

# Q4 & Full-Year 2025 Financial Results

“Our outstanding 2025 performance demonstrates the resilience and strength of our business. We had record sales, earnings and cash flow. Our record backlog and strong demand gives us continued momentum for another excellent year.”

Greg Brown, Chairman and CEO

## Q4 2025

### Q4 Overview

Revenue	<b>\$3.4B</b>	▲12%		
GAAP EPS	<b>\$3.86</b>	▲8%	Non-GAAP EPS <sup>1</sup>	<b>\$4.59</b> ▲14%
GAAP Operating Earnings	<b>\$944M</b>	▲16%	Non-GAAP Operating Earnings <sup>1</sup>	<b>\$1.1B</b> ▲19%

### Q4 Segment Revenue

Products & Systems Integration	<b>\$2.2B</b>	▲11%	North America	<b>\$2.4B</b>	▲7%
Software & Services	<b>\$1.2B</b>	▲15%	International	<b>\$1.0B</b>	▲26%

### Q4 Regional Revenue

## Full-Year 2025

### Full-Year Overview

Revenue	<b>\$11.7B</b>	▲8%		
GAAP EPS	<b>\$12.75</b>	▲38%	Non-GAAP EPS <sup>1</sup>	<b>\$15.38</b> ▲11%
GAAP Operating Earnings	<b>\$3.0B</b>	▲11%	Non-GAAP Operating Earnings <sup>1</sup>	<b>\$3.5B</b> ▲13%

### Full-Year Segment Revenue

Products & Systems Integration	<b>\$7.3B</b>	▲5%	North America	<b>\$8.4B</b>	▲7%
Software & Services	<b>\$4.4B</b>	▲13%	International	<b>\$3.3B</b>	▲11%

### Full-Year Regional Revenue

## 2026 Outlook

### Q1 2026

Revenue	<b>▲6% - 7%</b>	Non-GAAP EPS <sup>1</sup>	<b>\$3.20 - \$3.25</b>
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### Full-Year 2026

Revenue	<b>~\$12.7B</b>	Non-GAAP EPS <sup>1</sup>	<b>\$16.70 - \$16.85</b>
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## Full-Year Highlights

- Achieved record full-year revenue, earnings, cash flow and ending backlog
- Growth in all technologies
  - Mission Critical Networks up 7%
  - Video Security & Access Control up 10%
  - Command Center up 15%
- Record operating cash flow of \$2.8 billion, up 19% versus a year ago
- Record ending backlog of \$15.7 billion, up \$1 billion versus a year ago

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

<sup>1</sup> Non-GAAP financial information excludes the after-tax impact of approximately \$0.73 for Q4 and \$2.63 for FY per diluted share related to highlighted items, including 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](https://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 first quarter and full-year of 2026. 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](https://motorolasolutions.com/investors).

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