# U.S. JOB APPLICANT PRIVACY NOTICE

**Last Updated: November 4, 2026**

This Privacy Notice explains how Motorola Solutions, Inc. and its subsidiaries (collectively, "MSI," "we," "our," or "us") collects, uses, discloses, and otherwise processes personal data about our U.S.-based recruits and job applicants.

This Privacy Notice is not a contract and does not create any legal rights or obligations. This Privacy Notice also is not intended to replace other notices or disclosures we may provide to you in connection with your application for a job or eventual role in our organization, which will supersede any conflicting disclosures contained in this Privacy Notice.

## What is Personal Data?

When we use the term "personal data" in this Privacy Notice, we mean data that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to you within the context of you acting as a job applicant. It does not include aggregated or de-identified data that is maintained in a form that cannot reasonably be used to infer information about, or otherwise be linked to, a particular individual. Where we maintain de-identified information, we will maintain and use the information in de-identified form and not attempt to re-identify the information except as required or permitted by law.

## Our Collection of Personal Data

During the recruiting process and when you apply for a job with us, we collect the following professional or employment-related personal data:

- **Contact Information:** such as your full name, email address, home address and telephone number.
- **Professional History & Qualifications:** such as your previous employers, positions and work experience, professional licenses, certificates or other qualifications, and employment references or referrals.

- **Educational History & Qualifications:** such as your highest level of education, the schools you attended and when you were in attendance, degrees, certificates or other educational qualifications you earned, and your transcripts or educational references.
- **Financial Information:** such as your previous or desired salary, bonus, benefits, expenses, and stock or equity grants, as permitted by law.
- **Equal Opportunity Information:** such as age, race, ethnicity, national origin, citizenship, sex, gender identity or expression, sexual orientation, religion, disability or accommodation request, or marital or veteran status or any other legally protected characteristics or activities when you choose to provide them, but this equal opportunity information will not be used in the hiring decision unless specifically permitted by law.
- **Background Check Data:** when permitted by applicable law, we may choose to conduct a background check in connection with your application such as to verify professional and educational history and qualifications or identify criminal history that may be relevant for a position with us. The results of the background check may include personal data we do not already have about you.
- **Web-Related Data:** such as technical details about your visit to our online services contained in log files or analytics data relating to your usage and activity on our online services. For more information about our collection of web-related data, please refer to our Privacy Statement on our website. The Privacy Statement governs our use of information collected from our website visitors. If there is any conflict between our website Privacy Statement and this Job Applicant Privacy Notice, the Job Applicant Privacy Notice will govern with respect to our use of personal data in connection with recruiting and job applications.
- **Other Application and Interview Data:** any personal data you choose to share with us in your interview or application, CV, resume, transcripts or other supporting documentation.
- **Inferences:** We may generate inferences or predictions about recruits and job applicants, and their abilities, interests, or preferences, based on the other personal data we collect and the interactions we have with them.

We often collect the personal data described above directly from you through a variety of channels, including through the forms, chat platforms, email addresses, or other contact information we make available to recruits and job applicants, as well as recordings of calls or chats with us, where permitted by law (including through the use of automated tools provided by us or our third-party providers). We may also collect certain information from references, recruiters, job-related social media sites (such as LinkedIn), and publicly available sources. In addition, we may also collect this information through service providers and other third parties that collect it on our behalf, such as communications providers, scheduling providers, and application providers.

## Our Use of Personal Data

We use the personal data we collect during the recruiting process and when you apply for a job with us to:

- Identify you as a potential candidate and review your application for a position with us;

- Verify your identity and the information provided to us in connection with your application or received from other sources;
- Determine your eligibility and suitability for the potential position or other opportunities with us;
- Facilitate the recruiting and interview process;
- Communicate with you about the status of your application or other opportunities with us that may be of interest to you;
- Assess and improve the performance and success of our recruiting and hiring process;
- Conduct internal investigations, audits, compliance, risk management, problem resolution and security operations;
- Detect, prevent, investigate, or provide notice of malicious, deceptive, fraudulent, or illegal activity and protect the rights and property of the company and others;
- Fulfill contractual obligations to you and other third parties;
- Facilitate business transactions and reorganizations impacting the structure of our business;
- Comply with applicable law, rule, regulation, legal proceeding, and government investigations, including relating to tax reporting and immigration.

Please note that if you accept an offer from us, we may transfer the personal data we collected about you during the recruiting and job application process to your personnel file with us.

## 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 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.

## Our Disclosure of Personal Data

We may share your personal data with the following third parties for the purposes described below:

- **Within MSI:** We share personal data relating to job applicants and recruits within our family of companies for internal administrative purposes and uses that are consistent with this Privacy Notice. For example, the MSI entity responsible for the job posting may share personal data about you with another MSI entity that is responsible for our organization-wide recruiting and employment decisions.
- **Recruiters and Job Application Providers:** We often engage recruiters and job application providers to assist us in identifying potential job applicants and processing job applications we receive. In order for these third parties to assist us in the recruiting and job application process, we share personal data about potential and current personnel with them.
- **Background Check Providers:** When permitted by applicable law, we may choose to conduct a background check in connection with a job application, such as to verify professional and educational history and qualifications or identify criminal history that may be relevant for a position with us. In order to facilitate the background check, we share personal data about the relevant job applicant with trusted background check providers.
- **Other Service Providers:** In addition to the third parties identified above, we engage other third parties to perform certain functions on our behalf in connection with the uses of personal data described in the Our Collection of Personal Data and Our Use of Personal Data sections above, including assisting us with our recruiting process, personnel management, benefits and services offerings and other related business operations. Depending on the function the third party serves, the service provider may process personal data on our behalf or have access to personal data while performing functions on our behalf.
- **Business Transaction or Reorganization:** We may take part in or be involved with a corporate business transaction or reorganization, such as a merger, acquisition, joint venture, or financing or sale of company assets. We may disclose, transfer, or assign personal data to a third party during negotiation of, in connection with or as an asset in such a corporate business transaction or reorganization. Personal data may also be disclosed, transferred, or assigned to third parties in the event of insolvency, bankruptcy, or receivership, such as in connection with the proceedings or disposition of our assets.
- **Legal Obligations and Rights:** We may disclose personal data to third parties, such as legal advisors and law enforcement:

- in connection with the establishment, exercise, or defense of legal claims;
- to comply with laws and regulations or to respond to lawful requests and legal process;
- to protect our rights and property and the rights and property of our agents, customers, and others, including to enforce our agreements, policies, and terms of use;
- to detect, suppress, or prevent fraud;
- to reduce credit risk and collect debts owed to us;
- to protect the health and safety of us, our customers, or any person;
- or as otherwise required by applicable law.

**Otherwise with Consent or Direction:** We may disclose personal data about you to certain other third parties with your consent or direction.

## California-Specific Disclosures and Rights

The following disclosures and rights only apply to residents of the State of California.

### No Sales or Targeted Advertising

Except as otherwise described in our Privacy Statement in connection with job applicants acting in their capacity as ordinary website visitors, we do not sell personal data about individuals acting in their capacity as recruits or job applicants, and we do not process or otherwise share personal data about individuals acting in their capacity as recruits or job applicants for the purpose of displaying advertisements that are selected based on personal data obtained or inferred over time from an individual's activities across businesses or distinctly-branded websites, applications, or other services (otherwise known as "targeted advertising").

### Sensitive Information

The following personal data elements we collect about job applicants may be classified as "sensitive" under certain privacy laws ("sensitive information"):

- Information relating to racial and ethnic origin, citizenship or immigration status, religious beliefs, health, disabilities, sexual orientation, and gender identity.

We use this sensitive information for the purposes set forth in the Our Collection of Personal Data and Our Use of Personal Data sections above.

We do not sell sensitive information about individuals acting in their capacity as recruits or job applicants, and we do not process or otherwise share sensitive information about individuals acting in their capacity as recruits or job applicants for the purpose of targeted advertising, nor use such information for the purpose of inferring characteristics about our recruits or job applicants.

### Retention of Personal Data

We apply a general rule of keeping personal data only for as long as required to fulfill the purposes for which it was collected. However, if necessary, we may retain personal data for longer periods of time, until set retention periods and deadlines expire, for instance where we are required to do so in

accordance with legal, tax and accounting requirements, set by a legislator, regulator or supervisory authority. In specific circumstances we may retain your personal data until the statutory limitation periods have expired, such as when this is necessary for the establishment, exercise or defense of legal claims.

To determine the appropriate duration of the retention of personal data, we consider the amount, nature and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of personal data and if we can attain our objectives by other means, as well as our legal, regulatory, tax, accounting and other applicable obligations.

When we have no ongoing legitimate business need to process your personal data, we will either delete or de-identify it or, if this is not possible (for example, because your personal data has been stored in backup archives), then we will securely store your personal data and isolate it from further processing until deletion or de-identification is possible.

### California Privacy Rights

As a California resident, you may be able to exercise the following rights (subject to certain limitations at law):

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| **The Right to Know** | The right to confirm whether we are processing personal data about you and to obtain certain personalized details about the personal data we have collected about you, including:<br>➢ The categories of personal data collected;<br>➢ The categories of sources of the personal data;<br>➢ The purposes for which the personal data were collected;<br>➢ The categories of personal data disclosed to third parties (if any), and the categories of recipients to whom the personal data were disclosed;<br>➢ The categories of personal data shared for cross-context behavioral advertising purposes (if any), and the categories of recipients to whom the personal data were disclosed for those purposes; and<br>➢ The categories of personal data sold (if any), and the categories of third parties to whom the personal data were sold. |
| **The Right to Access & Portability** | The right to obtain access to the personal data we have collected about you and, where required by law, the right to obtain a copy of the personal data in a portable and, to the extent technically feasible, |

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| | readily usable format that allows you to transmit the data to another entity without hindrance. |
| **The Right to Correction** | The right to correct inaccuracies in your personal data, taking into account the nature of the personal data and the purposes of the processing of the personal data. |
| **The Right to Deletion** | The right to have us delete the personal data we have collected from you. |

You also have the right to not receive retaliatory or discriminatory treatment in connection with a request to exercise the above rights. However, please note that if the exercise of these rights limits our ability to process personal data, we may no longer be able to engage with you in the same manner.

### Submitting Privacy Rights Requests

To submit a request to exercise one of the privacy rights identified above, please:

- Complete our online form; or
- Use the contact details provided in the “Contact Us” section below

Before processing your request, we will need to verify your identity and confirm you are a resident of the State of California. In order to verify your identity, we will generally either require the successful authentication of your work-related account, or the matching of sufficient information you provide us to the information we maintain about you in our systems. As a result, we require requests to include first and last name, email address, state of residency, and data request. We may at times need to request additional personal data from you, taking into consideration our relationship with you and the sensitivity of your request.

In certain circumstances, we may decline a privacy rights request, particularly where you are not a resident of the State of California or where we are unable to verify your identity.

### Submitting Authorized Agent Requests

In certain circumstances, you are permitted to use an authorized agent to submit requests on your behalf through the designated methods set forth above where we can verify the authorized agent’s authority to act on your behalf. In order to verify the authorized agent’s authority, we generally require evidence of either (i) a valid power of attorney or (ii) a signed letter containing your name and contact information, the name and contact information of the authorized agent, and a statement of authorization for the request. Depending on the evidence provided, we may still need to separately reach out to you to confirm the authorized agent has permission to act on your behalf and to verify your identity in connection with the request.

## Updates to This Privacy Notice

We will update this Privacy Notice from time to time. When we make changes to this Privacy Notice, we will change the "Last Updated” date at the beginning 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 in the notification.

## Contact Us

If you have any questions or requests in connection with this Privacy Notice or other privacy-related matters, please contact our Data Protection Office at privacy1@motorolasolutions.com, call our toll-free U.S. phone number: 1-800-538-4427 or by post at Motorola Solutions, Inc., 500 W. Monroe, Chicago, IL USA 60661-3618, United States.

| Revision Number | Summary of Change | Effective Date of Change |
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