

Q1 2025 Financial Results

“Q1 was an excellent start to the year, with record first-quarter sales, operating earnings and cash flow. Our customers are continuing to prioritize investments in safety and security, which is driving our continued expectations for strong revenue, earnings and cash flow growth for the year.”

Greg Brown, Chairman and CEO



Q1 2025

Q1 Overview

Revenue	\$2.5B ▲6%		
GAAP EPS	\$2.53	Non-GAAP EPS ¹	\$3.18 ▲13%
GAAP Operating Earnings	\$582M ▲12%	Non-GAAP Operating Earnings ¹	\$716M ▲12%

Q1 Segment Revenue

Products & Systems Integration	\$1.5B ▲4%
Software & Services	\$982M ▲9%

Q1 Regional Revenue

North America	\$1.9B ▲9%
International	\$676M ▼(3)%

Q1 Technology Revenue

LMR Communications	\$1.9B ▲4%	Video Security & Access Control	\$441M ▲11%
Command Center	\$186M ▲10%		

Percent changes from year-ago quarter or prior year, as applicable.

¹ Non-GAAP financial information excludes the after-tax impact of approximately \$0.65 per diluted share related to highlighted items, share-based compensation expense and intangible assets amortization expense. Reconciliations of the non-GAAP measures to the most comparable GAAP measures are provided, along with a disclosure on the usefulness of the non-GAAP measures, in our earnings release available on our website at motorolasolutions.com/investors.

We have not quantitatively reconciled our guidance for forward-looking non-GAAP measures to their most comparable GAAP measures because we do not provide specific guidance for the various reconciling items as certain items that impact these measures have not occurred, are out of our control, or cannot be reasonably predicted. Accordingly, a reconciliation to the most comparable GAAP financial measure is not available without unreasonable effort. Please note that the unavailable reconciling items could significantly impact our results.

This document contains “forward-looking statements” within the meaning of applicable federal securities law, including Motorola Solutions’ financial outlook for the full-year of 2025. These statements are based on our current expectations as of today, and we can give no assurance that the statements discussed will be achieved. For a description of risks and uncertainties that could cause our actual results to differ materially from the statements contained in this document, please refer to our reports on Forms 10-K, 10-Q and 8-K filed with or furnished to the SEC from time to time, which are also available on our website at motorolasolutions.com/investors.

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Q1 Highlights

- Sales of \$2.5 billion, up 6% versus a year ago
 - Products and Systems Integration sales up 4%
 - Software and Services sales up 9%
- Record Q1 operating cash flow of \$510 million, up \$128 million versus a year ago
- Acquired RapidDeploy and Theatro for an aggregate of \$414 million, net of cash acquired
- Launched SVX, a converged, secure P25 speaker mic and body-worn camera for APX NEXT family of devices
- Launched Assist, AI for public safety, with applications across the portfolio

2025 Guidance

- The company is maintaining its prior guidance of approximately 5.5% revenue growth and non-GAAP EPS between \$14.64 and \$14.74 per share.

Reinventing how officers protect and serve

Our launch of SVX and Assist represents a significant leap forward in public safety technology. SVX is a first-of-its-kind video remote P25 speaker microphone (RSM), converging secure voice, video and AI into one integrated device. Assist, AI for public safety, provides officers with contextual and actionable information when and where a decision needs to be made. “I haven’t been this excited about a new product in a very long time. [SVX] maximizes the power of my APX NEXT smart radio. I wouldn’t go back to wearing a separate body camera and RSM,” said Officer Joe Nelson, Azle Police Department.