

Information about Internal Reporting Procedure

MOTOROLA SOLUTIONS SYSTEMS POLSKA SP. Z O.O.

1. Based on Article 24 paragraph 1 of the Act of June 14, 2024, on the Protection of Whistleblowers (Journal of Laws of 2024, item 928, as amended), Motorola Solutions Systems Polska Sp. z o.o., with its registered office in Krakow, ul. Czerwone Maki 82, 30-392 Krakow, has established an internal procedure for reporting violations of law and taking follow-up actions, the full content of which can be reviewed at the company's headquarters.
2. The procedure applies exclusively to reporting violations of law as defined in Article 3 paragraph 1 of the Act, i.e., concerning:
 1. Corruption;
 2. Public procurement;
 3. Financial services, products, and markets;
 4. Prevention of money laundering and terrorist financing;
 5. Product safety and compliance with requirements;
 6. Transport safety;
 7. Environmental protection;
 8. Radiological protection and nuclear safety;
 9. Food and feed safety;
 10. Animal health and welfare;
 11. Public health;
 12. Consumer protection;
 13. Protection of privacy and personal data;
 14. Network and IT systems security;
 15. Financial interests of the State Treasury of the Republic of Poland, local government units, and the European Union;
 16. Internal market of the European Union, including public law rules of competition and state aid, and taxation of legal persons;
 17. Constitutional freedoms and rights of individuals and citizens - occurring in relations between an individual and public authorities and unrelated to the areas indicated in points 1-16.
3. Reports can be submitted:
 - by mail to the address: Motorola Solutions Systems Polska Sp. z o.o., ul. Czerwone Maki 82, 30-392 Kraków. Such a report must be marked with the signature on the envelope: "CONFIDENTIAL. DELIVER UNOPENED TO THE INVESTIGATIVE COMMITTEE,"
 - via email to: zgloszenie@motorolasolutions.com.
 - orally.
4. The report should contain significant information possessed by the whistleblower regarding the violation, including in particular:
 - description of the violation,
 - circumstances in which it occurred (or may occur),
 - subject of the report,

- information and documents useful for conducting follow-up actions (including data of persons who may help in clarifying the circumstances of the violation),
 - correspondence address or email address of the whistleblower, which will be the contact address for that person from that point on.
5. The Company does not accept and does not consider anonymous reports. Anonymous reports are left unaddressed. Their receipt is recorded in the register of law violations with the annotation: "left unaddressed".
 6. The receipt of the report is confirmed to the whistleblower within 7 days from the date of its receipt, unless he/she has not provided a contact address to which the confirmation should be sent.
 7. Upon receiving a report, the Company processes personal data to the extent necessary to accept the report and take follow-up actions. Personal data that is not relevant to the consideration of the report is not collected, and if accidentally collected, it is immediately deleted. The deletion of this personal data takes place no later than 14 days after determining that it is not relevant to the case.
 8. Personal data processed in connection with the receipt of the report and the undertaking of follow-up actions, as well as documents related to this report, are stored by the Company for a period of 3 years after the end of the calendar year in which the external report was submitted to the public authority competent to take follow-up actions or follow-up actions were completed, or after the completion of proceedings initiated by these actions. The above rule does not apply if the documents related to the report are part of the files of preparatory proceedings or court or administrative court cases.
 9. The whistleblower's personal data, which allows for the determination of their identity, shall not be disclosed to unauthorized persons, unless with the express consent of the whistleblower. This provision does not apply if disclosure is a necessary and proportionate obligation resulting from legal provisions in connection with explanatory proceedings conducted by public authorities or preparatory or judicial proceedings conducted by courts, including in order to guarantee the right to defense of the person to whom the report pertains.
 10. The whistleblower is protected from the moment of making the report, provided that they had reasonable grounds to believe that the information being the subject of the report was true at the time of making the report and that it constitutes information about a violation of law.
 11. A person who has made a report in which they knowingly provided untruths or concealed the truth does not benefit from the protection provided for whistleblowers. If the Company makes such a determination, the reporting person may be held liable.
 12. The Company provides this information about the Procedure to individuals applying for employment at the Company during the recruitment process.