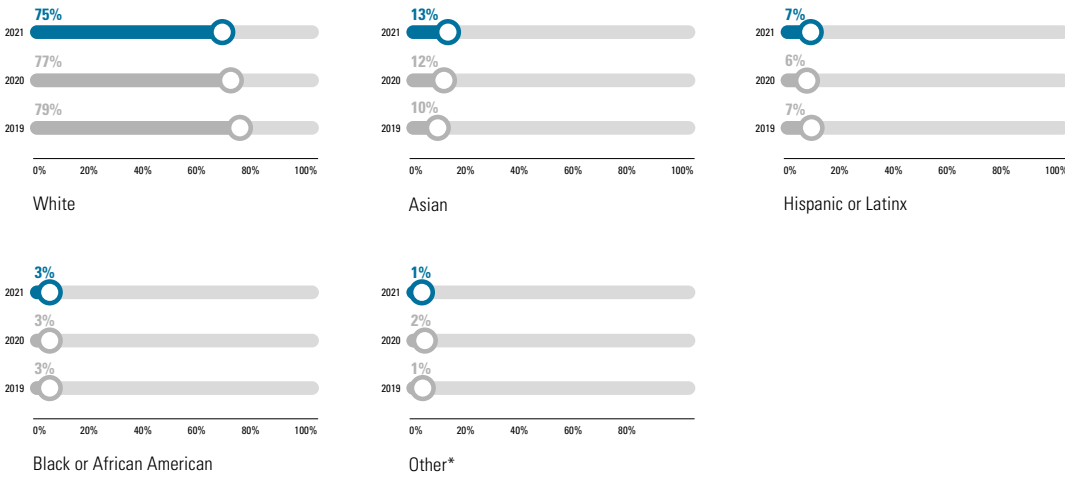
*Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.

U.S. VICE PRESIDENTS BY RACE AND ETHNICITY

	White	Asian	Hispanic or Latinx	Black or African American
2021	75%	16%	6%	3%
2020	78%	17%	4%	0%
2019	83%	16%	2%	0%
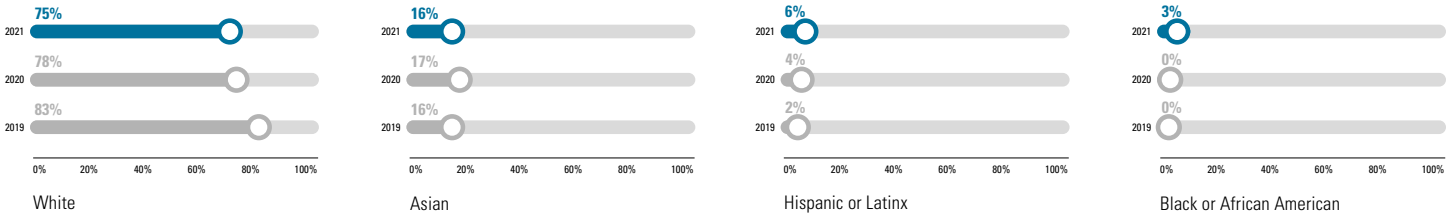
U.S. DIRECTORS BY RACE AND ETHNICITY

	White	Asian	Hispanic or Latinx
2021	75%	13%	7%
2020	77%	12%	6%
2019	79%	10%	7%

|	Black or African American	Other*
2021	3%	1%
2020	3%	2%
2019	3%	1%

Percentages may not add up due to rounding.

*Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.

PARTNERSHIPS

We maintain strategic partnerships with organizations focused on improving workforce diversity, including:

- Hispanic Alliance for Career Enhancement
- Illinois Commission on Diversity and Human Relations
- Illinois Diversity Council
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- Women in CyberSecurity
- U.S. Business Leadership Network
- HBCU Connect (employment site)
- Getting Hired (employment site for individuals with disabilities)
- HirePurpose (employment site and program for veterans)
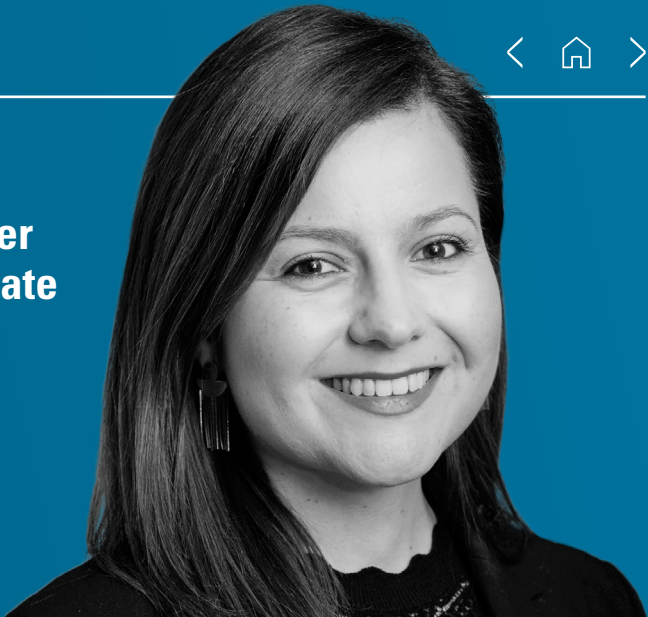
" **The Bonfire program allowed me to better understand my own power in the corporate environment and to enhance my skills.**

ALEXANDRA
GIRALDO
PROJECT MANAGEMENT

HUMAN CAPITAL DEVELOPMENT

We recognize that our success would not be possible without our employees. We continually strive to make Motorola Solutions a great place to work — and are guided by our purpose, brand and values, as well as a culture that empowers our employees to deliver on our strategy.

PROGRAMS

Bonfire: The Bonfire mission is to ignite the power of women to rewrite the rules of the modern workforce. Participants gain more clarity around their leadership purpose and focus on achieving greater impact in their organization.

Leading Women Executives: Our Leading Women Executives program augments leadership skills of high-potential women and partners with sponsor companies to enhance talent, fortify succession plans and increase the advancement of women. Participants experience a collaborative and immersive process with an integrated focus on critical leadership skills with a research-based curriculum.

Emerging Leaders: We offer a leadership academy experience to help develop our emerging women leaders that includes in-person training and self-paced learning and practice activities, all geared toward building their leadership skills.

MAKING MOTOROLA SOLUTIONS A GREAT PLACE TO WORK

We regularly check in with our employees to ensure we are fostering a work environment that allows them to do their best work. Functional and regional business leaders regularly conduct engagement surveys to identify employee needs.

In addition to the DEI and CSR awards listed throughout this report, Motorola Solutions also received the following recognitions for being a great place to work in 2021:

- Fortune's World's Most Admired Companies
- Government Technology's GovTech 100
- Forbes America's Best Large Employers
- FlexJobs Top 100 Companies to Watch for Remote Jobs
- Built In Best Large Companies to Work For
- Built In Chicago's 100 Best Places to Work in Chicago
- ComputerWorld's Best Places to Work in IT
- Fast Company's 100 Best Workplaces for Innovators
- WayUp Top 100 U.S. Internship Programs
- Wall Street Journal Management Top 250

PUTTING PEOPLE FIRST

We know that our employees' experiences at Motorola Solutions are highly influenced by their individual relationships and experiences with their managers. We believe that people leadership is a great responsibility and continue to promote our "People First" leadership framework which outlines the behaviors that we expect from managers of people. All existing people managers, as well as newly hired or promoted managers, are enrolled in a manager training program. Our dynamic LXP includes an engaging curriculum that reinforces our "People First" philosophy.

In 2021, we implemented a **new streamlined approach** to performance management, which is aligned with our core company values and now **highlights our commitment to inclusive behavior**. This new approach ensures that employees and managers continue to engage in meaningful career and development conversations, contributing to employees' engagement as well as their longer-term career potential at Motorola Solutions.

We are committed to supporting the **growth and development of our female employees**. For several years, we've partnered with Bonfire — an organization committed to helping women succeed in the workplace. In 2021, we significantly **expanded our relationship** with this program. More than **200 Motorola Solutions women** from across the globe participated in a curriculum that will help them further their careers and continue to progress in the organization.

DEVELOPING OUR TALENT PIPELINE

Our Human Resources team works with teams across the company to perform extensive talent assessments and reviews on an annual basis. Leaders conduct annual talent review meetings, assessing the potential and performance of each team member and identifying the best development opportunities to continue fostering growth across the organization. Employees have access to a wide variety of technical, functional and professional skills learning resources, ranging from on-demand tools to in-person classroom learning to on-the-job learning opportunities.
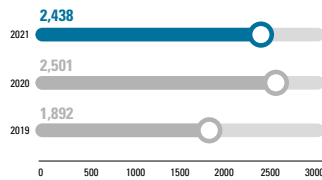
TOTAL REWARDS

Our employee rewards programs are designed to help attract, retain and motivate employees. Each year, we review our rewards programs to make sure they are competitive with local market practices in the industries and countries where we operate. All Motorola Solutions employees participate in an annual incentive plan or a sales incentive plan.

In 2021, 53% of employees in 27 countries participated in our discounted employee stock purchase plan, an increase from 49% in 2020 attributed to enhanced communications to new hires and increasing confidence following the COVID-19 pandemic.
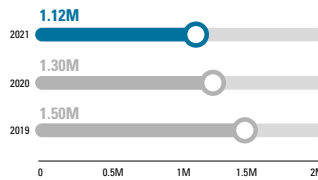
TOTAL REWARDS

$261M
2021

$130M
2020

$199M
2019

| 0 | $100M | $200M | $300M |
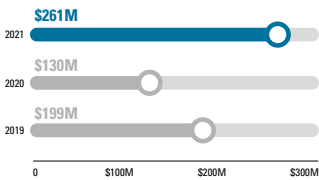
Amount paid to employees through annual sales and incentive plans (USD)

2,438
2021

2,501
2020

1,892
2019

| 0 | 500 | 1000 | 1500 | 2000 | 2500 | 3000 |

Number of employees awarded restricted stock units, market stock units, performance stock units and/or stock options

1.12M
2021

1.30M
2020

1.50M
2019

| 0 | 0.5M | 1M | 1.5M | 2M |

Restricted stock units, market stock units, performance stock units and stock options awarded to employees

$80.5M
2021

$72.1M
2020

$70.2M
2019

| 0 | $20M | $40M | $60M | $80M | $100M |
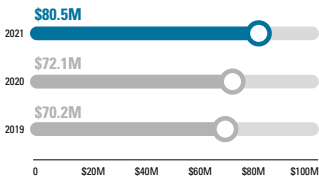
Total value of Motorola Solutions stock purchased through our employee stock purchase plan (USD)

$131.3M
2021

$108M
2020

$105.5M
2019

| 0 | $100M | $110M | $120M | $130M | $140M |
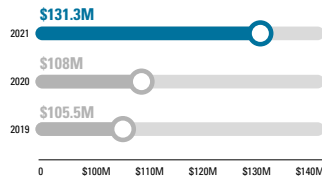
Total grant date value (USD)

BENEFITS

Motorola Solutions is proud to offer a comprehensive benefits package for our U.S. employees, including:

- Health insurance and wellness programs
- 401(k) plan and financial wellness coaching program
- Paid parental and family leave
- Life and disability insurance
- Commuter benefits

- Paid time off (including flexible time off for exempt employees)
- Flexible work options
- Assistance and support for employees going through life-changing events

Outside the U.S., Motorola Solutions aligns benefits offerings with market standards in each country in which we operate.

SUPPLY
CHAIN

2021

"

Our Supply Chain operations are a central point in our global end to end strategy to responsibly bring value and deliver technology innovation to our customers.

MANNY GILL

VIDEO SECURITY AND ACCESS CONTROL

SUPPLY CHAIN

Motorola Solutions maintains high labor and environmental standards at every stage in the supply chain. We are committed to ensuring our company and our suppliers do not use forced, bonded or indentured labor or engage in modern slavery or human trafficking. We are a member of the Responsible Business Alliance (RBA), an organization dedicated to supporting continuous improvement in the social, environmental and ethical responsibility of the global electronics industry supply chain. In 2021, we updated the Motorola Solutions' Supplier Code of Conduct to align with version 7.0 of the RBA Code of Conduct.

Supply Risk

Throughout 2021, our supply chain was increasingly impacted by global issues related to the effects of the COVID-19 pandemic, particularly with respect to materials in the semiconductor market, including part shortages, increased freight costs, diminished transportation capacity and labor constraints. We will continue to actively manage our inventory in an effort to minimize supply chain disruptions and enable continuity of supply and services to our customers.

SUPPLIERS

Supplier monitoring is at the core of our supply chain CR efforts. We focus our monitoring program on direct-material suppliers that pose a high risk and those with whom we want to establish deeper, longer-term relationships.

We use monitoring and training to communicate our requirements to supplier management and identify practices that do not align with our values, which are described in our **Supplier Code of Conduct**.

We engage with our tier-one suppliers (suppliers from whom we buy directly) to assess their performance and encourage improvement and ownership of the issues. Supplier performance and responsiveness is included in the decisions made to award new business, and performance is tracked through key performance indicators (KPIs) on our direct material suppliers' "scorecards." Scorecard performance is used to identify suppliers who align with our strategic objectives in key areas, such as CR. Suppliers with high performance are awarded more business.

While we have had CR KPIs on the scorecards of strategic direct material suppliers since 2019, in 2020 we also developed CR KPIs for indirect suppliers, including suppliers that provide repair, logistics and other services. In 2021 we improved KPI questions and scoring for all strategic direct and indirect suppliers.

We also expect our tier-one suppliers to pass down social and environmental responsibility requirements to their suppliers. We've continued to prioritize responsible business practices, and in 2021, we were recognized as a top-tier U.S. Customs-Trade Partnership Against Terrorism (CTPAT) partner for the 19th consecutive year. This designation recognizes our commitment to protecting the interests of our customers and suppliers by ensuring all goods and related documents will be protected against alterations, damage or loss as well as criminal activities such as drug trafficking, terrorism and human smuggling.

RISK ASSESSMENT

We completed 237 supplier risk assessments in 2021, including those of suppliers representing 100% of our direct material supply chain spend. Motorola Solutions assesses risk in the supply chain by evaluating the type of supplier and the type of service or product each is providing.

We conduct an annual risk-based supplier assessment program with independent audits for high-risk suppliers identified through self-assessment questionnaires and third party reporting.

For tier-one direct manufacturing suppliers, we use the RBA-Online tool that assesses labor, ethics, health and safety, and environmental sustainability risk.

Supplier risk is rated based on responses to self-assessment questionnaires at the corporate and facility level. The RBA system also allows for sharing of information among its members to avoid duplication of effort and present a consistent set of requirements to electronics industry suppliers.

High-risk suppliers are targeted for audits, and medium-risk suppliers are given feedback and invited to engage in dialogue with us to develop plans to address their risks. In 2021, we also sent surveys to our top strategic suppliers requesting that they confirm their adherence to our diversity and labor policies.

Field service suppliers are assessed for risk, and suppliers identified by our process as higher-risk are required to complete further assessment through Avetta, our independent third party provider. The third-party assessment evaluates the supplier based on health, safety and environmental criteria. Suppliers who do not meet our criteria are not awarded business. To date we have screened more than 500 suppliers using this process.

2021 GOALS	PROGRESS
Ensure that suppliers accounting for 80% of our direct material spend are evaluated for risk at least every two years.	**Achieved:** 100% of total direct material spend reviewed in the two-year period.
Conduct audits of 100% of suppliers evaluated as "high risk" using Motorola Solutions criteria.	**Achieved:** 80% of our tier-one direct material suppliers evaluated as "high risk" were audited. Local restrictions due to the COVID-19 pandemic did not allow Motorola Solutions to audit two high-risk suppliers in 2021; however, those audits were completed in early 2022.
Improve questions and scoring for CR KPIs supplier scorecards for all strategic direct and indirect suppliers to increase the % applicability.	**Achieved:** Improved questions and scoring have been added for all strategic direct and indirect suppliers.

AUDITING AND IMPROVING

Supplier risk assessments are backed by our audit program, by which detailed on-site audits are conducted by an RBA-approved third-party firm. We decide which facilities to audit based on information collected through self-assessments, specific reports made to our EthicsLine and other reporting channels, along with risk factors such as amount of spend, activity, location and reputation.

We may audit new suppliers and may periodically audit suppliers with which we have the largest commercial relationships to ensure they remain in compliance with our Supplier Code of Conduct.
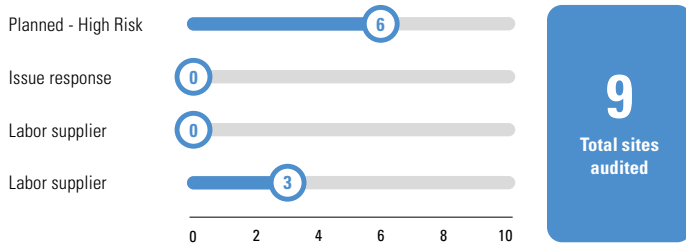
In 2021, we continued to include corporate social responsibility criteria in all supplier audits performed by our Supplier Development Engineering (SDE) team, part of our Quality organization. Eighteen SDE audits were conducted and we identified three high risk suppliers who will be scheduled for on-site audits in 2022. In 2020, 49 of these SDE audits were conducted and we audited 100% of the identified high-risk suppliers in 2021.

Following these audits, we provide feedback to suppliers and work with them to correct the issues identified. We may use a follow-up audit, conducted by a third party or our own supply chain team, to verify that suppliers have made the necessary improvements.
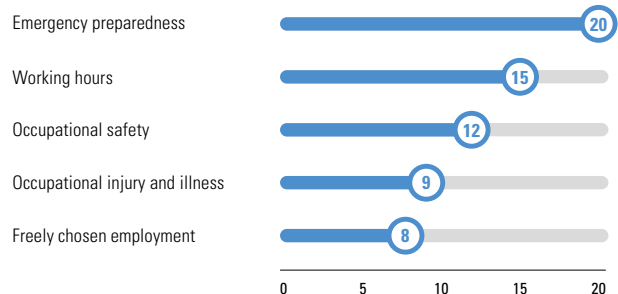
In 2021, the EHS team implemented a Supplier Development Program (SDP) for suppliers identified as "high risk" through multiple assessment cycles, including comprehensive training and individualized consulting support. Through this program, participating suppliers were able to effectively close priority findings such as forced labor, policy management and recruitment fees through system changes to prevent recurrence. Ninety percent of the audit findings were closed during a two-month focused SDP period.

2021 ON-SITE AUDITS FOR IDENTIFIED HIGH RISK SUPPLIERS 2021

Reason for Audit

Planned - High Risk — 6
Issue response — 0
Labor supplier — 0
Labor supplier — 3

(0, 2, 4, 6, 8, 10)

9
Total sites audited

Most common supplier audit findings

Emergency preparedness — 20
Working hours — 15
Occupational safety — 12
Occupational injury and illness — 9
Freely chosen employment — 8

(0, 5, 10, 15, 20)

Labor

	Number of Audit Findings
Freely chosen employment	3
Young workers	2
Working hours	15
Wages and benefits	6
Human treatment	1
Non-discrimination	1
Freedom of association	0

Environmental

	Number of Audit Findings
Environmental permits and reporting	1
Pollution prevention and resource reduction	1
Hazardous substances	4
Solid waste	1
Air emissions	2
Material restrictions	0
Water management	2
Energy consumption and greenhouse gas emissions	4

Ethics

	Number of Audit Findings
Business integrity	1
No improper advantage	1
Disclosure of information	4
Intellectual property	1
Fair business, advertising and competition	2
Privacy	4
Responsible sourcing of minerals	2
Protection of identity and non-retaliation	0

135
TOTAL NUMBER OF AUDIT FINDINGS 2021

Health and Safety

	Number of Audit Findings
Occupational safety	14
Emergency preparedness	22
Occupational injury and illness	9
Industrial hygiene	3
Physically demanding work	0
Machine safeguarding	2
Sanitation, food and housing	3
Health and safety communication	3

Management System

	Number of Audit Findings
Company commitment	0
Management accountability and responsibility	0
Legal and customer requirements	3
Risk assessment and risk management	2
Improvement objectives	0
Training	1
Communication	3
Worker feedback, participation and grievance	2
Audits and assessments	4
Corrective action process	2
Documentation and records	1
Supplier responsibility	8

*These categories align with the current RBA audit protocol.

2021 ON-SITE VALIDATED ASSESSMENT PROGRAM (VAP) AUDITS

In addition to on-site audits that we conduct of our high risk suppliers, as an RBA member we have access to audits of our suppliers conducted by other RBA members, known as on-site Validated Assessment Program (VAP) audits. We are able to review the audit findings and subsequent corrective actions to ensure these suppliers are conforming to the RBA Code of Conduct and implementing permanent, effective changes.

Type of VAP Audit 2021

Initial/Planned	23
Closure	13
Priority Closure	0

0   10   20   30
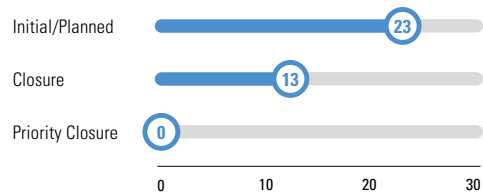
36
Total sites
audited

CONFLICT MINERALS

Our products contain various metals, including tantalum, tin, tungsten and gold (3TG), originating from mines around the world. Some of this production comes from the Democratic Republic of the Congo (DRC) and neighboring countries, where political instability and lack of security have allowed mines to be exploited by armed groups.

We support responsible sourcing from conflict-affected and high-risk areas. We avoid any activities that could be associated with financing armed conflict, and we engage extensively across our supply chain to seek solutions to this problem.

Through our membership in the Responsible Minerals Initiative (RMI), we support a range of industry tools and resources developed to address issues related to the responsible sourcing of minerals in the global supply chain, including the Responsible Minerals Assurance Process (RMAP). RMI runs regular workshops on responsible minerals sourcing issues and contributes to policy development and debates with leading civil society organizations and governments.

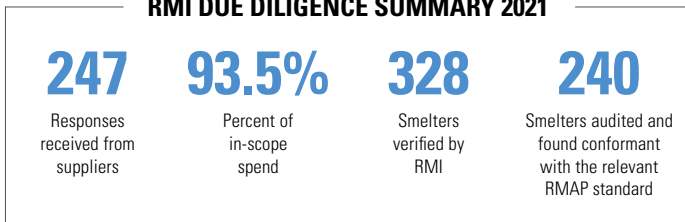**IMPLEMENTING DUE DILIGENCE IN OUR SUPPLY CHAIN**

We aim to confirm the presence of 3TG metals in products supplied to Motorola Solutions and to identify the smelters or refiners from which our suppliers source these metals.

We use the RMI Conflict Minerals Reporting Template (CMRT) to engage our direct material suppliers. We review responses for completeness and consistency, and we follow up when appropriate. We also support the RMI's Responsible Minerals Assurance Process (RMAP) as part of our membership in the RMI, with the goal of promoting responsible mineral sourcing globally.

In 2021 we communicated directly to smelters in our supply chain in addition to tier-one suppliers to encourage these smelters to either maintain their RMAP-conformant status in the RMI's program, or to encourage them to participate and become RMAP-conformant if they are not already.

Our due diligence program is fully disclosed in our conflict minerals report attached as an exhibit to our 2021 Form SD filed with the SEC. The 2021 report is available **here**.

RMI DUE DILIGENCE SUMMARY 2021

247	**93.5%**	**328**	**240**
Responses received from suppliers	Percent of in-scope spend	Smelters verified by RMI	Smelters audited and found conformant with the relevant RMAP standard

DIVERSE BUSINESS INCLUSION

Motorola Solutions remains steadfast in our commitment to create economic opportunities for diverse-owned and small businesses through our business, products and solutions.

By leveraging our buying power intentionally and inclusively, we drive competitive advantage for our business, positive economic impact in the communities we serve and adherence to our responsibility as global corporate citizens. In 2021, we broadened our scope to drive increased impact through Supplier Diversity, Channel Operations and Financial Operations.

600+	**600+**	**$990M**	**6,000**
Diverse Suppliers*	Diverse Channel & Service Partners	Economic Impact**	Jobs created or maintained**

*Includes Motorola Solutions and its subsidiaries suppliers based in the United States.
**Economic impact modeling quantifies the economic contribution of an investment or company. This model examines inter-industry relationships in local, regional and national economies.

SUPPLIER DIVERSITY

Our goal is to remove barriers and level the playing field in the supplier selection process to allow for all qualified suppliers to compete for our business. We launched Supplier Connect, a forum to increase the connections between diverse-owned businesses and internal decision makers. We recognize that an inclusive supply chain introduces agility, creativity and innovation into the technology and solutions we deliver to our customers around the world.

CHANNEL OPERATIONS

Motorola Solutions works with a global network of highly qualified channel and service partners to bring our customers the best mobility and communications products to transform their business. The Channel Operations and Supplier Diversity teams partnered to identify diverse-owned partners within our current channel. We identified more than 600 radio and video diverse-owned partners available to meet our customers' business needs and their diversity goals.

TREASURY

In execution of our capital market transactions, including our senior long-term debt issuances, we have selected and partnered with minority and woman owned banks. In addition, several minority, woman and veteran owned asset managers have responsibility for managing our global pension assets. We believe the expertise and diverse approaches these partners bring to the table contribute to the financial success of our transactions.

VENTURE CAPITAL

The strategic investment arm of Motorola Solutions invests in and partners with startups transforming public safety, enterprise security and mission-critical communications. Our current portfolio includes minority-owned or minority-operated startups that align with our mission.

2021 GLOBAL DIVERSITY COUNCIL MEMBERSHIPS AND PARTNERS

In addition to building and investing in diverse business pipelines, we continue our support of these communities through strategic partnerships and sponsorships. In order to increase diversity within our business, our team attended 16 virtual global events, sponsored multiple education sessions in the U.K. and North America and participated in local disparity studies.

- tech:SCALE, formerly Technology Industry Group (TIG)
- Disability:In
- Minority Supplier Development United Kingdom (MSDUK)
- National Gay and Lesbian Chamber of Commerce – Founding Corporate Partner (NGLCC)
- National Minority Supplier Development Council (NMSDC)
- National Veteran Business Development Council (NVBDC)
- Small Business Administration (SBA)
- WeConnect International
- Women's Business Enterprise National Council (WBENC)

THE
ENVIRONMENT

20
21

"

Motorola Solutions has a long history of protecting the environment, and we continually review our products, processes, and activities to find opportunities to reduce our environmental impacts. As we look to the future, we are focusing on minimizing our carbon footprint and transitioning to a circular economy approach so we can grow our business in a sustainable way.

THERESA JORDAN

ENVIRONMENTAL, HEALTH AND SAFETY SOLUTIONS

THE ENVIRONMENT

Our Environment, Health, Safety and Quality (EHSQ) management system is certified to the following international standards: ISO 14001, ISO 45001 and ISO 9001. Certifications cover our manufacturing sites, design centers and larger facilities.

ENVIRONMENT, HEALTH AND SAFETY MANAGEMENT

We ask our tier-one suppliers (suppliers from which we buy directly) to implement an environmental management system in accordance with ISO 14001 or an equivalent standard and expect our suppliers to pass on this requirement through their supply chains. We monitor compliance with this requirement through our supplier assessment program.

Additionally, we have integrated our EHS and Quality Management Systems, to the extent possible, into a single Integrated Management System (IMS),which has improved our performance by establishing consistency, optimizing our processes and helping to drive continual improvement.

We conduct Integrated Management Systems management system audits at our sites to assess compliance with our Integrated Management System Policy, management system, legal and other applicable requirements. Our ISO 14001, ISO 45001 and ISO 9001-certified sites each undergo internal and external audits every year.

In addition, all of the ISO 14001 and ISO 45001-certified sites undergo EHS regulatory compliance audits every three years by independent third-party auditors.

EHS NON-COMPLIANCE INCIDENTS

	Environmental*	Safety*	Fines/Penalties (USD)*
2021	1	0	$247**
2020	0	0	$0
2019	0	0	$0
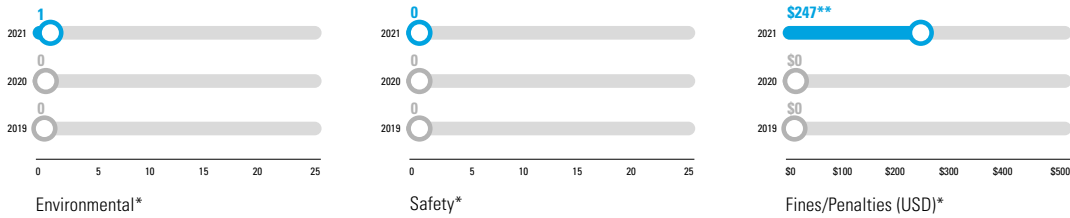
*Notices of violation, citations, administrative orders or notices of non-compliance.

**An immaterial fine was assessed against our Airwave business when scrapped antennas were not removed from a site in a timely fashion.

Support for Biodiversity

We support biodiversity through maintaining wildlife habitats at two of our environmental remediation sites. One is the Ischua Creek Habitat meadow/forest habitat near Machias, New York and one is the North Indian Bend Wash Granular Activated Carbon Treatment Facility (NGTF) Desert Habitat in Scottsdale, Arizona.

SITE REMEDIATION

Motorola Solutions is involved in environmental remediation at several current and former manufacturing locations and former waste-disposal facilities.

Past activities that were common and accepted practices at the time of operation led to the need for remediation activities to restore these sites to an acceptable condition.

At the end of 2021, we had $112.4 million reserved to cover environmental liabilities. We share environmental liabilities and remediation expenses with other companies and organizations operating at these sites. Learn more about our **remediation program**.

RENEWABLE ENERGY USE

Renewable energy use is also part of our commitment to responsible environmental remediation, and in 2021 we used nearly 1.63 million kilowatt hours of power for remediation entirely from renewable sources.

IN 2021 WE USED NEARLY

1.63

MILLION KILOWATT HOURS OF POWER

CLIMATE IMPACT

We recognize that we have a shared responsibility for minimizing climate impact and we have set goals that will help us to limit our contribution to average global temperature increases.

We are working to incorporate the potential risks of climate change into our climate strategy and disclose those risks to our stakeholders. In 2021, we compiled our inaugural standalone report, to align with the recommendations of the Task Force on Climate-Related Financial Disclosure (TCFD), an international, multi-industry-led initiative launched to develop recommendations for voluntary disclosure of climate-related risk. This report follows the framework outlined in the TCFD recommendations and includes the core elements — including governance, strategy, risk management, metrics and targets — while addressing each of the 11 TCFD disclosure recommendations. The full report is available on our **website**.

In 2021, we began the process of automating our emissions reporting tools by implementing a new cloud-based greenhouse gas emissions calculator. During this process we have reanalyzed our inventory and updated our database of emission factors. We continue to align with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards for Scope 1, 2, and 3 emissions. As we continue to refine our GHG inventory, we have changed our Scope 3 emissions factors from the United Kingdom Department of Business, Energy, and Industrial Strategy emissions factors to the United States Environmental Protection Agency's (US EPA) US

Environmentally-Extended Input-Output (USEEIO) emission factors to more accurately represent our footprint.

Since we initially calculated our baseline emissions in 2016, we have seen large shifts in our corporate structure and expanded sources of emissions brought about by organic and inorganic growth. In that time, we have also met our previously set reduction goals. These changes have prompted us to re-baseline our emissions and set new, more ambitious goals in alignment with Science Based Target Initiative's methodology. Using 2021 as our baseline year, we have set a goal to reduce Scope 1 and 2 emissions by 95% by 2031.

Our carbon footprint (Scope 1 and 2 emissions from greenhouse gasses [GHG]) totaled 66,911 tonnes of carbon dioxide equivalent (CO_2e) emissions, a decrease of 10.5% compared to 2020. Our Scope 1 emissions totaled 7,028 tonnes CO_2e and Scope 2 emissions were 59,883 tonnes CO_2e. Our emission reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our verification statements are available on our **website**.

CARBON FOOTPRINT SCOPES 1 AND 2

66,911 2021	
74,765 2020	
80,982 2019	

0   20,000   40,000   60,000   80,000   10,000

Tonnes CO2e
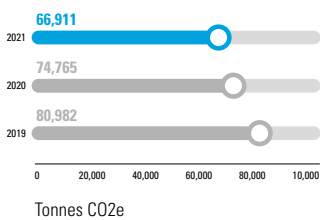
OUR GHG REDUCTION GOAL IS TO:

Reduce global absolute GHG emissions, Scopes 1 and 2, to **3.4 kT CO2e by 2031**, which represents a **95% reduction** compared to our 2021 baseline.

SCOPE 3 EMISSIONS REPORTING

Our Scope 3 emissions data reporting is currently in its fourth year. As our company grows and the way we do business shifts, we are taking a closer look at how we can better capture our Scope 3 data in 2022. In 2021, we continued to expand our supply chain environmental performance evaluations through tools developed by the Responsible Business Alliance (RBA), of which we are a member. Our total Scope 3 emissions for 2021 was 1,394,481 tonnes CO2e, a 26.6% decrease from 2020.

CARBON FOOTPRINT - SCOPE 3 [TONNES CO2E]

395,693* (2021)
881,303 (2020)
656,888 (2019)
Purchased Goods and Services

18,905 (2021)
30,109 (2020)
94,912 (2019)
Capital Goods

3,092 (2021)
8,722 (2020)
8,629 (2019)
Upstream Fuel and Energy

56,449 (2021)
36,259 (2020)
44,256 (2019)
Upstream Transportation and Distribution

530* (2021)
74 (2020)
95 (2019)
Waste

11,064 (2021)
15,447 (2020)
59,290 (2019)
Business Travel

2,055 (2021)
2,902 (2020)
13,122 (2019)
Employee Commuting

908,693 (2021)
924,101 (2020)
940,775 (2019)
Use of Sold Products

*These changes are due in part to our transition to the US EPA's USEEIO emissions factors as well as shifts in business operations

We are proud of the following recognition we received in 2021, demonstrating our commitment to sustainability and the environment:

- Newsweek America's Most Responsible Companies
- Investor's Business Daily 100 Best ESG Companies
- Call2Recycle Top 100 Leader in Sustainability

"
Our team is focused on updating workplace spaces to be adaptive to the needs of our evolving business, as well as a representation of reduced waste and increased efficiencies. Change takes time, but we are committed to continuing to make it happen. In the end these efforts result in a win-win-win situation; benefiting the business, the employees and the environment.

JENNIFER RODRIGUEZ
REAL ESTATE

SAFE AND SUSTAINABLE OPERATIONS

With 235 sites and approximately 4 million square feet in our portfolio at year-end 2021, Motorola Solutions is committed to having a positive impact on the environment and sustainability in our global real estate footprint.

Motorola Solutions' global portfolio decreased its total electricity consumption in 2021 by creating savings of 3,242,560 kWh compared to 2020. These savings were achieved, in part, by an interior LED lighting retrofit at sites in California, a variable frequency drive project implemented in Illinois and the installation of a cooling tower water economizer in Illinois. These projects contributed to the portfolio consumption reduction by creating savings compared to 2020 of 95,715 kWh, 362,500 kWh and 183,332 kWh, respectively.

Like many other sectors of the commercial real estate industry, in 2021 the Motorola Solutions Energy Program spent time and effort optimizing building operations to create energy savings in response to work from home policies due to COVID-19. The team utilized building automated systems within several sites in the U.S.to standardize HVAC set points and schedules. The team also implemented advanced boiler controls in the Schaumburg, Illinois facility which reduced natural gas consumption by 25,614 therms.

Additionally, we continued to participate in a demand response program in Northern Illinois, which included sites in the Schaumburg and the Elgin facilities to reduce the overall impact on the local electric grid by reducing demand by 1,194 kW during a program test event.

2022 focus areas include additional efforts to standardize building schedules and set points globally, lifecycle asset performance savings opportunities, identifying electric supply opportunities to purchase green energy and maintaining demand response program participation.

As we look for opportunities to optimize the real estate portfolio globally, we expect to see less demand on the building systems.

Currently, our Chicago, Illinois headquarters has received the following designations: LEED-Gold, Energy Star Certified and WELL Health Safety Rating for Facility Operations.

CONSTRUCTION PROJECTS

Our real estate construction projects feature sustainable attributes such as low volatile organic compound (VoC) emitting materials, solid surfaces and paint and carpet with recycled content.

We work with landlords that are performing Tenant Improvement projects as well as projects we are directly managing to ensure that appropriate actions are taken relative to the handling of e-waste. Examples of such projects in 2021 include Livermore, California; Chicago, Illinois headquarters; Schaumburg, Illinois; W. Valley, Utah; Krakow, Poland; Seoul, Korea; and Sydney, Australia.

WASTE DIVERSION

IN 2021

679

TOTAL TONS

were diverted from landfills
in the U.S. and Canada.

18%

INCREASE FROM 2020

PRINTING VOLUME

BLACK AND
WHITE PRINTING
INCREASED BY

COLOR
PRINTING
DECREASED BY

23% **15%**

With additional employees returning to
the office in 2021 — in addition to efforts
to reduce color printing.

FURNITURE

We continue to purchase high quality office furniture that will stand the test of time and is manufactured utilizing sustainability practices, as defined by USGBC LEED measurements as well as Greenguard. We partner with office supply vendors that focus on sustainability and design and produce products with the environment in mind.

Additionally, we reuse existing furniture, where logistics and local regulations allow. **In 2021, we continued to demonstrate good corporate responsibility such as redeploying office furniture and reusing office supplies.**
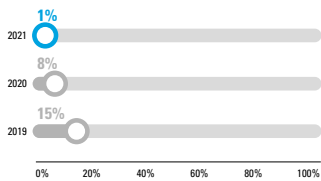
ENERGY

Motorola Solutions used 167.3 million kWh, or 602,350 GJ, of energy (electricity and fossil fuel) in our operations in 2021, a decrease of 9.3% from 2020. We measure environmental impacts at our main sites, which account for 73% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 27% of floor space. The overall decrease in our energy use was, in part, due to the remote work transition as a result of COVID-19.

Globally, our renewable energy use was 1% with the balance, 99% from non-renewable sources, which was completely sourced from the power grid. We do not source renewable fuels in our operations.

GLOBAL TOTAL ENERGY USE: ELECTRICITY AND FOSSIL FUEL (NORMALIZED IN MILLION KWH)

Measured Energy Use	Measured Electricity	Measured Fossil Fuel Combustion
2021: 139	2021: 127	2021: 12
2020: 119	2020: 86	2020: 33
2019: 144	2019: 108	2019: 36

Total Estimated Energy Use	Estimated Electricity	Estimated Fossil Fuel Combustion
2021: 167	2021: 155	2021: 12
2020: 184	2020: 131	2020: 53
2019: 205	2019: 154	2019: 51

RENEWABLE ENERGY USE AS A PERCENT OF TOTAL ENERGY USE

2021: 1%
2020: 8%
2019: 15%

GROSS TOTAL ELECTRICITY USED FROM RENEWABLE AND NON-RENEWABLE

| Renewable	Non-Renewable
2021: 2	2021: 153
2020: 11	2020: 121
2019: 23	2019: 127
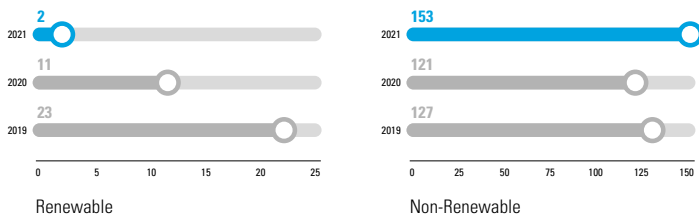
WASTE AND RECYCLING

In 2021, we produced 1,450 tonnes of total waste globally, 30.3% more than in 2020. Our total waste includes hazardous and non-hazardous wastes, of which less than 0.2% is hazardous (including electronic waste in countries where electronic scrap is regulated as hazardous waste).

Of the non-hazardous waste we generated in 2021, 42% was recycled or reused, and 58% of waste was sent to a landfill. Our total waste includes business, production, consumer products and packaging waste.

Our 2021 recycling rate remained the same compared to 2020. Our recycling program includes business, production, consumer and packaging materials.

For 2022, we have set a goal to **increase our recycling rate to 50%**.

WASTE AND RECYCLING

Total Waste (Tonnes)

Waste per Employee (Tonnes/Employee)
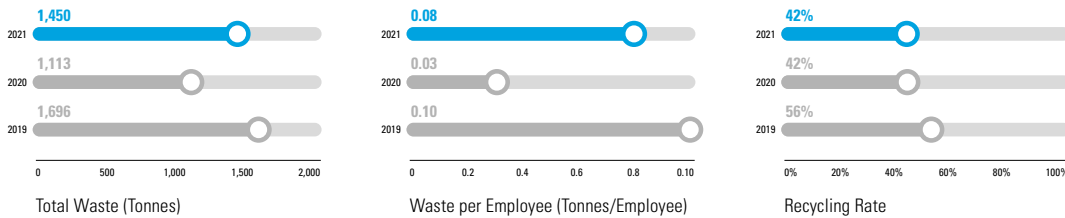
Recycling Rate

*Due to the COVID-19 pandemic and the majority of our employees working from home in 2020, we saw a sharp decrease in our waste and recycling numbers.

WATER USE

Nearly all of the water we use in our operations is in cafeterias, restrooms or cooling towers. We use very little water in manufacturing. At most sites, we discharge wastewater to public sewer systems for treatment in compliance with regulations.

Our water consumption reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our 2021 verification statements are available on our **website**. We measure water use at sites that account for 36% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 64% of the total floor space.

For 2022 we have set a goal to **maintain current water usage levels, normalized for new acquisitions**.

WATER USE (1,000 CUBIC METERS)


Measured

Total Estimated
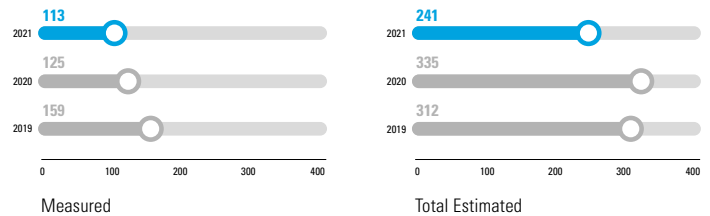
EMISSIONS

The majority of our volatile organic material (VOM) emissions result from the combustion of fossil fuels at our facilities. Operations involved include heating, cooking and use of emergency back-up generators as needed. Motorola Solutions does not have operations that create significant nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM) or hazardous air pollutant (HAP) air emissions.

For 2022 we have set a goal to maintain VOM emissions at less than 1 tonne annually.

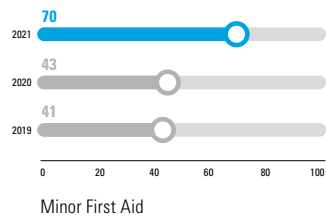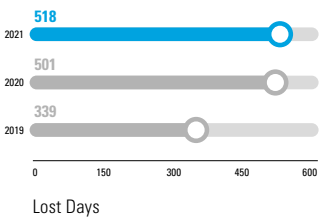### VOLATILE ORGANIC MATERIALS (TONNES)
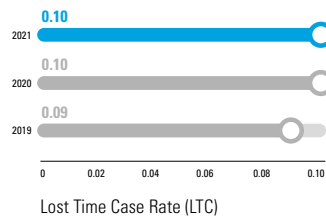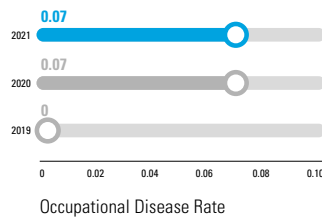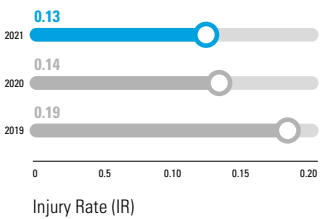

Measured
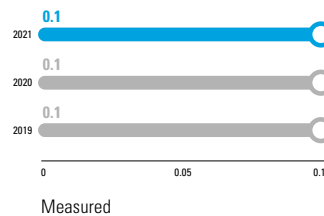
SAFETY

The safety of our employees is a top priority for our company. Safety professionals located at our larger sites also support the smaller sites within their region to ensure EHS compliance. We use our global EHS compliance procedures to ensure program and reporting consistency at all of our sites. We also use a third-party auditing consultant to perform compliance audits at our larger sites (characterized by number of employees and activity-based risk) every three years, and periodically at our smaller sites and new acquisitions, including, but not limited to the following:

- Berlin, Germany
- Elgin, Illinois
- Gatineau, Quebec
- Krakow, Poland
- Penang, Malaysia
- Plantation, Florida
- Richardson, Texas
- Richmond, British Columbia
- Schaumburg, Illinois
- Tel Aviv, Israel

Our general approach includes assessing risks and identifying controls through the use of our comprehensive job hazard and risk-assessment tool. All activities are assessed, including those within our facilities and in the field, to ensure that risks are addressed and hazard controls are identified and implemented. We maintain a training matrix that identifies EHS training requirements based on activities being performed. Training is assigned to employees through our LXP to ensure compliance.
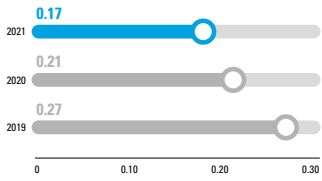
Below is a breakdown of our injury rate (IR) by region. The IR is based on U.S. Department of Labor Occupational Safety and Health Administration (OSHA) CFR 1904.7 general recording criteria. Our global recordable injury and illness case rate remains well below the industry average of 1.0 for similar businesses.
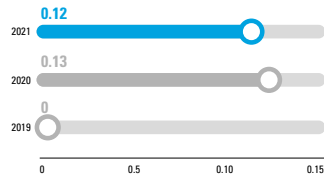
GLOBAL

	2021	2020	2019	
Injury Rate (IR)	0.13	0.14	0.19	
Occupational Disease Rate	0.07	0.07	0	
Lost Time Case Rate (LTC)	0.10	0.10	0.09	
Lost Days	518	501	339	
Work-Related Fatalities	0	0	0	
Minor First Aid	70	43	41	

NORTH AND LATIN AMERICA

Injury Rate (IR)
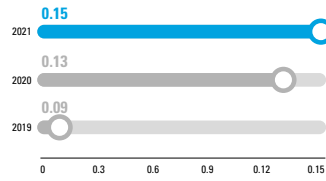
Year	Value
2021	0.17
2020	0.21
2019	0.27

Scale: 0 — 0.10 — 0.20 — 0.30

Occupational Disease Rate

Year	Value
2021	0.12
2020	0.13
2019	0

Scale: 0 — 0.5 — 0.10 — 0.15

Lost Time Case Rate (LTC)

Year	Value
2021	0.15
2020	0.13
2019	0.09

Scale: 0 — 0.3 — 0.6 — 0.9 — 0.12 — 0.15

Lost Days

Year	Value
2021	489*
2020	308
2019	239

Scale: 0 — 100 — 200 — 300 — 400 — 500

Work-Related Fatalities

Year	Value
2021	0
2020	0
2019	0

Scale: 0 — 2 — 4 — 6 — 8 — 10

Minor First Aid

Year	Value
2021	42
2020	35
2019	19

Scale: 0 — 20 — 40 — 60 — 80
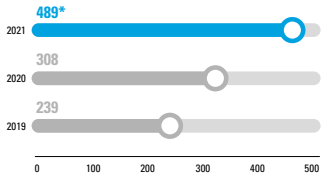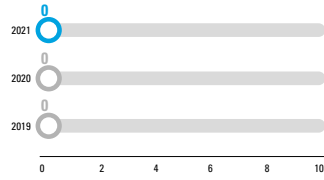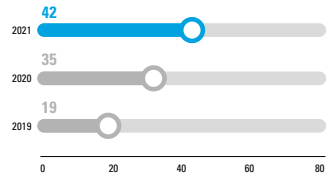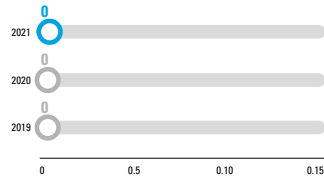
*Three employees were under the care of medical professionals for musculoskeletal injuries and were unable to work with restrictions.

ASIA PACIFIC (APAC)
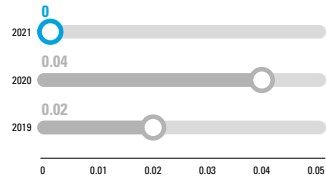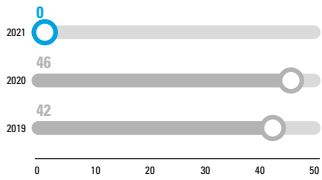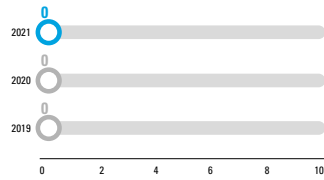
Injury Rate (IR)

Year	Value
2021	0
2020	0.04
2019	0.02

Scale: 0 — 0.01 — 0.02 — 0.03 — 0.04 — 0.05

Occupational Disease Rate

Year	Value
2021	0
2020	0
2019	0

Scale: 0 — 0.5 — 0.10 — 0.15

Lost Time Case Rate (LTC)

Year	Value
2021	0
2020	0.04
2019	0.02

Scale: 0 — 0.01 — 0.02 — 0.03 — 0.04 — 0.05

Lost Days

Year	Value
2021	0
2020	46
2019	42

Scale: 0 — 10 — 20 — 30 — 40 — 50

Work-Related Fatalities

Year	Value
2021	0
2020	0
2019	0

Scale: 0 — 2 — 4 — 6 — 8 — 10

Minor First Aid

Year	Value
2021	1
2020	1
2019	5

Scale: 0 — 2 — 4 — 6 — 8

EUROPE, MIDDLE EAST AND AFRICA (EMEA)

0.16 — 2021
0.10 — 2020
0.18 — 2019

0   0.5   0.10   0.15   0.20

Injury Rate (IR)

0.02 — 2021
0 — 2020
0 — 2019

0   0.02   0.04   0.06

Occupational Disease Rate

0.09 — 2021
0.08 — 2020
0.15 — 2019

0   0.05   0.1   0.15

Lost Time Case Rate (LTC)

29 — 2021
147 — 2020
58 — 2019

0   50   100   150

Lost Days

0 — 2021
0 — 2020
0 — 2019

0   2   4   6   8   10

Work-Related Fatalities

9 — 2021
7 — 2020
17 — 2019

0   5   10   15   20

Minor First Aid

Our business focus has transitioned from the manufacturing of products to managed and support services, such as network operation and maintenance. Additionally, our employees are increasingly working in the field and at customer sites performing a wide variety of tasks with different risks. In response, we realigned our focus and resources on field service safety.

KEY MEASUREMENTS

Injury Rate (IR) = Number of OSHA Recordable Cases x 200,000/ Number of Employee Labor Hours worked

Lost Time Case Rate (LTC) = Number of Lost Time Cases x 200,000 / Number of Employee Labor Hours worked. It is calculated on day one and includes scheduled work days.

Minor first aid is a count of all reported work-related injuries and illnesses that are not included in the incident rate (IR).

SUSTAINABLE DESIGN AND PRODUCT STEWARDSHIP

We consider environmental impacts in the design of our products and work across all stages of the lifecycle to reduce carbon footprint and increase environmental benefits.

ENVIRONMENTAL DESIGN PRINCIPLES

- Comply with laws and regulations
- Use environmentally-preferred materials
- Improve energy efficiency and reduce our product carbon footprint
- Reduce material consumption, including packaging
- Design our products for longevity, including upgradeability and serviceability
- Increase the recyclable content of our products

MATERIALS MANAGEMENT

We work to reduce hazardous substances in our products and find environmentally-sound alternatives, without compromising performance and quality.

We follow all relevant regulations for substance restrictions, including the European Union (EU) directive on the Restriction of Hazardous Substances, China's Management Methods and the EU's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation. We register our products sold in the EU according to the "Substances of Concern In articles as such or in complex objects (Products)" (also referred to as SCIP) requirements established under the EU Waste Framework Directive (WFD).

We take a precautionary approach to materials selection and have compiled a list of 77 substances or substance groups targeted for exclusion, reduction or reporting. Please see the list of specific substances **here**. We have collected Full Material Content data from our direct material suppliers for many years which has allowed us to develop an extensive database of our product material content.

ENERGY EFFICIENCY

We are improving energy efficiency across our product range. Evolving regulatory and customer requirements for energy-efficient products aligns with our drive to reduce carbon impacts across our portfolio.

PACKAGING

We are optimizing product packaging by:

- Replacing packaging materials with environmentally preferential alternatives and increasing use of recycled and recyclable materials
- Reducing the quantity of printed materials required for orders
- Improving the volumetric weights to optimize the amount of material used
- Continually increasing our library of online manuals

All of our new products and many of our existing products use packaging marking and materials that comply with regulations and industry standards. Wherever possible, we aim to reduce environmental impacts from freight packaging by:

- Increasing packaging density, such as including more products per case
- Double-stacking pallets on each shipment
- Using cardboard boxes instead of wood crates to reduce weight

PRODUCT RECYCLING AND BATTERY TAKE-BACK

We operate take-back programs on our own and in partnership with customers, retailers, recyclers and governments.

We are legally required to take back and recycle our products in the EU and the European Economic Area under the Waste Electrical and Electronic Equipment Directive (WEEE) and on a product-by-product basis in various other jurisdictions. Our commitment goes beyond legislation with take-back programs in each region around the world. Our recycling **website** includes more information about how to recycle Motorola Solutions equipment, batteries and all other products.

GLOBAL TAKE-BACK AND RECYCLING PROGRAMS (TONNES COLLECTED)

We strive to fully comply with the EU Battery Directive. We also voluntarily publish product data sheets that help our customers manage our three main types of batteries:

- **Lithium-ion and Lithium-ion Polymer Batteries - US**
- **Lithium-ion and Lithium-ion Polymer Batteries - Australia**
- **Nickel Metal Hydride (NiMH) Batteries - Australia**
- **Nickel Cadmium (NiCd) Batteries - Australia**

In 2021, we collected nearly 155 tonnes of electronic waste from customers and paid fees for customers to recycle an additional 42 tonnes.

"

Core to our culture is a value for protecting our communities and this extends to protecting the environment. We strive to give our employees access to environmental education and opportunities to engage with each other on topics of importance to them, broadening their abilities to make positive impacts in and out of the office.

MADISON
RUDOLPH
SUSTAINABILITY
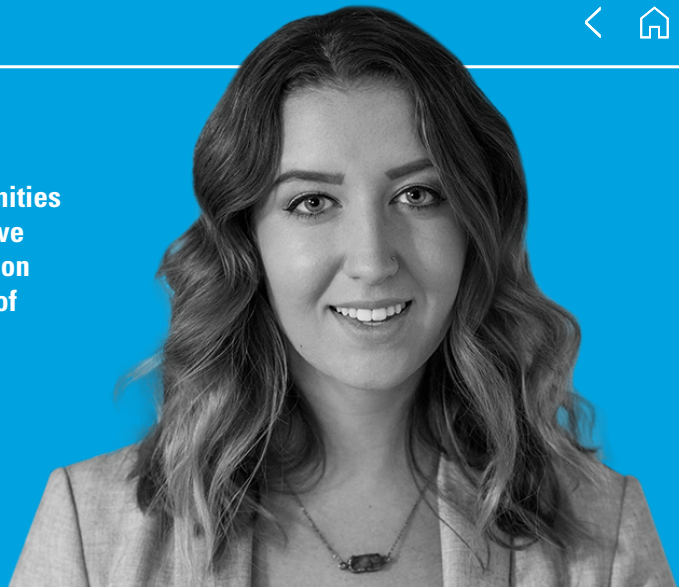
EMPLOYEE AND COMMUNITY ENGAGEMENT

At Motorola Solutions, our employees are driven by their commitment to help people in the moments that matter.

This mindset extends to the environment and we work to provide our employees with the opportunity to learn about sustainability topics as well as engage with their local communities. In 2021, we held multiple virtual employee learning sessions on topics such as climate change, ESG, and the transition to green energy. During Global Months of Service employees were given time off to participate in community clean ups around the world on top of regional community clean ups that are run throughout the year. In 2022, we aim to create an employee-led sustainability club for employees passionate to learn from one another and engage more meaningfully with their local environments.

ENVIRONMENTALLY-FOCUSED VOLUNTEER PROJECTS

A number of employees around the world participated in environmentally-focused volunteer projects throughout the year including beautification efforts at Garfield Park Conservatory and Lincoln Park Conservatory in Chicago, Illinois; beach clean-ups in Chile and Von D. Mizell and Eula Johnson State Park in South Florida; and clean-up efforts throughout their local communities, including Busse Woods in Schaumburg, Illinois.

GOVERNANCE AND
COMPLIANCE

2021

"

Whether it is ethics, government affairs, or business and supplier conduct – our programs around ESG, compliance and corporate governance are core to our integrity, enable transparency and foster trust for our valued stakeholders.

KAIDI JOHNSON

LEGAL AND ESG

POLICIES

THE FOLLOWING POLICIES GOVERN ASPECTS OF OUR CR PERFORMANCE:

|			
Code of Business Conduct	›	Principles of Conduct for Members of Board of Directors	›
Corporate Governance	›	Privacy Statement	›
Integrated Management System Policy	›	Supplier Code of Conduct	›
Human and Labor Rights Policy	›	Wireless Communications and Health	›

BUSINESS CONDUCT

We are committed to conducting our business with transparency and integrity, which is essential to earning the trust of our stakeholders.

We engage with employees worldwide through our Business Conduct Champions, who represent a wide range of cultural, business function and geographic diversity. We raise awareness of our standards so that employees understand our values and encourage their colleagues and third parties to report ethics concerns. We investigate all allegations of ethical misconduct and take appropriate actions where claims are substantiated.

For more information, please visit our **website**.

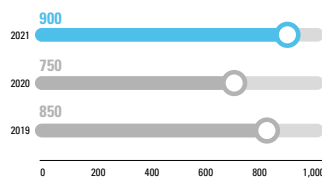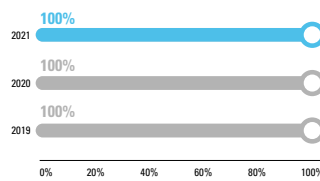| 2021 GOALS	PROGRESS
Strengthen the anti-corruption program by ensuring that third parties we partner with comply with our ethical standards worldwide.	**Achieved:** We enhanced the company's anti-corruption program through: additional training for targeted higher-risk audiences using upgraded course materials; updates to our third-party sales representative due diligence, contracting tools and senior management review process; and application of a risk-based analysis for countries in which we do business.
Support company growth through acquisitions and mitigate related ethics risks.	**Achieved:** We engaged early throughout acquisition processes to perform ethics and anti-corruption due diligence. We conducted research and applied a risk-based analysis taking into account the proposed targets' business environment and go-to-market methods. Post-closing of these acquisitions, integration strategies included policy standardization, training for employees and legacy third party representatives, leadership briefings from our Chief Compliance Officer and development of tone-from-the-top communications.
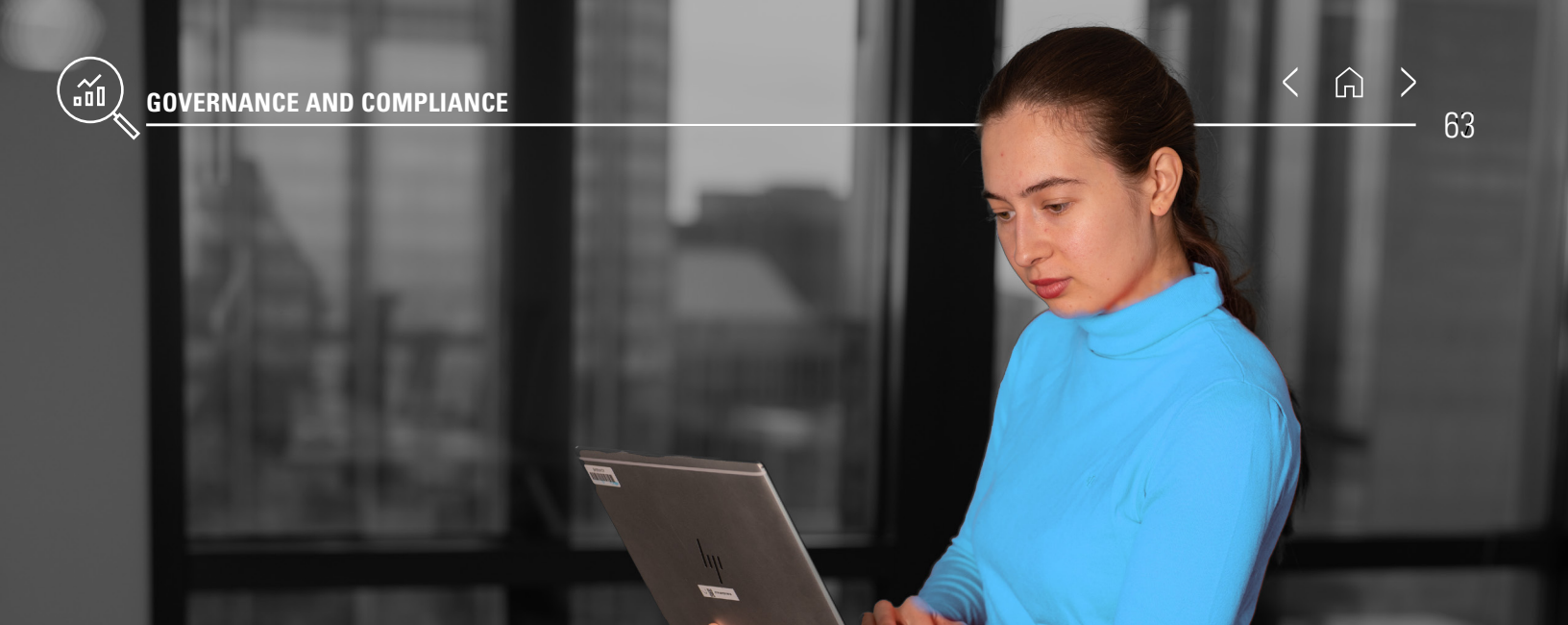
COMMITMENT TO ANTI-CORRUPTION

COMMUNICATIONS AND TRAINING*

5,500
2021
2,800
2020
4,800
2019

0 1,000 2,000 3,000 4,000 5,000 6,000
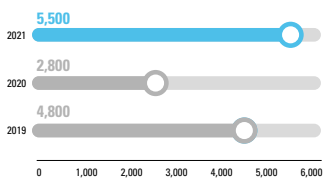
New or promoted employees who received ethics communications

900
2021
750
2020
850
2019

0 200 400 600 800 1,000

Employees globally who received live ethics and compliance training

100%
2021
100%
2020
100%
2019

0% 20% 40% 60% 80% 100%

Percentage of new vice presidents who received a one-on-one briefing from Chief Compliance Officer

134,000[**]
2021
59,000
2020
55,000
2019

0 30,000 60,000 90,000 120,000 150,000
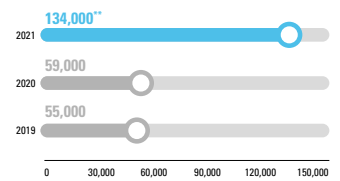
Online ethics and compliance training course sessions completed by employees

GLOBAL DUE DILIGENCE*

900
2021
900
2020
1000
2019

0 200 400 600 800 1000
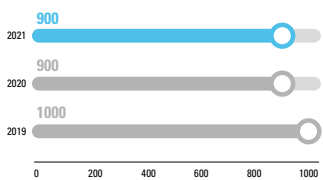
Number of third-party sales representatives (TPSRs) who received due diligence reviews

100%
2021
100%
2020
100%
2019

0% 20% 40% 60% 80% 100%
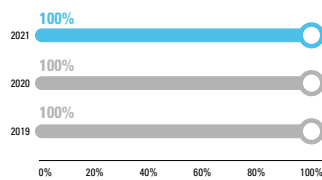
Percent of global TPSRs who received anti-corruption training

*Data is rounded
**Introduced three globally required courses in 2021

ADDRESSING CONCERNS

We respond to people who contact us with ethics concerns quickly and handle their requests in confidence when requested.

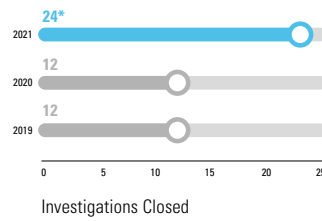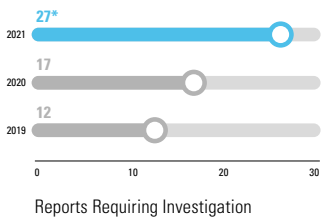Calls received by the EthicsLine are not recorded. Additionally, individuals emailing the Motorola Solutions EthicsLine dedicated mailbox, **ethicsline@motorolasolutions.com**, callers to the EthicsLine and individuals using EthicsLine Interactive, our online channel for reporting ethical concerns, may choose to remain anonymous.
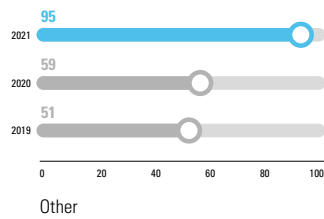
Business Conduct Champions, located around the world, provide guidance to employees on our ethics policy and Code of Business Conduct at a local level. Business Conduct Champions work with country managers, who are responsible for country governance and compliance.

REPORTS TO OFFICE OF ETHICS

	Reports Requiring Investigation	Investigations Substantiated	Investigations Closed	Resulting Disciplinary Actions**
2021	27*	8*	24*	14*
2020	17	6	12	3
2019	12	4	12	8

*Increase is commensurate with increased headcount from acquisitions
**A single matter may require multiple actions

REPORTS BY TOPIC*

	Human Resources	Products	Allegations of Impropriety
2021	43	3	26
2020	47	1	19
2019	41	9	15

	Code of Business Conduct	Other
2021	122**	95
2020	118**	59
2019	93	51
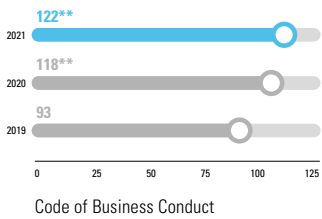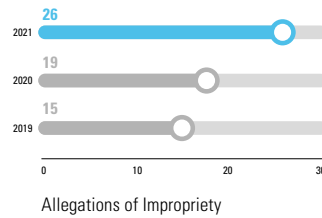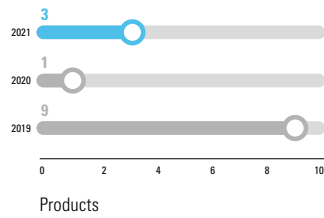
*More than one topic may apply to a single report.
**Increase is commensurate with increased headcount from acquisitions.

REPORTING CHANNELS USED

62
2021

82
2020

77
2019

0 20 40 60 80 100

EthicsLine (telephone and email)

14
2021

17
2020

10
2019

0 5 10 15 20

EthicsLine Interactive (online)

15
2021

15
2020

9
2019

0 5 10 15

Business Conduct Champions

2
2021

0
2020

1
2019

0 1 2 3 4

Data Privacy Office

170*
2021

109
2020

88
2019

0 50 100 150 200

Direct Contact to the Office of Ethics
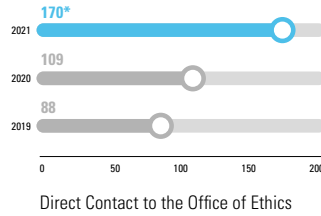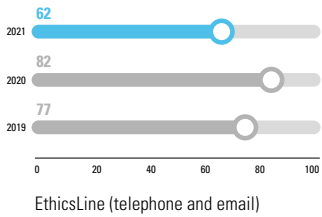
*Increase is commensurate with increased headcount from acquisitions

DISCIPLINARY ACTIONS

4
2021

3
2020

4
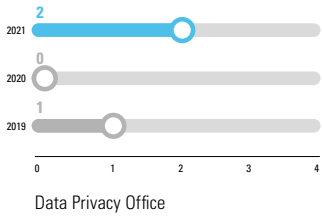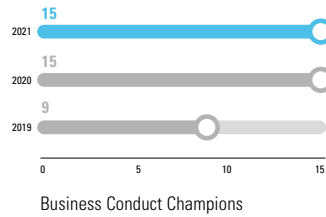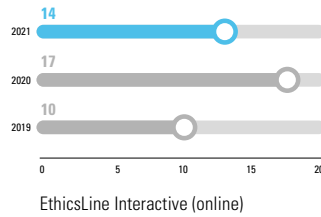2019

0 1 2 3 4 5

Separation

10
2021

0
2020

4
2019

0 2 4 6 8 10

Written Warning
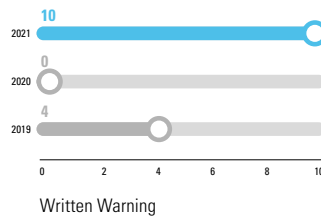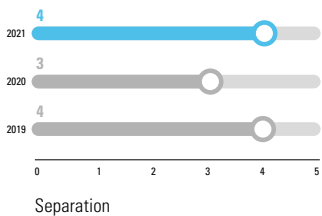
GOVERNMENT AFFAIRS AND LOBBYING

Motorola Solutions engages with governments and regulators on issues of significance to our company. We work within applicable laws wherever we operate.

We promote and advocate for policies that further our business objectives and benefit our customers, including:

• Public safety technology funding

• Homeland security policies

• Privacy, data security and cybersecurity

• International trade reform and enhanced market access

• Spectrum allocation

We have policies for the disclosure and oversight of lobbying activities and strive to comply with all laws governing lobbying activities. Employees who seek to engage in lobbying or retain an independent contractor as a lobbyist on behalf of the company must first consult the government affairs department and obtain written approval. We conduct training on applicable laws and the company's lobbying policies and processes. We require individual lobbyists to file all required reports, registrations and disclosures.

POLITICAL CONTRIBUTIONS IN THE UNITED STATES

In the United States, where permitted by federal, state and local law, Motorola Solutions and its employees engage in the political process and support those candidates — regardless of party affiliation — who understand and support policy issues that advance our business in the U.S. and globally.

Legal corporate contributions, as well as legal contributions made by our non-partisan employee Political Action Committee (PAC), are based on the interests of the company without regard to the personal political preferences of our executives.

We have a robust policy and an internal political contribution approval process to ensure compliance with current campaign finance and disclosure laws, as well as with our Code of Business Conduct. A committee within our Government Affairs department develops a plan for the Motorola Solutions PAC Board which identifies the candidates and campaigns that will receive contributions based on a non-partisan effort to advance and protect the interests of our company, shareholders and employees. The company's vice president of Government Affairs reviews the plan, and our legal counsel reviews all political contributions in advance. In addition, the Motorola Solutions board of directors receives an annual report of all political contributions.

Criteria for assessing candidates include:

• Leadership on important business objectives

• Champions for public safety

• Geographic representation of our sites and employee population

• Strong or emerging positions on issues that impact the high-tech industry and the business community

• Assignments on key legislative committees

• International engagement and reach in key countries

We believe in supporting candidates and campaigns who exhibit high standards of character, civic integrity and respect for public service.

Eligible employees participate voluntarily in our non-partisan PAC, which enables them to pool their voluntary contributions to support federal, state and local candidate committees, political party committees/organizations and PACs. The PAC giving criteria are approved each year by the PAC board of directors. In 2021, the Motorola Solutions PAC distributed $386,850 in employee contributions. View the **Motorola Solutions PAC 2021 contributions**.

While U.S. law prohibits corporate contributions to federal political candidates, these contributions may be used in many states for candidates seeking state or local offices. In 2021, we contributed $380,000 to state and local candidate committees, party committees/organizations and ballot-measure campaigns.

Motorola Solutions is a member of trade associations in the U.S. that represent the public policy objectives of our industry. In 2021, we paid annual dues of $50,000 or more to belong to these associations:

• Business Roundtable

• Civic Committee of the Commercial Club of Chicago

• Information Technology Industry Council

• Telecommunications Industry Association

• U.S. Chamber of Commerce

• NetChoice

For more information regarding political contributions, please visit our **website**.

REPORTING
REFERENCE

2021

GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

This index references information that meets requirements of disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Standards in part or in full. GRI 2 and GRI 3 standards refers to the standards published on the 5th of October, 2021 with an effective date of the 1st of January, 2023.

GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE/URL
	THE ORGANIZATION AND ITS REPORTING PRACTICES			
	2-1 Organizational Details			**Form 10K** Pages 3 - 4, 24
	2-2 Entities included in the organization's sustainability reporting*	**Our Approach** Introduction: Scope of Report	**5** **8**	**Form 10K** Pages 3, 8 - 9, 24, 26
	2-3 Reporting Period, frequency and contact point	**Our Approach** Introduction	**5** **8**	
	2-4 Restatements of Information	**Introduction** Reporting Standards	**8**	
	2-5 External Assurance*	**The Environment** **Climate Impact** **Safe and Sustainable Operations**	**49** **55**	**Motorola Solutions Website:** Verification Opinion Declaration
	ACTIVITIES AND WORKERS			
	2-6 Activities, value chain and other business relationships	**Supply Chain:** **Suppliers**	**38**	**Form 10K** Pages 3 - 6, 9 - 10, 16, 31, 33 - 34, 44
GRI 2: General Disclosures (2021)	2-7 employees (a, b, e)*	**Human Capital Management** Global Workforce Workforce Demographics	**27** **30 - 32**	
	GOVERNANCE			
	2-9 Governance structure and composition			**Proxy Statement** Pages 20 - 27
	2-10 Nomination and selection of the highest governance body			**Proxy Statement** Pages 3 - 4, 17 - 19, 24
	2-11 Chair of the highest governance body			**Proxy Statement** Page 24 Principles of Conduct for Members of Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts			**Proxy Statement** Pages 20 - 23
	2-13 Delegation of responsibility for managing impacts			**Proxy Statement** Pages 21 - 23
	2-14 Role of the highest governance body in sustainability reporting			**Proxy Statement** Pages 22 - 23

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	GOVERNANCE			
	2-15 Conflicts of Interest	**Governance and Compliance** Policies	**61**	**Principles of Conduct for Members of Board of Directors**
	2-16 Communication of critical concerns*	**Governance and Compliance:** Addressing Concerns	**64 - 65**	
	2-17 Collective knowledge of the highest governance body			**Proxy Statement** Pages 23, 52
	2-18 Evaluation of the performance of the highest governance body			**Proxy Statement** Pages 17 - 18, 24
	2-19 Remuneration policies*			**Proxy Statement** Pages 29 - 31, 47 - 56, 58 - 64
	2-20 Process to determine remuneration*			**Proxy Statement** Pages 29 - 31, 47 - 56, 58 - 64
	2-21 Annual total compensation ratio			**Proxy Statement** Page 80
	STRATEGY, POLICIES AND PRACTICES			
GRI 2: General Disclosures (2021)	2-22 Statement on sustainable development strategy			**CEO Letter** **TCFD Report**
	2-23 Policy commitments*	**Governance and Compliance** Policies Business Conduct Addressing Concerns The Environment Sustainable Design and Product Design Materials Management	**60 - 65** **58**	
	2-24 Embedding policy commitments	**Governance and Compliance** Policies Business Conduct Addressing Concerns	**60 - 65**	**List of Policies and Codes** **Code of Business Conduct**
	2-25 Processes to remediate negative impacts (a,c)*	**The Environment** Site Remediation	**48**	
	2-26 Mechanisms for seeking advice and raising concerns	**Our Approach** **Our Business:** Responsible Technology **Governance and Compliance:** Policies Business Conduct Addressing Concerns	**5** **15** **61 - 64**	

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GRI 2: General Disclosures (2021)	2-27 Compliance with laws and regulations*	**The Environment:** Environment, Health and Safety Management	**47**	
	2-28 Membership associations	**Governance and Compliance:** Political Contributions in the United States	**66**	**Website: Political Contributions**
	STAKEHOLDER ENGAGEMENT			
	2-29 Approach to stakeholder engagement	Introduction: Material Topics: Stakeholder management **Community Engagement** **Supply Chain:** **Human Capital Management:** Diversity, Equity and Inclusion Workforce Demographics Human Capital Development **Governance and Compliance:** Government Affairs and Lobbying	**8** **20 - 21** **36 - 34** **28 - 32** **65**	
GRI 3 – Material Topics (2021)	3-1 Process to determine material topics	**Our Approach** **Introduction:** Scope of Report Material Topics	**5 - 6** **8 - 9**	
	3-2 List of material topics	**Introduction:** Material Topics: Most Material Issues	**9**	
	3-3 Management of material topics*	**Our Impact** **Introduction:** Material Topics	**3 - 6** **8 - 9**	
205 – Anti-Corruption (2016)	205-2 Communication and training about anti-corruption policies and procedures (b, c, e)*	**Governance and Compliance:** Business Conduct	**61-63**	
302 – Energy (2016)	302-1 Energy consumption within the organization**	**The Environment:** Safe and Sustainable Operations: Energy	**53**	
	302-4 Reduction of energy consumption**	**The Environment:** Safe and Sustainable Operations: Energy	**53**	**Code of Business Conduct**
303 – Water and Effluents (2018)	303-3 Water withdrawal by source** (a, d)*	**The Environment:** Safe and Sustainable Operations: Water Use	**54**	

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GRI STANDARD	DISCLOSURE DESCRIPTION	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE/URL
305 - Emissions (2016)	305-1 Direct (Scope 1) GHG emissions*	**The Environment** Climate Impact	**49**	
	305-2 Energy indirect (Scope 2) GHG emissions*	**The Environment:** Climate Impact	**49**	
	305-3 Other indirect (Scope 3) GHG emissions*	**The Environment:** Climate Impact	**50**	**Motorola Solutions Website:** Verification Opinion Declaration
	305-5 Reduction of GHG emissions (a, c, d)*	**The Environment:** Climate Impact Safe and Sustainable Solutions: Emissions	**49 - 50** **54**	
306 – Waste (2020)	306-3 Waste generated	**The Environment:** Waste and Recycling	**54**	
306 – Waste (2020)	306-4 Waste Diverted from disposal*	**The Environment:** Safe and Sustainable Solutions: Waste and Recycling Sustainable Design and Product Stewardship: Product Recycling and Battery Take Back	 **52** **54** **58**	
307 – Environmental Compliance (2016)	307-1 Non-compliance with environmental laws and regulations	**The Environment:** Environment, Health and Safety Management	**47**	
308 - Supplier Environmental Assessment (2016)	308-2 Negative environmental impacts in the supply chain and actions taken (a, c)	**Supply Chain:** Risk Assessment Auditing and Improving	**36 - 41**	
401 – Employment (2016)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (a)*	**Human Capital Management** Benefits	**35**	
403 - Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	**The Environment:** Environment, Health and Safety Management Safe and Sustainable Operations: Safety	**46 - 47** **55 - 57**	
	403-2 Hazard identification, risk assessment, and incident investigation* (a,d)	**The Environment:** Safe and Sustainable Operations: Safety	**55**	
	403-5 Worker training on occupational health and safety*	**The Environment:** Safe and Sustainable Operations: Safety	**55 - 57**	

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403 - Occupational Health and Safety (2018)	403-9 Work-related injuries*	**The Environment:** Safe and Sustainable Operations: Safety	**55 - 57**	
	403-10 Work-related Ill health*	**The Environment:** Safe and Sustainable Operations: Safety	**55 - 57**	
405 - Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees*	**Human Capital Management** Global Workforce Diversity, Equity and Inclusion Workforce Demographics	**28-32**	
414 - Supplier Social Assessment (2016)	414-2 Negative social impacts in the supply chain and actions taken (a, c)	**Supply Chain:** Risk Assessment Auditing and Improving	**39 - 42**	
415 - Public Policy (2016)	415-1 Political contributions	**Governance and Compliance:** Political Contributions in the United States	**65 - 66**	**Proxy Statement** Page 3, 12 - 17 **Motorola Solutions Diversity, Equity and Inclusion (DEI) Web Page**

*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard.

**Reported data may be in different units than specified in these Disclosures of the referenced GRI Standard.

SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) REFERENCE

SASB CODE	DISCLOSURE DESCRIPTION	REPORT SECTION	REPORT PAGE NUMBER	ADDITIONAL REFERENCE/URL
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	**Our Business** Data Privacy and Protection Enterprise Information Security **Governance and Compliance:** Policies	**14** **18** **61**	**Privacy Statement**
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	**Our Business** Data Privacy and Protection Enterprise Information Security **Governance and Compliance:** Policies, **Page 61**	**14** **18** **61**	**Privacy Statement**
TC-TL-130a.1 TC-SI-130a.1	(1) Total energy consumed in GJ, (2) percentage grid electricity, (3) percentage renewable	**The Environment** Safe and Sustainable Operations: Energy	**53**	
TC-SI-130a.2*	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	**The Environment** Safe and Sustainable Operations: Water Use	**54**	
TC-HW-430a.1*	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	**Supply Chain** Risk Assessment Auditing and improving	**37 - 42**	
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	**Supply Chain** Conflict Minerals	**43**	
TC-SI-330a.3* TC-HW-330a.1*	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	**Human Capital Management:** Diversity, Equity & Inclusion Workforce Demographics	**28 - 32**	
TC-TL-230a.2 TC-SI-230a.2 TC-HW-230a.1	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	**Our Business** Data Privacy and Protection, Cybersecurity Products and Services Enterprise Information Security	**14** **16 - 18**	
TC-TL-440a.1*	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	**The Environment** Sustainable Design and Product Stewardship: Waste and Recycling Product Recycling and Battery Take-Back	**54, 58**	**Website: Recycling - Motorola Solutions**
TC-HW-410a.4*	Weight of end-of-life products and e-waste recovered, percentage recycled	**The Environment** Sustainable Design and Product Stewardship: Waste and Recycling Product Recycling and Battery Take-Back	**54, 58**	

*The report includes part of this disclosure.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

For additional climate-related information, please see our most recent:

- **TCFD Report**
- **Annual Report on Form 10-K**
- **Proxy Statement**

CATEGORY	DISCLOSURES	REFERENCE
Governance Disclose the organization's governance around climate-related risks and opportunities.	**a)** Describe the board's oversight of climate-related risks and opportunities.	Board Oversight, **Page 5**
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Executive Leadership, **Page 5** Risk Management, **Page 14**
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	**a)** Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	TCFD Climate-Related Risks and Opportunities Overview, **Pages 10 - 13**
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Business Strategy Overview, Our Approach to Climate Strategy, **Pages 6 - 7** TCFD Climate-Related Risks and Opportunities Overview, **Pages 10 - 13**
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Scenario Analysis: Understanding Potential Impacts, **Pages 8 - 9**
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	**a)** Describe the organization's processes for identifying and assessing climate-related risks.	Governance, **Page 5** Risk Management, **Page 14**
	b) Describe the organization's processes for managing climate-related risks.	Governance, **Page 5** TCFD Climate-Related Risks and Opportunities Overview, **Pages 10 - 13** Risk Management, **Page 14**
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk Management, **Page 14**
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	**a)** Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Metrics, **Pages 15 - 16**
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Metrics, **Pages 15 - 16**
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Approach to Climate Strategy, **Page 7** Targets, **Page 16**

UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS

At Motorola Solutions, we recognize the importance of international collaboration and innovation to achieving the United Nations' 17 Sustainable Development Goals. These goals were set to inspire and guide governments, businesses and individuals in creating economic and social development policies and practices.

The following chart outlines the ways in which we believe we are helping to achieve these global goals. We are working to further incorporate these goals into our strategy development because we believe that in achieving these goals we will see a more equitable, sustainable and prosperous future for all.

RELEVANT SDG	SUBGOALS	EXAMPLES OF MOTOROLA SOLUTION'S CONTRIBUTION	REPORT PAGE NUMBER
SDG 4- Quality Education	4.3, 4.4, 4.5	• Investing in the education, training, and development of our employees • Funding STEM education and programming around the world	**20 - 23**
SDG 5- Gender Equality	5.1, 5.5	• Providing development opportunities for women • Supporting our employee lead Women's Business Council • Partnering with the Society of Women Engineers and sending 300 women to their annual conference in 2021 • Chief Diversity Officer appointed and creation of the DEI office	**28 - 30**
SDG 8- Good Jobs and Economic Growth	8.5, 8.7, 8.8	• Providing a safe and inclusive work environment • Ensuring that human rights are being upheld in our operations and our suppliers operations • Providing well paid internships	**25 - 35**
SDG 9- Industry, Innovation, and Infrastructure	9.c	• Our Nitro technology is deployed by schools and helps connect children to the internet in areas of need	**3 - 4**
SDG 10- Reduced Inequalities	10.2, 10.4	• Supporting our six employee lead Diversity Councils • Establishing a Committee for AI to discuss technology Bias • Providing an accessible working environment for all • Inclusion in the Human Rights Campaign Corporate Equality Index • Scored 100% on the Disability:IN Disability Equality Index for Best Places to Work	**26 - 30**
SDG 11- Sustainable Cities and Communities	11.5	• Our technology is integral in keeping people safe before, during, and after natural disasters occur • We donate communication equipment to communities in need	**3 - 4** **23 - 24**
SDG 12- Responsible Consumption	12.4, 12.5, 12.6, 12.7	• Monitoring and reporting on waste and recycling data • Having a product take back program to ensure our products are being recycled responsibly • Responsibly managing our materials use in compliance with global regulations	**46 - 59**
SDG 13- Climate Action	13.2	• Tracking our Greenhouse Gas emissions and setting reduction goals • Implementing energy saving projects at our sites	**49 - 50**
SDG 15- Life on Land	15.1, 15.3	• Remediating former manufacturing locations and waste-disposal facilities • Maintaining wildlife habitats at two of our remediation sites	**48**
SDG 16- Peace and Justice	16.5, 16.6	• Ensuring ethical business practices across our company • Upholding rigorous anti-corruption and anti-bribery policies and practices	**62 - 66**

MOTOROLA SOLUTIONS

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