Motorola Solutions

Global Recruitment Privacy Notice

This Recruitment Privacy Notice (“Notice”) applies to all recruits and job applicants globally, except those under consideration or applying for roles within the United States whose personal data is governed by our U.S. Job Applicant Privacy Notice. This includes individuals under consideration or applying for a role as an employee, consultant, contingent worker, temporary staff, contractor, intern or trainee, and regardless of whether the role is on a part-time, temporary or full-time basis (“Applicant”).

For the avoidance of doubt, nothing in this Notice shall be construed as forming part of a contractual relationship between Motorola Solutions and an Applicant, whether or not the Applicant's job application is successful. Please read this notice carefully before submitting your application.

Introduction

Motorola Solutions Inc and, where relevant, its affiliates and subsidiaries ("Motorola Solutions ", "we" or "us") has issued this Notice to describe how we handle personal data that we hold about Applicants (collectively referred to as "you"). We respect the privacy rights of individuals and are committed to handling personal data responsibly and in accordance with applicable law. This Notice sets out the personal data that we collect and process about you, the purposes of the processing and the rights that you have in connection with our processing.

This Notice applies to Motorola Solutions’ parent company as well as its entities, operating divisions, subsidiaries, affiliates, and branches and any additional subsidiary, affiliate or branch of Motorola Solutions that we may subsequently form. If you are making an application for employment or to be engaged in a contract of service outside the United States, the entity that employs or engages you will be the controller of your personal data. A list of relevant Motorola Solutions entities can be found by clicking here.

If you are accepted for a role at Motorola Solutions, the information that we collect about you during the recruitment process will form part of your ongoing staff member record and will be processed in accordance with our Employee Privacy Notice. We will inform you of how you can access the Employee Privacy Notice after you have been offered or accepted a role with Motorola Solutions.

If your application is not successful, we may still keep your application details (and information that we collect about you during the recruitment process) to allow us to consider you for other suitable openings within Motorola Solutions in the future, as well as to defend against legal claims, as permitted under applicable law. However, if you do not consent or request that we delete your application details, we will do so (as further described under the Data Retention section) in line with, and subject to, applicable local legislation.

If you are in any doubt about how we process your personal data, or have any comments or questions about this Notice, then please contact us at privacy1@motorolasolutions.com or at the following address:

Data Protection Officer
Motorola Solutions, Inc.
500 W. Monroe
Chicago, IL USA 60661-3618
United States

Appointed representatives in the EEA and UK can be found here.

Personal data we collect and process when you apply for a position with us

We collect personal data about you when you apply for a position with us and during the recruitment process.

Sources of personal data

We collect this personal data from the following different sources:

Information that you provide directly: We collect personal data directly from you when you submit your application for a role with Motorola Solutions (whether you send the application via our recruitment portal, our website, directly to a member of our staff, or by other means). You may also choose to provide us with personal data in connection with your interest in Motorola Solutions or a particular role or as is relevant to your application through any of these or other methods, including through the forms, chat platforms, email addresses or other contact information we make available to you, as well as recordings of calls or chats with us, where permitted by law (including through the use of automated tools, such as AI chatbots and transcription features (for example, AI notetakers), provided by us or our third-party providers).

Information from third parties: Depending on our recruiting efforts, the requirements of the role you apply for, and the means through which you submit your application, we may receive personal data relating to you from third parties. These include recruitment agencies, third party recruitment platforms, academic institutions, referees, background checking agencies and other third parties. Where required by law, you will be informed about which sources will provide us with your personal data, either by us or by the third party.

Information that we collect indirectly: We collect your personal data indirectly through our recruitment portal and website, such as your IP address and the device you use to complete our forms and make your application.

Information that we collect from publicly available sources: In connection with our recruiting, application and hiring processes, we may collect information about you from social media platforms aimed at making professional connections such as LinkedIn, as well as professional bodies in which you are active and involved, where you have made such information about yourself available.

Categories of personal data

The table below describes the categories of personal data we may collect from and about you through our application and recruitment process, where legally permitted and/ or required.

Personal data categories	Description of personal data types included in this category	Source of the personal data
Contact Data	Name or alias, home and work address, personal telephone / WhatsApp number and personal email address.	Directly from you Third parties Publicly available sources
Application Information, Professional and Academic Data	Position applied for, age, date of birth (where legally permissible), marital status, gender, pronouns, existing and/or desired compensation, eligibility for and participation in benefit schemes, CV/résumé information such as previous roles, job descriptions, experience, responsibilities and assignments, years of service, security clearance status, education history and academic/professional qualifications.	Directly from you

Interview and Selection Notes	Notes made by interviewers or other staff in connection with your application.	Directly from you Third parties
Sensitive Personal Data	Group Members collect and transfer Special Category Personal Information only in connection with valid employment purposes. Such collection and transfer will only concern limited Sensitive Personal Information, for example, health-related information for pre-hire health checks, disabilities for accessibility purposes, and, where required, diversity information (e.g. race and ethnic origin, religion, and disabilities) for equal opportunities monitoring.	Directly from you
Background Checks	Where relevant to your role and/ or legally permissible: Criminal records data (pass/ fail only), results of reference checks and screening such as verification of education and employment history, screening checks such as against politically exposed persons registers, professional practising checks and other searches relevant to the role for which you are applying. This information will only be requested from you or obtained from third parties at the end of the recruitment process, once the offer has been made and you have accepted the position you applied for.	Directly from you Third parties
Nationality, Citizenship and Right to Work Information	Citizenship and right to work information, government identification documents (including passports, residency permits, and drivers license), tax I.D., and, where relevant, visa information or immigration status.	Directly from you
Communication Data	Communications between us and you in relation to your application and the application process, including recordings of such communications where permitted by law.	Directly from you Automatic collection
IT Data	Information collected through our recruitment portal and website such as IP addresses, log files and login information. IT Data may also include device ID, IP address, password, logs, software use tracking information (i.e., cookies and information recorded for security, operation and training purposes). For detailed information on tracking	Automatic collection

	technologies, please review the cookie banners on Motorola Solutions' websites. Please see our Privacy Statement for more details on cookies.	
Security and Access Data	Closed-circuit television (CCTV) footage in public or common areas in our premises and near our premises, where permitted. In our car parking area, we record footage of incoming and outgoing vehicles Where you visit our premises, Motorola Solutions collects guest book information. Motorola Solutions also collects information through electronic means such as security records (e.g. swipe card records, building entry / exit data to which Motorola Solutions can access logs.	Automatic collection

How we use your personal data (our purposes) and our legal basis for processing it

We use the personal data that we collect about you only for the purposes described in this Notice and only where each purpose is legally permitted in the relevant jurisdiction. The following table provides more details on our purposes for processing your personal data and the legal basis that we rely on to lawfully process your data for each purpose. Where a specific purpose for processing your personal data is not permitted in your local jurisdiction, your personal data is not processed for that purpose.

Our purpose for processing your personal data	Personal data categories (defined in the table above) that we process for this purpose	Our legal basis
To communicate with you during the recruitment process	Contact Data Communications Data IT Data	Legitimate interests of managing recruiting and applications for positions with us. With respect to IT Data, consent (where required by applicable local law).
To assess your suitability for the role you have applied or are under consideration for	Contact Data Application Information, Professional and Academic Data Interview and Selection Notes Communication Data	Legitimate interests of managing recruiting and applications for positions with us.
To maintain your Applicant record	Contact Data Application Information, Professional and Academic Data Interview and Selection Notes Background Checks (where legally permitted) Citizenship and Right to Work Information Communication Data	Legitimate interests of managing recruiting and applications for positions with us.
Determine your eligibility to work	Citizenship and Right to Work Information	Legal obligation.
To conduct criminal record and background checks	Background Checks (where legally permitted)	Legitimate interests of managing applications for positions with us.

		Consent (where required by applicable local law).
To calculate proposed salary and assess eligibility for certain benefits	Contact Data Application Information, Professional and Academic Data Interview and Selection Notes Communication Data	Legitimate interests of managing applications for positions with us.
To enter employment contracts or other contractual engagements	Contact Data Communication Data	To take steps to enter a contract with successful Applicants.
To monitor and improve our recruiting, application, and hiring process	Contact Data Application Information, Professional and Academic Data Interview and Selection Notes Communication Data IT Data	Legitimate interest of reviewing and updating our recruiting, application, and hiring process. With respect to IT Data, consent (where required by applicable local law).
Physical and system security	Security and Access Data IT Data CCTV images and records of use of swipe and similar entry cards / systems if you visit our premises, such as to attend an interview.	Legitimate interests in ensuring the safety and security of our personnel, premises and systems.
Monitoring of diversity and equal opportunities	Sensitive Personal Data: Specifically, to the extent permitted by local law, information on your nationality, gender, disability, age and other such markers.	Consent (where required by applicable local law). Legitimate Interest In relation to Sensitive Personal Data: To comply with employment obligations (if required by applicable law), or in the substantial public interest or otherwise with your consent
Address accessibility needs and if an Applicant is successful to make workplace adjustments	Sensitive Personal Data (including medical or disability related data)	Legal obligations Consent (where required by applicable local law) In relation to Sensitive Personal Data: To comply with employment law obligations (if required by applicable law), or otherwise with your consent (where required by applicable local law)
Disputes, investigations, and legal proceedings	Contact Data Application Information, Professional and Academic Data Interview and Selection Notes Background Checks Citizenship and Right to Work Information	Legitimate interests in managing disputes, grievances, legal proceedings to which we are party, and the effective defense of claims Legal obligation

	Communications Data IT Data Security and Access Data We will also process any other information relevant or potentially relevant to a dispute or legal proceeding affecting us.	In relation to Sensitive Personal Data: To establish, make or defend legal claims
Potential for future recruitment	All of the above, excluding security and access data, IT Data, Background Checks, and any Sensitive Personal Data.	Legitimate interests of managing recruiting and applications for positions with us.

Who we share your personal data with

We take care to allow access to personal data only to those who require such access to perform their tasks and duties, and to third parties who have a legitimate purpose for accessing it.

We share your personal data with the following categories of recipients:

- **our group companies** in order to administer human resources at an international level on our HR platform including staff member compensation and benefits, as well as for other legitimate business purposes such as IT services/security, tax and accounting, and general business management. You can find a list of related entities within the Motorola Solutions group with whom we share data under Binding Corporate Rules here and here.
- **third-party service providers and partners** on a "need to know basis" and in accordance with applicable data privacy law. This includes third parties who provide support and advice in relation to legal, financial / audit, management consultancy, insurance, health and safety, security and intel and whistleblowing / reporting issues. This also covers entities providing the controller with IT, legal, background check, residence legalization, recruitment services, as well as entities supporting the controller in conducting recruitment processes, including, or entities organizing competitions / training courses as well as conducting competency tests. Furthermore, this applies to Service providers with whom we have concluded a data processing agreement. Our providers are listed in Appendix A1 List of Vendors by Country.
- **public authorities and entities performing public tasks** or acting on behalf of public authorities, to the extent and for the purposes that result from the provisions of law, or **any competent law enforcement body, regulatory, government agency, court or other third party** (such as our professional advisers) where we believe disclosure is necessary (i) as a matter of applicable law or regulation; (ii) to exercise, establish or defend our legal rights; or (iii) to protect your vital interests or those of any other person;
- a **buyer** (and its agents and advisers) in connection with any actual or proposed purchase, merger or acquisition of any part of our business as permitted by law and/or contract, provided that we inform the buyer it must use your personal data only for the purposes disclosed in this Notice; and
- any o**ther person or entity with your consent**.

Our use of artificial intelligence

We may use or make available to you artificial intelligence and other automated tools that process personal data as part of the recruiting, application, and hiring process for any position.

These tools may help you better navigate our career site and the application process, obtain information about our company and our open positions, find and filter job postings based on your professional experience and search criteria, obtain targeted responses to your questions and personalized feedback on your job search, and handle routine tasks like interview scheduling. You can also choose to complete your application through AI-powered text messages or online chats, which collect the same information gathered through our traditional application process but use an interactive, conversational AI-powered platform instead of our application web forms. The personal data we collect in connection with these tools is determined by what you choose to share with us, but it may include any of the types of personal data set forth in this Privacy Notice.

Subject to applicable law, we may also use these tools to record, transcribe, analyze, and summarize candidate communications and interviews, as well as to summarize candidate profiles, resumes, and applications and score them relative to criteria we establish for each position. We may also use these tools to help us detect, prevent, and investigate potential fraud, identity theft, or misrepresentation in the recruiting, application, and hiring process. The personal data we collect and process in connection with these tools are the same types of personal data otherwise described in this Privacy Notice—we just use artificial intelligence and other automated tools in connection with its processing.

While we take the outputs of these tools into consideration when making recruiting, application, and hiring decisions, we do not use these tools to make any automated decisions. Instead, all recruiting, application, and hiring decisions are made by our team following human review of all information collected from or about candidates. Nonetheless, many of these tools are optional features you can choose whether to interact with, and we offer candidates the option to opt-out of our use of AI to create insights and scores relating to how their candidate information compares to the requirements of an applicable role without negative impact on their opportunity for employment by Motorola Solutions.

If you have questions about our use of artificial intelligence and other automated tools or any rights or choices you may have in relation to their use, please contact us by email at privacy1@motorolasolutions.com.

How we keep your personal data secure

We have implemented reasonable physical, technical, and organizational safeguards that are designed to protect your personal data. In addition, we take steps designed to ensure any third party with whom we share personal data provides a similar level of protection.

How we protect your personal data when we transfer it internationally

We may transfer your personal data outside of the country where you are located. The personal data described in this Notice may be processed in every territory where our group companies or their processors are.

Please note that laws vary from country to country, so the data protection laws applicable to the places where your information is processed may be different from the data protection laws applicable to the place where you are resident. As a result, your personal data may be transferred to a country that does not provide the same level of data protection as the country in which you reside. However, when we transfer your personal data internationally, we will take the necessary steps to ensure that your personal data is treated securely, lawfully, and in accordance with this Notice.

For Applicants based in the European Economic Area ("EEA") or the UK:

Where we transfer your personal data to countries and territories outside of the EEA / UK (as relevant) that have been formally recognised as providing an adequate level of protection for personal data, we rely on the relevant "adequacy decisions" from the European Commission and "adequacy regulations" from the Secretary of State in the UK (as relevant); and

Where the transfer is not subject to an adequacy decision or regulations, we have taken appropriate safeguards to require that your personal data will remain protected in accordance with this Notice and applicable laws:

- Personal data is shared with entities in the Motorola Solutions group, of which the Company is a member, including countries outside the European Economic Area, based on our Binding Corporate Rules for Controllers ("BCR-C"). The list of Motorola Solutions' group's entities can be found here. The Danish Data Protection Agency, Datatilsynet approved our EEA BCR-C. For the full text of our EEA BCR-C, click here. For a link to the BCR-C appendices, click here. The Information Commissioner's Office (ICO) approved our UK BCR-C. For the full text of our UK BCR-C, click here. For a link to the BCR-C appendices, click here.
- In addition, safeguards include entering into the controller-to-controller and controller-to-processor modules of the European Commission's Standard Contractual Clauses, including the UK Addendum.

Data retention

We will store the personal data we collect about you for no longer than necessary and in accordance with our legal obligations and legitimate business interests.

If your application is successful and you accept a role with Motorola Solutions, where permitted by local law, the personal data we collect during the application process may be transferred to your personnel file. This will be stored in accordance with our Employee Privacy Policy and our Retention Schedule, copies of which may be made available to you upon request after you accept the role with Motorola Solutions.

If your application is not successful, we will hold your personal data and we may contact you about other relevant employment opportunities that may arise with Motorola Solutions (as applicable, with your consent). We will retain your personal data for this purpose for a maximum period specified in applicable law. However, if you request that we delete your application, we will do so in line with, and subject to, applicable local legislation.

Where you have given us your consent to process personal data for equal opportunities purposes, we will anonymise and aggregate this information so that it is no longer possible to identify you from it. We will retain the anonymised data for the purpose of monitoring and improving our application, recruitment and hiring process.

Your data privacy rights

Individuals located in the UK, EEA, and certain other jurisdictions may have or include the following data protection rights. To exercise any of these rights, see specific instructions below or contact us using the contact details provided under the "How to contact us" heading below.

- You may **access, correct, update, pseudonymize**, or **request deletion** of your personal data.
- You can **object to the processing** of your personal data at any moment. In the event of your objection we will stop processing data immediately, unless there are **compelling legitimate grounds** for the processing to continue. You can also ask us to **restrict processing** of your personal data or **request portability** of your personal data (i.e. for your data to be transferred in a readable and standardized format.

- If we have collected and processed your personal data with your consent, then you can **withdraw your consent** at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect the processing of your personal data conducted in reliance on a legal basis other than consent.
- You have the right to **opt-out of, or object to, marketing communications** we send you at any time.
- You have the right to **complain to a relevant data protection authority** if you believe we have not complied with our obligations under applicable data protection laws. Contact details for the UK Information Commissioner's Office are here and for EU Data Protection Authorities, here. For more information on other jurisdictions, please contact your local data protection authority.
- If you are in the UK, you also have the right to complain to us directly if you believe we have not complied with our obligations under UK data protection laws.

We respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection laws.

Updates to this Notice

We may update this Privacy Notice from time to time. When we make changes to this Privacy Notice, we will change the date at the end of this Privacy Notice. If we make material changes to this Privacy Notice, we will notify you by prominent posting on our website or through other appropriate communication channels. All changes shall be effective from the date of publication unless otherwise provided.

How to contact us

For inquiries relating to this Notice, the processing of your personal data, or to exercise your data protection rights (as detailed under the "Your data protection rights" section), please contact our Data Protection Officer (DPO) or the DPO's office using the following contact details:

By Email (DPO Office): privacy1@motorolasolutions.com

By Post (DPO): Data Protection Officer, Motorola Solutions, Inc., 500 W. Monroe, Chicago, IL USA 60661-3618, United States.

Further details on local EEA and UK are available on our website's Privacy Policy page at Motorola Solutions Privacy Policy.

Revision Number	Summary of Change	Effective Date of Change
1.0	First edition of new notice	November 5, 2026

Appendix A1: List of Vendors by Country

Country	Workday, Inc. (including HiredScore and Paradox)	Codility Limited	First Advantage Corporation	Venovox Sdn	Infolet Sp. o.o.	PT Outsource Indonesia	Icon Trans Sdn Bhd.	KPMG Tax Services Sdn.	TMF Vietnam Company Limited	CloudForce HR Co., Ltd.	Background Italia SRL	Meta Platforms, Inc.
Address	6110 Stoneridge Mall Road Pleasanton, CA 94588	107 Cheapside, London, EC2V 6DN, United Kingdom	1 Concourse Parkway NE, Suite 200, Atlanta, Georgia 30328	No.100-6-029, Block J, Jaya One 72A, Jalan Universiti Petaling Jaya, Malaysia, Selangor.	Miłkowskiego Street 3/302 , 30-349 Kraków Poland	Jl. Bendungan Hilir Raya # 78, 2nd Fl Jakarta, Indonesia 10210	No 5 Jalan Kasawari 1 Taman Kasawari Simpang Ampat, SPS, Malaysia 14100	Level 18, Hunza Tower 163E Jalan Kelawai Georgetown, Pulau Pinang, Malaysia 10250	Unit 1, F8, Bitexco Financial Tower, No. 02, Hai Trieu Street, Ben Nghe Ward, Dist 1 Ho Chi Minh, Vietnam	Unit 1, F8, Bitexco Financial Tower, No. 02, Hai Trieu Street, Ben Nghe Ward, Dist 1 Ho Chi Minh, Vietnam	Via Vincenzo Monti 41 20123 MILANO MI Italy Location Code: 34342019	1 Meta Way, Menlo Park, CA 94025, United States
Services	Workday provides the applicant management portal, HiredScore and Paradox evaluate job qualifications, answer candidate inquiries, and automate interview scheduling.	Testing platform/Technical Assessment	Background Checks	Background Checks	Employment legalization services	Payroll services	Payroll services	Employment legalization services	Payroll services	Payroll services	Background Checks	Communications (WhatsApp)
Personal Data Categories from Section 2.2.1	All Personal Data Categories	Contact details, name and surname	Background Checks, Contact data, Academic Data	Background Checks, Contact data. Academic Data	Nationality, Citizenship, Right to work information	Sensitive Personal Data	Sensitive Personal Data	Nationality, Citizenship, Right to work information	Sensitive Personal Data	Sensitive Personal Dat	Background Checks, Contact data. Academic Data	
Australia	x	x	x					x				
Austria	x	x	x									
Bahrain	x	x	x									
Belgium	x	x	x									
China	x	x	x									
Czech Republic	x	x	x									
Denmark	x	x	x									
Egypt	x	x	x									
France	x	x	x									
Germany	x	x	x									
Greece	x	x	x									
Hong Kong	x	x	x									

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India	x	x	x									
Indonesia	x	x	x			x						
Ireland	x	x	x									
Israel	x	x	x									
Italy	x	x	x								x	
Japan	x	x	x									
Kazakhstan	x	x	x									
Libya	x	x	x									
Lithuania	x	x	x									
Malaysia	x	x	x	x			x					
Netherlands	x	x	x									
New Zealand	x	x	x									

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Norway	x	x	x									
Oman	x	x	x									
Pakistan	x	x	x									
Philippines	x	x	x									
Poland	x	x	x		x							
Portugal	x	x	x									
Qatar	x	x	x									
Romania	x	x	x									
Saudi Arabia	x	x	x									
Singapore	x	x	x									
South Africa	x	x	x									
South Korea	x	x	x									
Spain	x	x	x									

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Sweden	x	x	x									
Switzerland	x	x	x									
Taiwan	x	x	x									
Thailand	x	x	x							x		
Turkey	x	x	x									
UAE	x	x	x									
UK	x	x	x									
Ukraine	x	x	x									
Vietnam	x	x	x						x			
Argentina	x		x									x
Brazil	x	x										x
Chile	x		x									x
Colombia	x		x									x

Country	Workday, Inc. (including HiredScore and Paradox)	Codility Limited	First Advantage Corporation	Venovox Sdn	Infolet Sp. o.o.	PT Outsource Indonesia	Icon Trans Sdn Bhd.	KPMG Tax Services Sdn.	TMF Vietnam Company Limited	CloudForce HR Co., Ltd.	Background Italia SRL	Meta Platforms, Inc.
Address	6110 Stoneridge Mall Road Pleasanton, CA 94588	107 Cheapside, London, EC2V 6DN, United Kingdom	1 Concourse Parkway NE, Suite 200, Atlanta, Georgia 30328	No.100-6-029, Block J, Jaya One 72A, Jalan Universiti Petaling Jaya, Malaysia, Selangor.	Miłkowskiego Street 3/302 , 30-349 Kraków Poland	Jl. Bendungan Hilir Raya # 78, 2nd Fl Jakarta, Indonesia 10210	No 5 Jalan Kasawari 1 Taman Kasawari Simpang Ampat, SPS, Malaysia 14100	Level 18, Hunza Tower 163E Jalan Kelawai Georgetown, Pulau Pinang, Malaysia 10250	Unit 1, F8, Bitexco Financial Tower, No. 02, Hai Trieu Street, Ben Nghe Ward, Dist 1 Ho Chi Minh, Vietnam	Unit 1, F8, Bitexco Financial Tower, No. 02, Hai Trieu Street, Ben Nghe Ward, Dist 1 Ho Chi Minh, Vietnam	Via Vincenzo Monti 41 20123 MILANO MI Italy Location Code: 34342019	1 Meta Way, Menlo Park, CA 94025, United States
Services	Workday provides the applicant management portal, HiredScore and Paradox evaluate job qualifications, answer candidate inquiries, and automate interview scheduling.	Testing platform/Technical Assessment	Background Checks	Background Checks	Employment legalization services	Payroll services	Payroll services	Employment legalization services	Payroll services	Payroll services	Background Checks	Communications (WhatsApp)
Personal Data Categories from Section 2.2.1	All Personal Data Categories	Contact details, name and surname	Background Checks, Contact data, Academic Data	Background Checks, Contact data. Academic Data	Nationality, Citizenship, Right to work information	Sensitive Personal Data	Sensitive Personal Data	Nationality, Citizenship, Right to work information	Sensitive Personal Data	Sensitive Personal Dat	Background Checks, Contact data. Academic Data	
Ecuador	x		x									x
Mexico	x		x									x
Peru	x		x									x