



2020 CORPORATE RESPONSIBILITY REPORT



PASSION FOR OUR PURPOSE



In 2020, the world faced innumerable challenges – a global pandemic, racial injustices, natural disasters and more. This culmination of events, while difficult and taxing, highlights the important role we each play in being a positive force for change.

At Motorola Solutions, this past year fueled a passion for our purpose – to help people be their best in the moments that matter – throughout our 18,000 employees around the world. This came to life in a number of ways.

In response to COVID-19, our employees worked tirelessly to ensure our customers had the technology they needed on the front lines – and to innovate new solutions to meet the unique challenges of the pandemic head-on.

As important conversations about systemic racism took place, we took additional steps to further embed diversity, fairness and belonging into our culture and business. We ensured our supply chain partners share our philosophies around diversity, equity and inclusion (DEI) and guided our Foundation grants to support underserved groups. We enhanced our talent management approach to build a more diverse talent pipeline,

implemented DEI training and evaluated our solutions to ensure they are free from bias. Most importantly, we added Inclusive to our company values as one of the essential traits that we live by as Motorolans.

And through it all, our employees continued to give back to their communities – from hosting mobile blood drives and food collections to making protective face shields for health care workers. They were also incredibly generous with their charitable donations, entering a record number for Foundation matching, which resulted in nearly \$1 million in matching gifts to nonprofits and schools across the United States.

I invite you to view our annual corporate responsibility report, which highlights our progress in key areas related to environmental, social and corporate governance within the last year. I'm very proud of these efforts, and I look forward to the important work ahead as well as the opportunity we have to help ensure a better, more equitable and safer world for all.

Greg Brown
Chairman & CEO | Motorola Solutions, Inc.



SAFETY REIMAGINED

Motorola Solutions is there when everything's on the line. In extreme moments — when a hurricane lands or when a fire breaks out. And in everyday moments — when a package arrives just in time for the holiday or when a child doesn't miss the school bus home.

Day in and day out, governments and businesses around the world rely on effortless and reliable communication. And now, we've evolved to address the end-to-end safety needs of governments and enterprises — drawing on our long and rich history of innovation that began with mission-critical communications.

Today, we integrate voice with video security, analytics and software solutions, so our customers can work faster, smarter and more safely. Essential enterprises, including schools, hospitals, stadiums and retail locations, rely on our solutions to secure their people, protect their property and streamline their operations. Our technology is created to be equitable, accountable and reliable. It helps people make better decisions, act confidently and be their best in the moments that matter.



SAFE CITIES

Our Safe Cities technologies support collaboration within communities, seamless emergency response and the application of big data for the greater good — helping to reduce crime and encourage economic development for communities to thrive.



SAFE SCHOOLS

Our Safe Schools technologies deliver next-generation safety for our next generation — from everyday operations such as coordinating bus routes to extreme events such as active shooters — so the only thing students need to worry about is their next exam.



SAFE UTILITIES

Our Safe Utilities technologies keep facilities safe while helping to modernize the grid — delivering the efficiency and security that utilities need to deliver on their promise of keeping services reliably up and running.



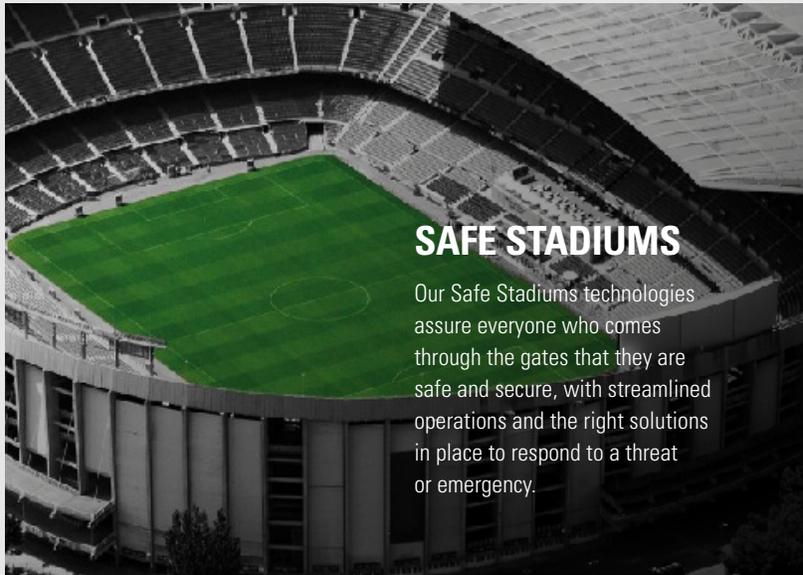
SAFE AIRPORTS

Our Safe Airports technologies protect passengers, workers and cargo, so potential threats can be identified and resolved before they escalate and ensuring every take-off to touch-down is timely and safe.



SAFE HOSPITALS

Our Safe Hospitals technologies ensure hospital operations run efficiently and protect the safety of administrators, medical workers and patients — so they can focus on their mission of providing the highest level of care.



SAFE STADIUMS

Our Safe Stadiums technologies assure everyone who comes through the gates that they are safe and secure, with streamlined operations and the right solutions in place to respond to a threat or emergency.



OUR APPROACH

CORPORATE VALUES

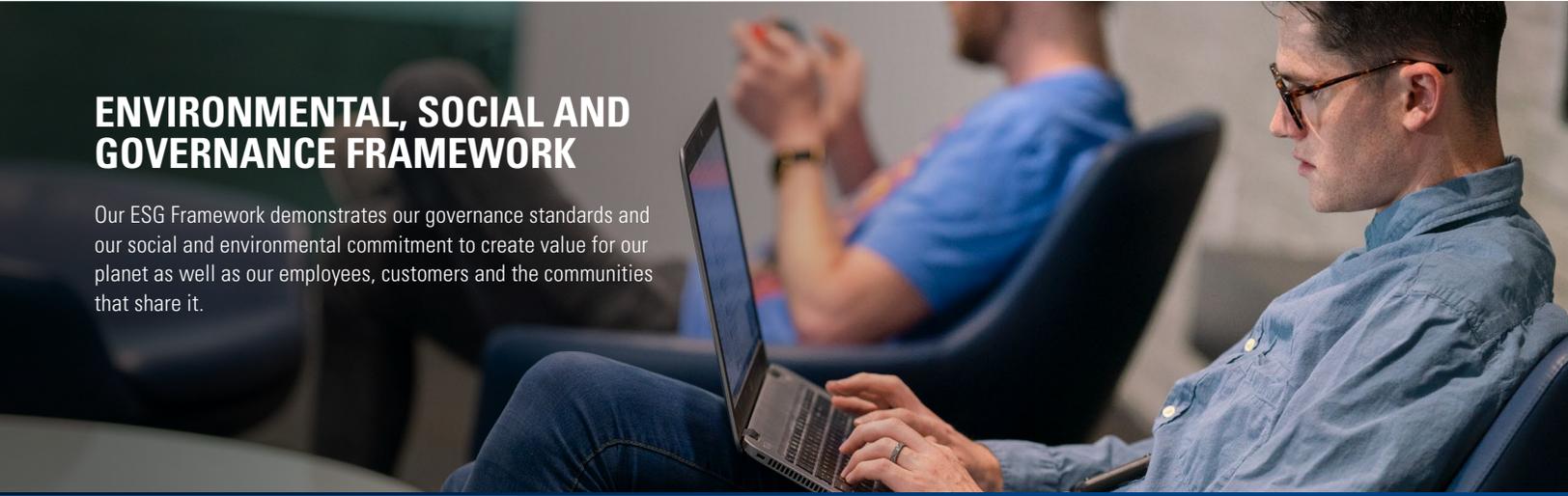
At Motorola Solutions, we are rooted in our six corporate values – **Innovative, Passionate, Driven, Accountable, Partners** and **Inclusive**, added this year to further strengthen our commitment to fostering a culture where fairness and belonging are core to our business. They represent the fundamental beliefs that we all share, and they are built on a foundation of unwavering commitment to integrity and doing business the right way. More than just words, these are the traits that have defined us for more than 90 years – setting the tone for our interactions with others, helping us measure our performance and serving as the standards to which we hold ourselves accountable, as individuals and as an organization.

CORPORATE RESPONSIBILITY AT MOTOROLA SOLUTIONS

Motorola Solutions is a global leader in mission-critical communications and analytics. Our technologies in land mobile radio mission-critical communications, video security & analytics and command center software, bolstered by managed & support services, make communities safer and help businesses stay productive and secure. At Motorola Solutions, we are ushering in a new era in public safety and security.

Our approach to corporate responsibility is guided by three principles: operate ethically, protect the environment and help foster public safety and thriving communities. Our 2020 Corporate Responsibility Report demonstrates our global commitment to corporate responsibility and highlights key areas of progress from the year.

We welcome comments or questions at corresponsibility@motorolasolutions.com.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE FRAMEWORK

Our ESG Framework demonstrates our governance standards and our social and environmental commitment to create value for our planet as well as our employees, customers and the communities that share it.



COMMUNITY ENGAGEMENT

With employees located around the globe, Motorola Solutions seeks to benefit the communities where we operate by awarding various grants, placing an emphasis on volunteering, engaging in community partnerships and fostering innovation.



ENVIRONMENT

We strive to build environmental programs based on public policy, stakeholder imperatives, managerial and organizational values, and human resources practices. We are focused on implementing programs that will enable us to detect and prepare for extreme environmental events and generate enough innovation to tackle sustainability challenges that may arise.



HUMAN CAPITAL MANAGEMENT

United by the belief that our differences make us stronger, we leverage our close to 18,000 employees to innovate and mobilize to connect people in moments that matter. Time and again we do what hasn't been done before by fostering a culture of inclusion and equity that enables our diverse workforce to pioneer innovative products and solutions to contribute to the collective success of our customers and communities.



SUPPLY CHAIN

Our purpose is to deliver exceptional value and customer experience through agility, speed and collaboration. We plan what products and services are needed, source efficiently and ethically from a diverse supply base, launch new products, make and deliver solutions on time, and exceed customer expectations through outstanding quality, service and support. We are a central point in our efforts to bring value and lead technology innovation.



OUR BUSINESS

We're there when everything's on the line – day in and day out, governments and businesses around the world rely on our effortless and reliable communication. They call it their lifeline. We build that lifeline with mission-critical services, software, video and analytics backed by secure, time-tested communications. We make certain the right information makes it to the right person at the right moment so that our customers are always ready, because every moment matters.



GOVERNANCE & COMPLIANCE

Whether it is Ethics, Business Conduct or Information Security, we believe the highest degree of corporate governance and compliance are core to maintaining our integrity, running our business efficiently and maintaining shareholder value. Furthermore, our Governance and Nominating Committee continues to have oversight and ongoing engagement with senior executives on key matters related to our ESG strategy, initiatives and practices.

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SCOPE OF REPORT

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2020 (Jan. 1, 2020 to Dec. 31, 2020), including our global operations, unless otherwise noted. It provides key CR metrics and goals, with a focus on meeting the needs of investors and stakeholders. More detailed information is available on our [website](#).

INTRODUCTION

REPORTING STANDARDS

The Global Reporting Initiative Standards and the Sustainability Accounting Standards Board are referenced when relevant (see page 63).

MATERIAL TOPICS

Our CR management and reporting focuses on the topics most material to our business, which we review annually.

Most Material Issues

Environmental

- Greenhouse gas emissions from operations
- Conflict minerals sourcing
- Substances of concern in products

Social

- Diversity, equity and inclusion
- Cybersecurity, data privacy & responsible technology
- Employee health and safety

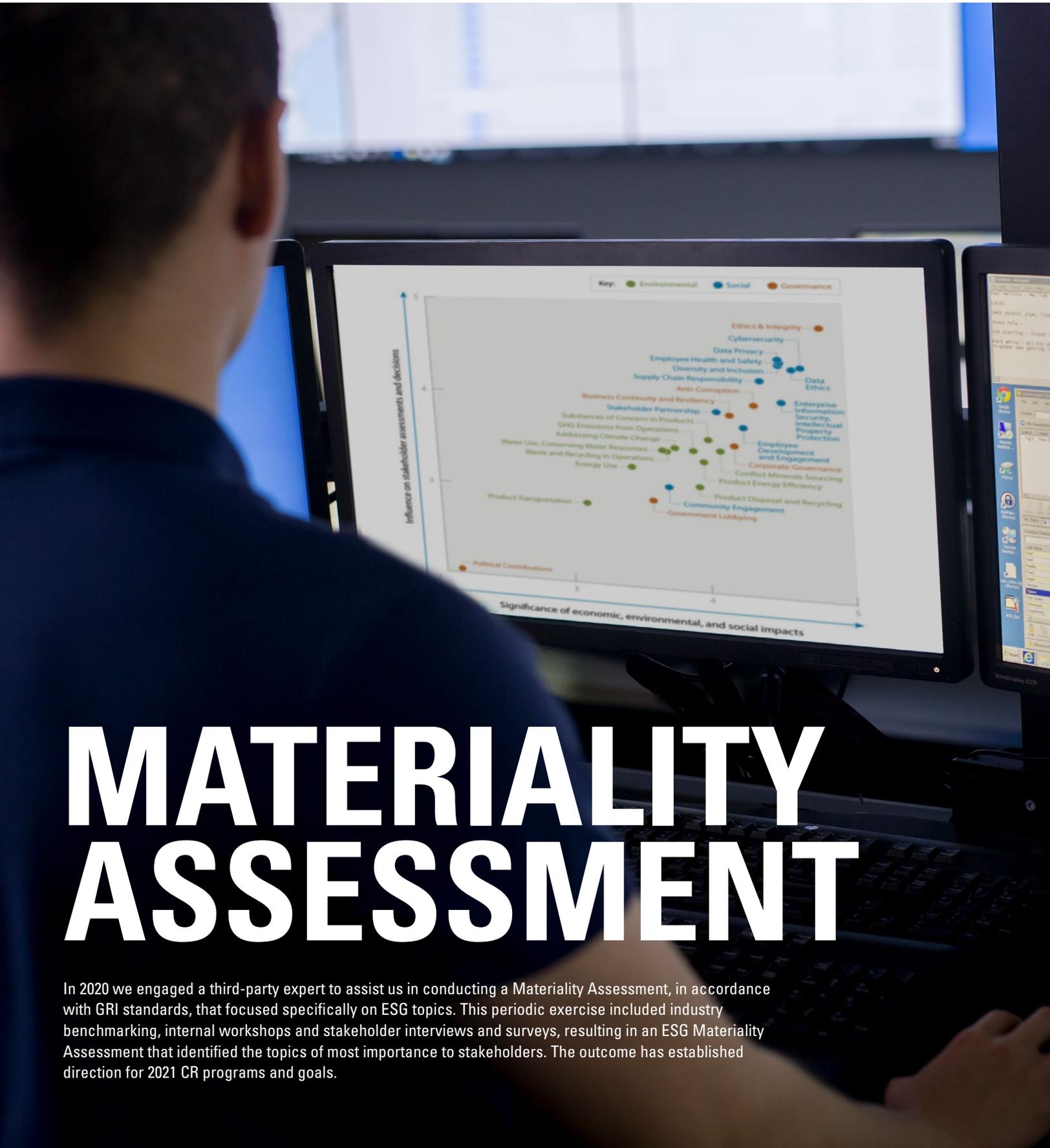
Governance

- Ethics and integrity
- Anti-corruption
- Business continuity and resiliency

Other Significant Topics

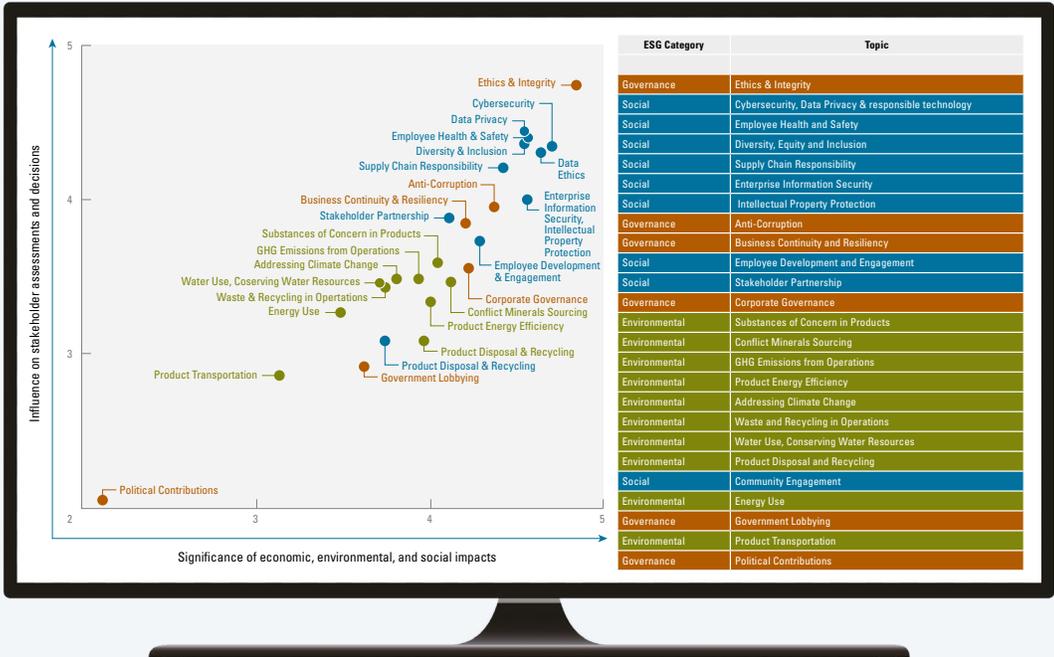
- Addressing climate change
- Community engagement
- Corporate governance
- Employee development and engagement
- Energy use

- Enterprise information security
- Intellectual property protection
- Government lobbying
- Political contributions
- Product disposal and recycling
- Product energy efficiency
- Product transportation
- Stakeholder partnerships
- Supply chain responsibility
- Waste and recycling in operations
- Water use, conserving water resources



MATERIALITY ASSESSMENT

In 2020 we engaged a third-party expert to assist us in conducting a Materiality Assessment, in accordance with GRI standards, that focused specifically on ESG topics. This periodic exercise included industry benchmarking, internal workshops and stakeholder interviews and surveys, resulting in an ESG Materiality Assessment that identified the topics of most importance to stakeholders. The outcome has established direction for 2021 CR programs and goals.



X
Significance of economic, environmental, and social impacts

Y
Influence on stakeholder assessment and decisions

- Environmental
- Social
- Governance

BENCHMARKING

To define an initial set of material topics, we benchmarked GRI and SASB industry sustainability reporting standards, as well as industry peers and competitors with robust ESG programming. Based on our benchmarking we identified an initial 43 topics, with the goal of refining the list through stakeholder engagement.

STAKEHOLDER ENGAGEMENT

- Stakeholder engagement was performed in three stages:
1. Interviews and workshops with key internal senior management, subject matter experts and executive members of the company.
 2. Interviews, surveys and research with key external stakeholders, including customers, investors, suppliers, regulatory bodies and industry associations.
 3. A final survey of a large sample of employees across a variety of levels, departments and countries.

- Participants were asked to rate each topic based on two criteria:
1. How the topic reflects the significance of Motorola Solutions' economic, environmental and social impacts; and/or
 2. If our performance in these topics would substantively influence the assessments and decisions of stakeholders in relation to Motorola Solutions, such as their decision to work with, or work for, the company.

RESULTS

All data was combined to narrow down our 25 most material topics. Inputs from external and internal stakeholders were given equal weight in our analysis, as we value the opinions of all our stakeholders equally.

Our most material topics, as informed by these results, are:

Environmental

- Greenhouse gas emissions from operations
- Conflict minerals sourcing
- Substances of concern in products

Social

- Diversity, equity and inclusion
- Cybersecurity, data privacy and responsible technology
- Employee health and safety

Governance

- Ethics and integrity
- Anti-corruption
- Business continuity and resiliency

As we focus on 2021 and beyond, these topics will help guide our ESG strategy through the lens of our [ESG Framework](#), shaping our goals and programming to align with the values of our stakeholders.

We chose to highlight the top three topics in each branch of Environmental, Social and Governance to emphasize our holistic approach to creating value for our planet as well as our employees, customers and communities. In 2021, we continue to focus on minimizing our environmental impact, fostering a diverse, equitable and inclusive culture and ensuring that all business decisions are driven by integrity.

The materiality matrix highlights how all 25 topics were rated by our stakeholders with the highest prioritized in the top right corner.

RISING TO THE MOMENT

In this critical moment in our history, our purpose at Motorola Solutions – helping people be their best in the moments that matter – has never been more clear. As the world changed around us in response to COVID-19, we immediately prioritized the health and safety of our employees. As a result, we were able to continue delivering our essential mission-critical solutions and services to help our hero customers on the front lines – medical workers and first responders – keep communities safe. We rose to the challenge, leveraging our innovations to reinforce our unwavering focus on our people, our customers and our global communities.

COVID-19 RESPONSE

OUR EMPLOYEES

The health, safety and well-being of our team is a top priority for our company every day, and especially in the face of the pandemic. A highly skilled team was put in place to closely monitor the situation around the world to protect our employees and ensure we could continue to support the critical communications, safety and security needs of our customers.

- We established a “work from home if you can” approach for all employees and contractors, encouraging every Motorola who was able to perform their role at home to do so.
- We protected essential workers who needed to work on-site or in the field with additional precautions, such as face masks, sanitization products and thermal scanning before entering Motorola Solutions facilities.
- We implemented employee wellness measures to help alleviate concerns about the pandemic, growing social isolation and difficulties balancing work with family, including company-wide paid time off days, virtual team hangouts, well-being workshops and more.
- We introduced four core requirements to maintain health and safety in the workplace for select employees returning to our premises: use of hand sanitizer, disinfecting wipes, face masks and social distancing.

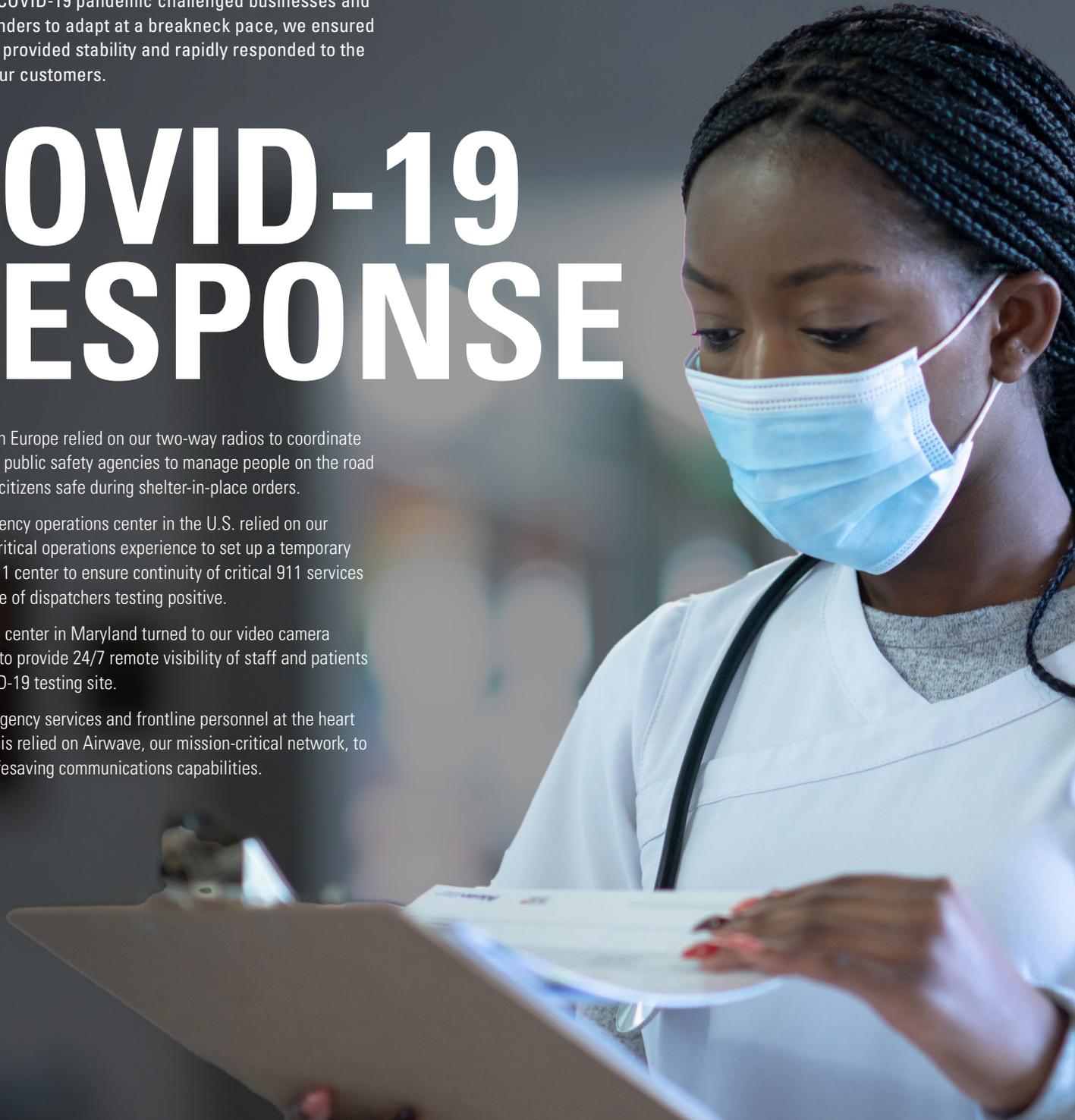
Approximately 80% of our more than 18,000 employees and contractors participated in our “work from home if you can” program.

OUR CUSTOMERS

Our customers rely on us to protect and stay connected. While the COVID-19 pandemic challenged businesses and first responders to adapt at a breakneck pace, we ensured continuity, provided stability and rapidly responded to the needs of our customers.

COVID-19 RESPONSE

- An army in Europe relied on our two-way radios to coordinate with local public safety agencies to manage people on the road and keep citizens safe during shelter-in-place orders.
- An emergency operations center in the U.S. relied on our mission-critical operations experience to set up a temporary backup 911 center to ensure continuity of critical 911 services in the case of dispatchers testing positive.
- A medical center in Maryland turned to our video camera solutions to provide 24/7 remote visibility of staff and patients at a COVID-19 testing site.
- U.K. emergency services and frontline personnel at the heart of the crisis relied on Airwave, our mission-critical network, to provide lifesaving communications capabilities.



OUR COMMUNITIES

Motorolans are united around our shared purpose to help the greater good. Faced with the global pandemic, we rose to the challenge to support organizations around the world.

COVID-19 RESPONSE

- Motorola Solutions and the Motorola Solutions Foundation committed more than \$2 million in cash and in-kind donations to support first responders and health care professionals whose heroic efforts keep us safe and healthy.
- Additionally, Motorola Solutions and the Motorola Solutions Foundation awarded total cash donations that reached \$13.5 million in 2020 – and directed a portion of these funds to support those on the front line of the pandemic, as well as aid teachers and students in underserved communities with virtual learning.
- The Motorola Solutions Foundation pivoted volunteer programs to virtual platforms to assist relief efforts in our local communities – mentoring students online, hosting mobile blood drives and making protective face shields and masks for local hospitals.
- The Motorola Solutions Foundation hosted its first-ever Virtual Volunteer Week to help employees continue their community engagement with volunteer initiatives from home, contributing more than 1,000 volunteer hours.

OUR INNOVATIONS

As COVID-19 changed our lives in unforeseen ways, we drew upon our legacy of innovation to make the biggest difference we could – finding creative ways to develop and deliver the evolving solutions our customers were depending on.

COVID-19 RESPONSE

- Contact tracing combining access control and Avigilon Appearance Search™ software to determine if an individual testing positive had entered a facility and to alert anyone present around the same time.
- No-face-mask-detection utilizing embedded video analytics capabilities in existing security cameras to detect face mask usage, ensuring appropriate social distance and sending alerts for non-compliance to allow our customers to quickly react and respond.
- Occupancy counting measuring net total occupancy in a facility using entry- and exit-point cameras, enabling customers to more effectively manage site traffic and capacity.
- Thermal Elevated Temperature Detection screening for indications of elevated body temperature, helping to keep employees and customers safe in the workplace.

A number of mobile applications were created to help frontline health care workers, including a field registration app that registers patients, records the status of a health check and assists with monitoring and outreach for individuals testing positive for COVID-19.



GOVERNANCE AND POLICIES



POLICIES

The following policies govern aspects of our CR performance:

- [LIST OF POLICIES AND CODES](#) →
- [CODE OF BUSINESS CONDUCT](#) →
- [CORPORATE GOVERNANCE](#) →
- [ENVIRONMENT, HEALTH, SAFETY AND QUALITY POLICY](#) →
- [HUMAN AND LABOR RIGHTS POLICY](#) →
- [POLITICAL CONTRIBUTIONS](#) →
- [PRINCIPLES OF CONDUCT FOR MEMBERS OF BOARD OF DIRECTORS](#) →
- [PRIVACY STATEMENT](#) →
- [SUPPLIER CODE OF CONDUCT](#) →
- [WIRELESS COMMUNICATIONS AND HEALTH](#) →



Motorola Solutions is committed to having a positive impact on our customers, our employees and our communities.

BUSINESS CONDUCT

We are committed to conducting our business with integrity, which is essential to earning the trust of our stakeholders.

We raise awareness of our standards so that employees understand our values and encourage their colleagues and third parties to report ethics concerns.

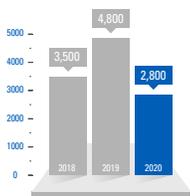
We investigate all allegations of ethical misconduct and take appropriate actions where claims are substantiated. For more information, please visit our [website](#).

2020 GOALS	PROGRESS
Develop new online courses in the areas of data privacy, protection of intellectual property and appropriate business communications, and incorporate them into the Core Compliance curriculum.	Achieved: New courses addressing the California Consumer Privacy Act, protection of intellectual property and appropriate business communications were developed for our global workforce to meet the evolving regulatory environment.
Enhance the global Business Conduct Champion (BCC) program to ensure it is a diverse team of ethics champions, focused on setting and attaining strategic goals.	Achieved: Our global BCC team includes a diverse group of 36 employees, located in 25 countries, representing a variety of functional areas and serving more than 100 of the countries in which we do business. In 2020, our BCCs, who are the Office of Ethics' local points of contact, developed customized goals designed to strengthen our company's core values. In accomplishing those goals, the BCCs increased awareness of our ethics program, facilitated compliance-focused events and delivered training to fellow employees.

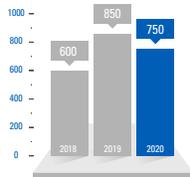


COMMITMENT TO ANTI-CORRUPTION

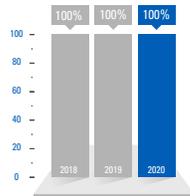
COMMUNICATIONS AND TRAINING*



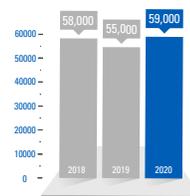
New or promoted employees who received ethics communications



Employees globally who received live ethics and compliance training



Percent of new vice presidents who received a one-on-one briefing from Chief Compliance Officer

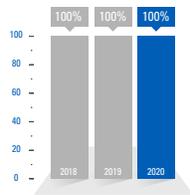


Online ethics and compliance training course sessions completed by employees

GLOBAL DUE DILIGENCE*



Number of third-party sales representatives (TPSRs) who received due diligence reviews



Percent of global TPSRs who received anti-corruption training

ADDRESSING CONCERNS

We respond to people who contact us with ethics concerns quickly and handle their requests in confidence when requested.

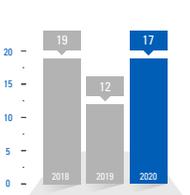
Calls received by the EthicsLine are not recorded. Additionally, emails received to the Motorola Solutions EthicsLine dedicated mailbox, ethicsline@motorolasolutions.com, callers to the EthicsLine and individuals using EthicsLine Interactive, our online channel for reporting ethical concerns, may choose to remain anonymous.

BCCs, located across the globe, provide guidance to employees on our Ethics Policy and Code of Business Conduct at a local level. BCCs work with country managers, who are responsible for country governance and compliance.

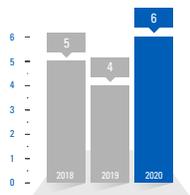


Business Conduct Champions, located across the globe, provide guidance to employees on our Ethics Policy and Code of Business Conduct at a local level.

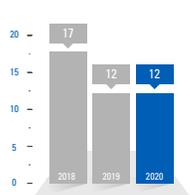
REPORTS TO OFFICE OF ETHICS



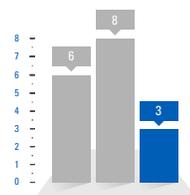
Reports Requiring Investigation



Investigations Substantiated



Investigations Closed

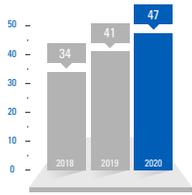


Resulting Disciplinary Actions

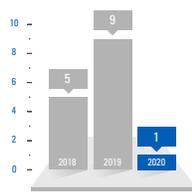
*Data is rounded.



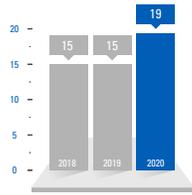
REPORTS BY TOPIC*



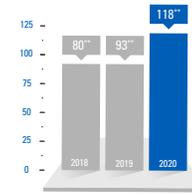
Human Resources



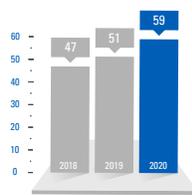
Products



Allegations of Impropriety

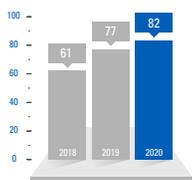


Code of Business Conduct

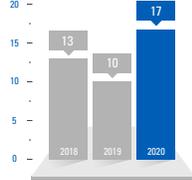


Other

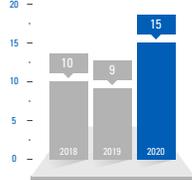
REPORTING CHANNELS USED



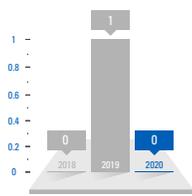
EthicsLine (Telephone and Email)



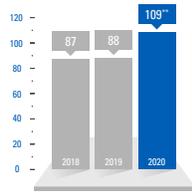
EthicsLine Interactive (Online)



Business Conduct Champions

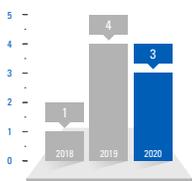


Data Privacy

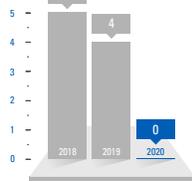


Direct Contact to the Office of Ethics

DISCIPLINARY ACTIONS



Separation



Written Warning

*More than one topic may apply to a single report.

**Increase is commensurate with increased headcount from acquisitions.



DATA PRIVACY AND PROTECTION

Data privacy and protection is a global issue, and we are committed to respecting the privacy rights and freedoms of all individuals and applying appropriate technical and organizational measures to protect all personal data processed by Motorola Solutions.

We are committed to ensuring that personal data is collected, used and processed only when there is a legal basis for doing so. Further, we adhere to key privacy principles, promote ethical data management and extend this requirement to our third party providers. We believe that trust in us is created through transparency and accountability. We are transparent about our commitments and what to expect when it comes to the shared responsibilities with our customers to protect and manage personal data. In the event of a data breach, we are committed to timely notification in accordance with our contractual commitments and applicable law.

In 2018, in compliance with the European General Data Protection Regulation (GDPR), we appointed a data protection officer to strengthen our existing culture of data protection across the company and address GDPR obligations.

Our approach to privacy is grounded in our commitment to give control over the collection, use and disclosure

of personal data. For information on our data management approach, see our [Trust Center](#) and [Motorola Solutions' Code of Conduct for Data Ethics and Rights](#).

ADDRESSING INQUIRIES AND REQUESTS

We respond to people who contact us with privacy inquiries and concerns promptly. Privacy inquiries and concerns are received primarily via the Motorola Solutions dedicated mailbox, privacy1@motorolasolutions.com.

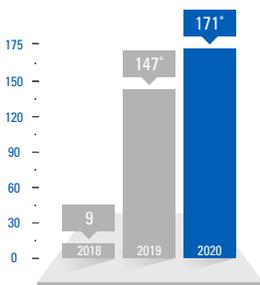
All inquiries are addressed using our established processes designed according to applicable law.

Data Privacy Champions (DPCs), located across the globe, provide guidance to employees on our privacy policy and act as a first point of contact for privacy at a local level. DPCs work with country managers, who are responsible for country governance and compliance.



We are transparent about our commitments and what to expect when it comes to the shared responsibilities with our customers to protect and manage personal data.

DATA SUBJECT REQUESTS



Total Data Subject / Consumer Requests

*Majority of requests are job applicant data erasure requests.



2020 GOALS	PROGRESS
Conduct an internal audit of privacy program maturity and GDPR compliance based on globally recognized privacy standards.	Achieved: Second phase of internal audit review completed with satisfactory rating. In Progress: Ongoing risk management processes and audit reviews planned for 2021.
Update external privacy policy, binding corporate rules and data collection notices.	In Progress: Privacy policy and notice updates are ongoing to reflect regulatory requirements and Motorola Solutions privacy and data collection practices. Binding corporate rules updates remain in the final phase of regulatory approval.



As our products increasingly incorporate powerful technologies, such as artificial intelligence and machine learning, it's our responsibility to ensure that accuracy, inclusivity, transparency, privacy and fairness are an inherent part of our solutions – just as protection and safety are.

RESPONSIBLE TECHNOLOGY

Governments, enterprises and communities around the world rely on our technology to keep our cities safe, businesses secure and our world moving forward. With that reliance also comes trust. Our customers trust that our technology will perform as promised and be designed in a way that enables its responsible and fair use.

As our products increasingly incorporate powerful technologies, such as artificial intelligence and machine learning, it's our responsibility to ensure that accuracy, inclusivity, transparency, privacy and fairness are an inherent part of our solutions – just as protection and safety are.

Since many technologies today can progress faster than legislation and regulatory frameworks, we continuously work to ensure that our innovations remain aligned with our purpose and ethics, and take into account broader implications for how our technologies can be used by our customers and the communities we serve. We design controls into our products that allow our customers to enforce compliance with regulations and usage policies.

In 2020, we formed the Motorola Solutions Technology Advisory Committee (MTAC), a multidisciplinary internal group commissioned by our management executive committee that serves as a "technical conscience" for the company. MTAC helps to ensure our technological advancements remain aligned with our purpose and ethics, and are informed by the broader implications to our customers, the communities served and society at large.

This includes providing guidance on the solutions we create, the partnerships we forge and the roadmap into which we invest.

MTAC is composed of a diverse group of senior leaders, with representation from Products & Systems Integration, Video Security & Analytics, Software Enterprise, CTO & Strategy, Government Affairs, Legal, Compliance, Cybersecurity, Sales and Communications. MTAC's objectives are guided by the following six principles:

- Advocate responsible stewardship of innovation to protect privacy, secure data and ensure technology advancements align with our company's purpose and ethics
- Serve as an objective expert advisory group by conducting risk assessments about proposed technology developments, reporting findings and recommendations and documenting guidance for future technological advancement
- Establish policy statements that guide the responsible development, deployment and usage of new technologies which contribute to public and enterprise operational management and safety
- Report on the committee's evaluations, findings and recommendations to inform our leadership and assure continuous alignment with corporate strategy
- Engage cross-discipline external experts to leverage outside-in insights, experience and counsel
- Inform external positioning and advocacy with regulators, investors, policy makers and customers

Notable outputs of the MTAC in 2020 include:

[Motorola Solutions' Code of Conduct for Data Rights and Ethics](#) [Guidelines for Responsible Use of Artificial Intelligence.](#)



Advancing Motorola Solutions Technologies – Responsibly and Ethically

Additionally, to bring diversity of thought to our use and application of complex technologies like machine learning where there are concerns related to fairness and equity, we established a cross-collaborative employee-led advisory group to leverage perspectives from employees from underrepresented groups. This advisory group has provided unique insights that will enable us to build community trust, ensure social responsibility and address cultural considerations for our products and services. For example, our AI-powered solutions continue to grow and expand, so we leverage this group to review and provide input to influence our products, positioning and messaging.

We are also demonstrating a responsibility to have inclusive terminology in our technical documents. We continue to benchmark and crowd-source across our employees a comprehensive list of non-inclusive technical terminology (e.g. “whitelist/blacklist” or “grandfathered” or gendered terms) along with recommended acceptable alternatives. We have communicated this across the business to stop future propagation of these terms and retroactively correct legacy issues.

In 2021, MTAC continues to focus on evaluating the company’s responsible use of technology while expanding employee engagement efforts. Additionally, the committee is developing new materials that will outline best practices and considerations for emerging technologies.





POLITICAL CONTRIBUTIONS IN THE UNITED STATES

In the United States, where permitted by federal, state and local law, Motorola Solutions and its employees engage in the political process and support those candidates – regardless of party affiliation – who understand and support policy issues that advance our business in the U.S. and globally.

Legal corporate contributions, as well as legal contributions made by our non-partisan employee Political Action Committee (PAC), are based on the interests of the company without regard to the personal political preferences of our executives.

We have a robust policy and an internal political contribution approval process to ensure compliance with current campaign finance and disclosure laws, as well as with our code of business conduct. A committee within our Government Affairs department develops a plan identifying the candidates and campaigns that will receive contributions based on a non-partisan effort to advance and protect the interests of our company, our shareholders and our employees. The company's vice president of Government Affairs reviews the plan, and our legal counsel reviews all political contributions in advance. In addition, the Motorola Solutions board of directors receives an annual report of all political contributions.

Criteria for assessing candidates include:

- Leadership on important business objectives
- Champions for public safety
- Geographic representation of our sites and employee population
- Strong or emerging positions on issues that impact the high-tech industry and the business community
- Assignments on key legislative committees
- International engagement and reach in key countries

We believe in supporting candidates and campaigns who exhibit high standards of character, civic integrity and respect for public service.

Eligible employees participate voluntarily in our non-partisan PAC, which enables them to pool their voluntary contributions to support federal, state and local candidate committees, political party committees/organizations and PACs. The PAC giving criteria are approved each year by the PAC board of directors. In 2020, the Motorola Solutions PAC distributed \$468,675 in employee contributions. View the [Motorola Solutions PAC 2020 contributions](#).

While U.S. law prohibits corporate contributions to federal political candidates, these contributions may be used in many states for candidates seeking state or local offices. In 2020, we contributed \$372,400 to state and local candidate committees, party committees/organizations and ballot-measure campaigns.

Motorola Solutions is a member of trade associations in the U.S. that represent the public policy objectives of our industry. In 2020, we paid annual dues of \$50,000 or more to belong to these associations:

- Business Roundtable
- Civic Committee of the Commercial Club of Chicago
- Information Technology Industry Council
- Telecommunications Industry Association
- U.S. Chamber of Commerce
- Security Industry Association
- NetChoice

For more information regarding political contributions, please visit our [website](#).



In 2020, the Motorola Solutions PAC distributed \$468,675 in employee contributions.



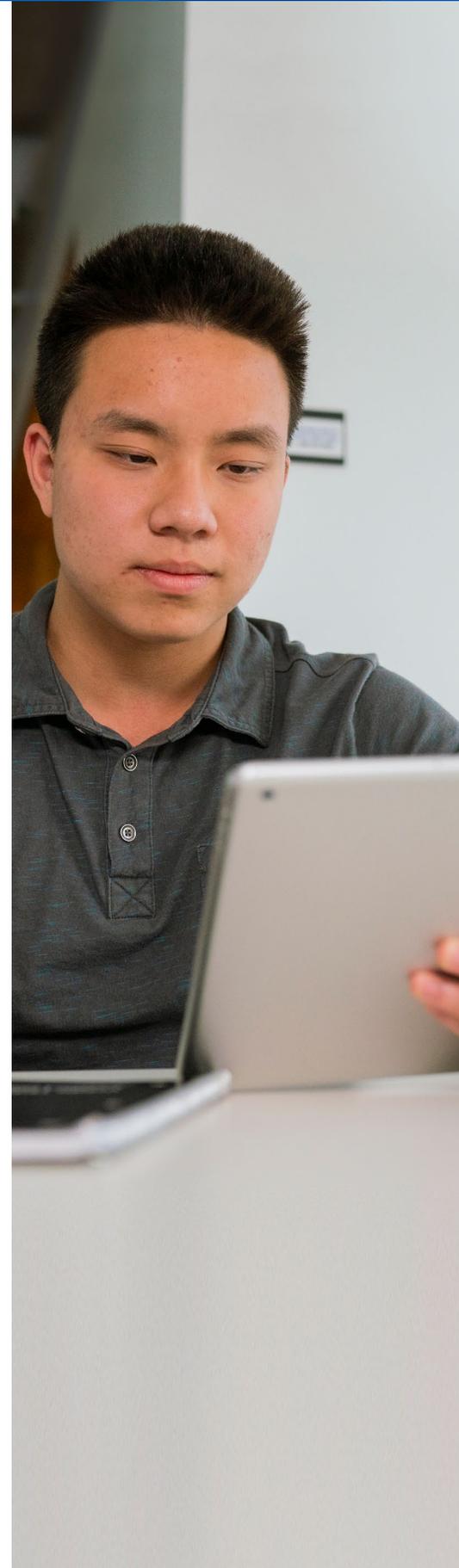
GOVERNMENT AFFAIRS AND LOBBYING

Motorola Solutions engages with governments and regulators on issues of significance to our company.

We work within applicable laws wherever we operate. We promote and advocate for policies that further our business objectives and benefit our customers, including:

- Public safety technology funding
- Homeland security policies
- Privacy, data security and cybersecurity
- International trade reform and enhanced market access
- Spectrum allocation

We have policies for the disclosure and oversight of lobbying activities and comply with all laws governing lobbying activities. Employees who seek to engage in lobbying or retain an independent contractor as a lobbyist on behalf of the company must first consult the government affairs department and obtain written approval. We conduct training on applicable laws and the company's lobbying policies and processes. We require individual lobbyists to file all required reports, registrations and disclosures.





OPERATIONS AND THE ENVIRONMENT



ENVIRONMENT, HEALTH AND SAFETY MANAGEMENT

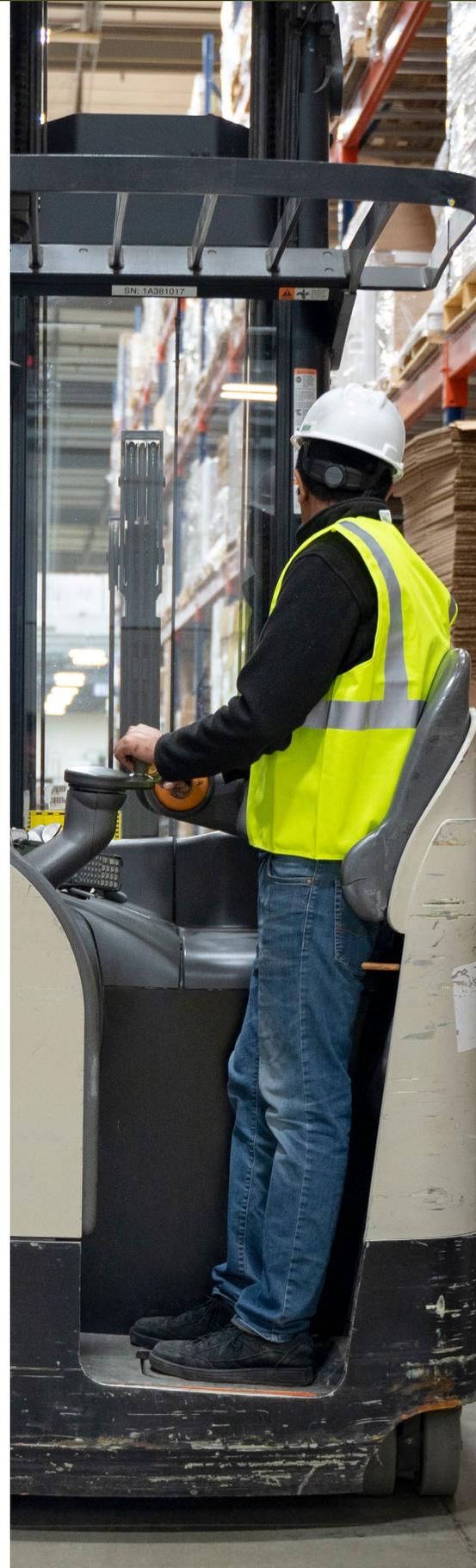
Our Environment, Health, Safety and Quality (EHSQ) management system is certified to the international standards ISO 14001, ISO 45001 and ISO 9001. Certifications cover our manufacturing sites, design centers and larger facilities.

We ask our tier-one suppliers (suppliers we buy directly from) to implement an environmental management system in accordance with ISO 14001 or an equivalent standard and expect our suppliers to pass on this requirement through their supply chains. We monitor compliance with this requirement through our supplier assessment program.

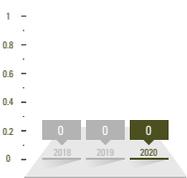
Additionally, we have integrated our EHS and Quality Management Systems, which has improved our performance by establishing consistency, optimizing our processes and helping to drive continual improvement.

We conduct EHSQ management system audits at our sites to assess compliance with our Environment, Health, Safety and Quality policy, management system, legal and other applicable requirements. Our ISO 14001, ISO 45001 and ISO 9001-certified sites each undergo internal and external audits every year.

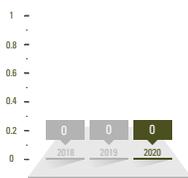
In addition, all of the ISO 14001 and ISO 45001-certified sites undergo EHS regulatory compliance audits every three years by independent third-party auditors.



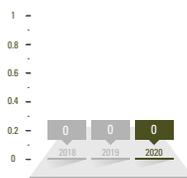
EHS NON-COMPLIANCE INCIDENTS



Environmental*



Safety*



Fines/Penalties (USD)*

*Notices of violation, citations, administrative orders or notices of non-compliance.



SAFETY

The safety of our employees is a priority for our company. Safety professionals located at our larger sites also support the smaller sites within their region to ensure EHS compliance.

We use our global EHS compliance procedures to ensure program and reporting consistency at all of our sites. We also use a third-party auditing consultant to perform compliance audits at our larger sites (characterized by number of employees and activity-based risk) every three years, and periodically at our smaller sites and new acquisitions, including, but not limited to the following:

- Schaumburg, Ill.
- Elgin, Ill.
- Plantation, Fla.
- Plano, TX
- Berlin, Germany
- Penang, Malaysia
- Krakow, Poland
- Tel Aviv, Israel
- Gatineau, Quebec
- Richmond, British Columbia

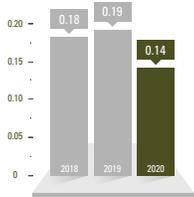
Our general approach includes assessing risks and identifying controls through the use of our comprehensive job hazard and risk-assessment tool. All activities are assessed, including those within our facilities and in the field, to ensure that risks are addressed and hazard controls are identified and implemented. We maintain a training matrix that identifies EHS training requirements based on activities being performed. Training is assigned to employees through our Learning Experience Portal to ensure compliance.

Below is a breakdown of our injury rate (IR) by region. The IR is based on U.S. Department of Labor Occupational Safety and Health Administration (OSHA) CFR 1904.7 general recording criteria. Our global recordable injury and illness case rate remains well below the industry average of 1.30 for similar businesses.

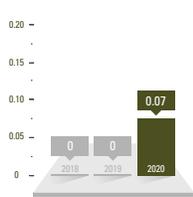


All activities are assessed, including those within our facilities and in the field, to ensure that risks are addressed and hazard controls are identified and implemented.

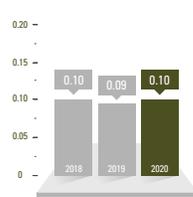
GLOBAL



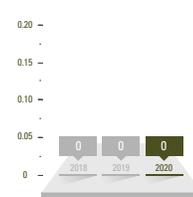
Injury Rate (IR)



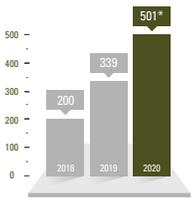
Occupational Disease Rate



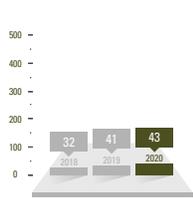
Lost Time Case Rate (LTC)



Work-Related Fatalities



Lost Days

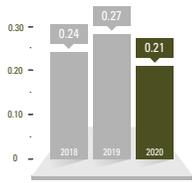


Minor First Aid

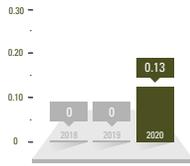
*Increase due to COVID-19.



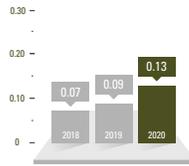
NORTH AND LATIN AMERICA



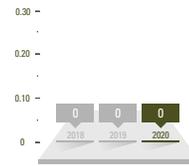
Injury Rate (IR)



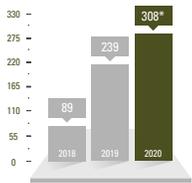
Occupational Disease Rate



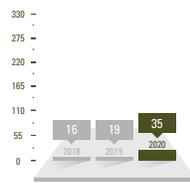
Lost Time Case Rate (LTC)



Work-Related Fatalities

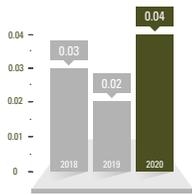


Lost Days



Minor First Aid

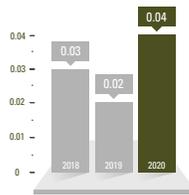
ASIA PACIFIC (APAC)



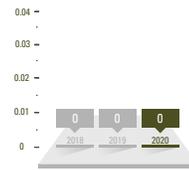
Injury Rate (IR)



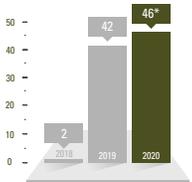
Occupational Disease Rate



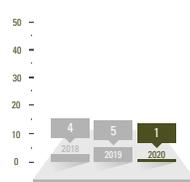
Lost Time Case Rate (LTC)



Work-Related Fatalities



Lost Days



Minor First Aid



In 2020, Motorola Solutions was named to **Newsweek's** list of America's Most Responsible Companies and was also ranked No.19 in **Barron's** Top 100 Sustainable U.S. Companies.

KEY MEASUREMENTS

Injury Rate (IR) = Number of OSHA Recordable Cases x 200,000 / Number of Employee Labor Hours worked.

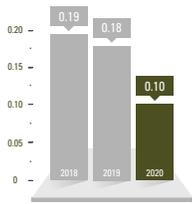
Lost Time Case Rate (LTC) = Number of Lost Time Cases x 200,000 / Number of Employee Labor Hours worked. It is calculated on day one and includes scheduled work days.

Minor first aid is a count of all reported work-related injuries and illnesses that are not included in the incident rate (IR).

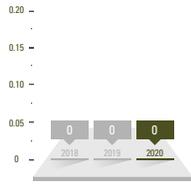
*Increase due to COVID-19.



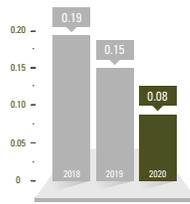
EUROPE, MIDDLE EAST AND AFRICA (EMEA)



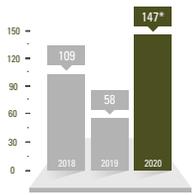
Injury Rate (IR)



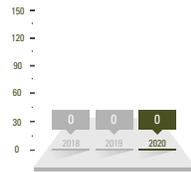
Occupational Disease Rate



Lost Time Case Rate (LTC)



Lost Days



Work-Related Fatalities

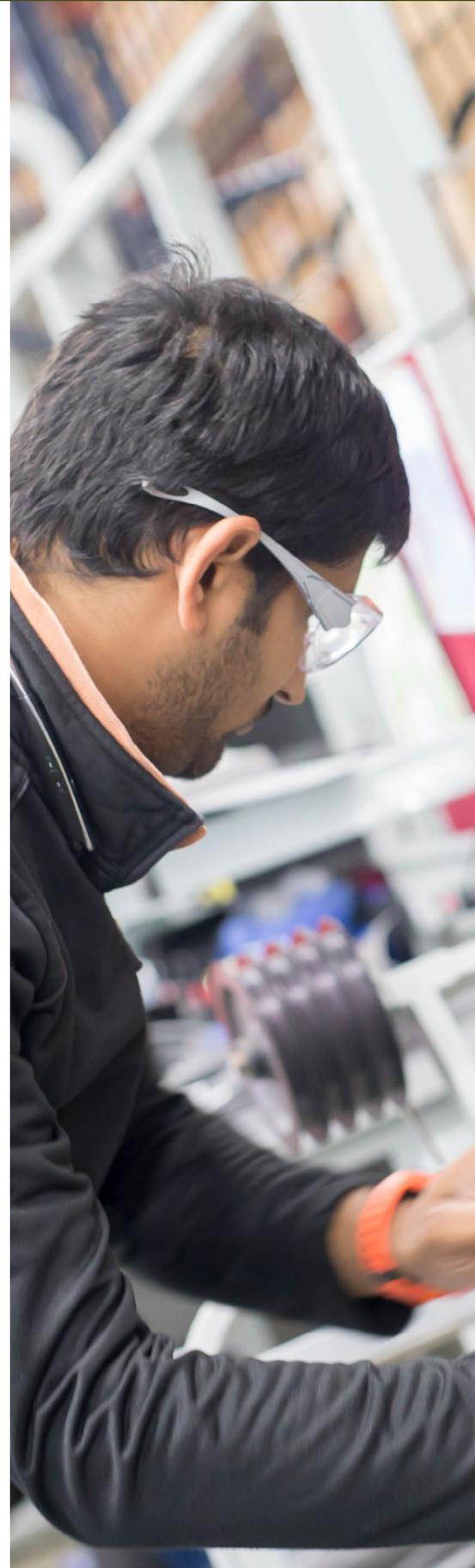


Minor First Aid

Our business focus has transitioned from the manufacturing of products to managed and support services, such as network operation and maintenance.

Additionally, our employees are increasingly working in the field and at customer sites performing a wide variety of tasks with different risks. In response, we realigned our focus and resources on field service safety.

*Increase due to COVID-19.





REAL ESTATE

With 237 sites and approximately 4.1 million square feet, of which 99% is leased, Motorola Solutions is committed to having a positive impact on the environment and sustainability in our global real estate footprint.

In 2020, the Motorola Solutions global real estate portfolio decreased its total electricity consumption largely due to capital projects implemented toward the end of 2019. The projects highlighted in the **2019 Corporate Responsibility Report** included a large retro-commissioning project and LED lighting upgrades at six locations in the U.S. These projects contributed to the portfolio consumption reduction by creating savings of 995,000 kWh and 700,000 kWh, respectively.

Like many other sectors of the commercial real estate industry, in 2020 the Motorola Solutions Energy Program spent time and effort optimizing building operations to create energy savings in response to work from home policies due to COVID-19. Substantial energy-savings projects also included a heating system upgrade at one of our Schaumburg, Illinois facilities and the installation of high-efficiency rooftop units at our facility in Temecula, California.

These two capital projects reduced annual portfolio electric consumption by 1.25 M kWh and 125,000 kWh, respectively.

In an effort to continually push the global portfolio of buildings to higher efficiency levels, we implemented several innovative pilot projects in 2020, including the implementation of a smart building as part of a continuous commissioning project in Schaumburg, Illinois and the installation of solar window film in Penang, Malaysia. Additionally, we completed another year of participation in a demand response program to reduce the overall impact of our facilities on the electric grid in Illinois by reducing demand by 848 kW during a program test event.

2021 focus areas include lifecycle asset performance savings opportunities, identifying electric supply opportunities to purchase green energy and increasing demand response program participation.

ENVIRONMENTAL REMEDIATION

Motorola Solutions is involved in environmental remediation at several current and former manufacturing locations and former waste-disposal facilities.

Past activities that were common and accepted practices at the time of operation led to the need for remediation activities to restore these sites to an acceptable condition.

At the end of 2020, we had \$112.4 million reserved to cover environmental liabilities. We share environmental liabilities and remediation expenses with other companies and organizations operating at these sites.

Learn more about our [remediation program](#).

FURNITURE

We continue to purchase high quality office furniture that will stand the test of time and is manufactured using sustainability practices, as defined by USGBC LEED measurements as well as Greenguard.

Additionally, we reuse existing furniture where logistics and local regulations allow. In 2020, we were able to redeploy existing office furniture at several sites globally including: Birmingham, Ala.; Sarasota, Fla.; Richardson, TX; Parma, OH; Richmond, Va.; Hong Kong; Jakarta, Indonesia; Seoul, Korea; Krakow, Poland; Warsaw, Poland and Edinburgh, U.K.

CONSTRUCTION PROJECTS

Our Real Estate construction projects feature sustainable attributes such as low volatile organic compound (VoC) emitting materials, solid surfaces and paint and carpet with recycled content.

PRINTING VOLUME

With our work from home approach due to COVID-19, our printing volume decreased in 2020 for both black and white and color printing by 60% and 46% respectively. We plan to further promote this behavior even after employees return to the office.



CLIMATE IMPACT AND ENERGY

CLIMATE IMPACT

We recognize that we have a shared responsibility for minimizing climate impact and we have set goals that will help us to limit our contribution to average global temperature increases. We are working to more fully incorporate the potential risks of climate change into our climate strategy and disclose those risks to our stakeholders.

In our 2021 report, we will be aligning more closely with the Task Force on Climate-related Financial Disclosure (TCFD) standards. Our goal is that by connecting climate impact to financial impact, we will strengthen our environmental strategy and continue to lessen our global carbon footprint.

Our carbon footprint (Scope 1 and 2 emissions from greenhouse gases [GHG]) totaled 74,393 tonnes of carbon dioxide equivalent (CO2e) emissions, a decrease of 8.1% compared to 2019 and a decrease of 39.7% compared to our baseline year, 2016. Our Scope 1 emissions totaled 14,381 tonnes CO2e and Scope 2 emissions were 60,012 tonnes CO2e.

Our emission reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our verification statements are available on our [website](#).

Our GHG reduction goal is to:

- **Reduce global absolute GHG emissions, Scopes 1 and 2, to 76 kT CO2e by 2027, which represents a 38% reduction compared to our 2016 baseline.***

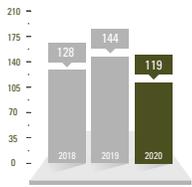
RENEWABLE ENERGY USE

Renewable energy use is also part of our commitment to responsible environmental remediation, and in 2020 we used nearly 2.2 million kilowatt hours of power for remediation entirely from renewable sources.

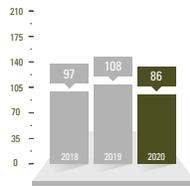
BIODIVERSITY

We support biodiversity through maintaining wildlife habitats at two of our environmental remediation sites. One is the Ischua Creek Habitat meadow/forest habitat near Machias, New York and one is the North Indian Bend Wash Granular Activated Carbon Treatment Facility (NGTF) Desert Habitat in Scottsdale, Arizona.

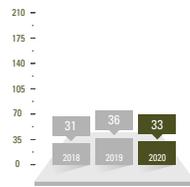
GLOBAL TOTAL ENERGY USE: ELECTRICITY AND FOSSIL FUEL (NORMALIZED IN MILLION KWH)



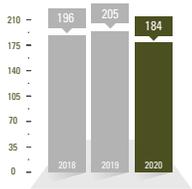
Measured Energy Use



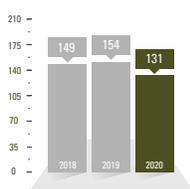
Measured Electricity



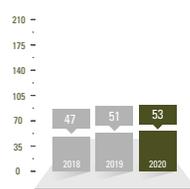
Measured Fossil Fuel Combustion



Total Estimated Energy Use



Estimated Electricity

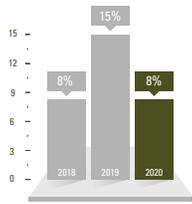


Estimated Fossil Fuel Combustion

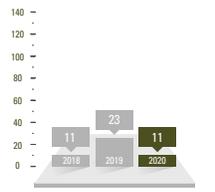
*Although we met this goal in 2020, this was in part due to the effects of the COVID-19 pandemic, and we do not believe it is reflective of our typical GHG emissions.



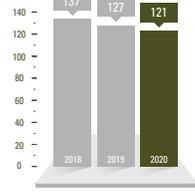
RENEWABLE ENERGY USE AS A PERCENT OF TOTAL ENERGY USE



GROSS TOTAL ELECTRICITY USED FROM RENEWABLE AND NON-RENEWABLE

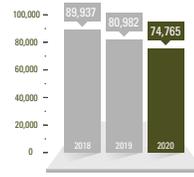


Renewable



Non-Renewable

CARBON FOOTPRINT SCOPES 1 AND 2 [TONNES CO2E]

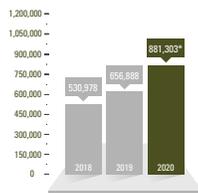


SCOPE 3 EMISSIONS REPORTING

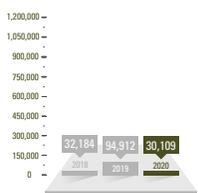
Our Scope 3 emissions data reporting is currently in its third year. As our company grows and the way we do business evolves, we are taking a closer look at how we can better capture our Scope 3 data in 2021. We are in the process of integrating a new environmental measurement tool to further automate data collection, increase the quality of our data and assist us in

creating actionable goals. We continue to expand our supply chain environmental performance evaluations through tools developed by the Responsible Business Alliance (RBA), of which we are a member. Our total Scope 3 emissions for 2020 was 1,898,917 tonnes CO2e, a 4.5% increase from 2019, due in part to multiple acquisitions of other companies in 2020.

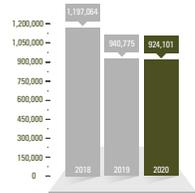
CARBON FOOTPRINT - SCOPE 3 [TONNES CO2E]



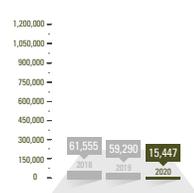
Purchased Goods and Services



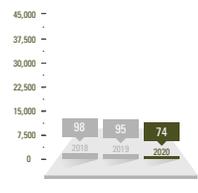
Capital Goods



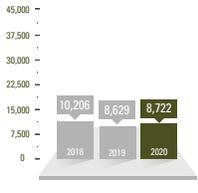
Use of Sold Products



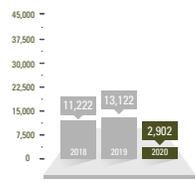
Business Travel



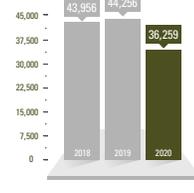
Waste



Upstream Fuel and Energy



Employee Commuting



Upstream Transportation and Distribution

*Increase due to acquisition activity.



We are in the process of integrating a new environmental measurement tool to further automate data collection, increase the quality of our data and assist us in creating actionable goals.



ENERGY

Motorola Solutions used 184.4 million kilowatt hours, or 663,770 GJ, of energy (electricity and fossil fuel) in our operations in 2020, a decrease of 7.6% from 2019.

We measure environmental impacts at our main sites, which account for 66% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 34% of floor space. The overall decrease in our energy use was, in part, due to the remote work transition as a result of COVID-19.

We estimated that 2,325,221 kWh of energy consumption was saved in our facilities.

Globally, our renewable energy use was 8% with the balance, 92%, from non-renewable sources, which was completely sourced from the power grid. We do not source renewable fuels in our operations.

WASTE AND RECYCLING

In 2020 we produced 1,113 tonnes of total waste globally, 34.4% less than in 2019. Our total waste includes hazardous and non-hazardous wastes, of which less than 1% is hazardous (including electronic waste in countries where electronic scrap is regulated as hazardous waste).

Of the non-hazardous waste we generated in 2020, 42% was recycled or reused, and 58% of waste was sent to a landfill. Our total waste includes business, production, consumer products and packaging waste.

Our 2020 recycling rate decreased by 14% compared to 2019. With the majority of our employees working

from home, there was a sharp decrease in the amount of waste that was produced, as well as the amount recycled. Our recycling program includes business, production, consumer and packaging materials.

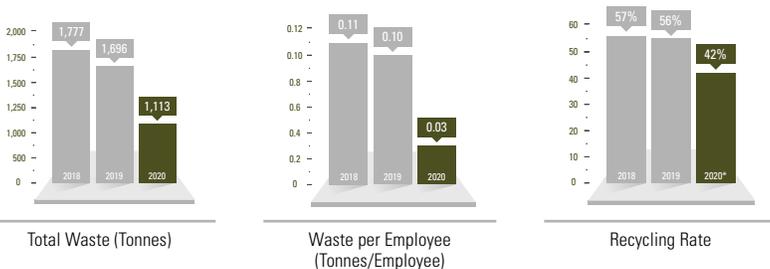
For 2021, we have set a goal to **increase our recycling rate to at least 50%**.

ENERGY

In 2020, we completed 28 energy reduction projects, which saved 3,387,781 kWh of energy. These projects included:

- A retro-commissioning project in Schaumburg, Illinois, implementing building controls-based measures that produced savings by optimizing building operations. This project created electricity and gas savings of 941,051 kWh and 13,865 therms per year. The project participated in ComEd's RCxpress utility rebate program and won the Project of the Year award from the program for most kWh saved by a single project.
- Upgrading the electric terminal reheat system in Schaumburg, Illinois with a new hydronic perimeter HVAC system. The new system is now able to be controlled by the centralized building automation system to further reduce consumption. The upgrade reduces the building's peak demand by over 430 kW during the winter months.

WASTE AND RECYCLING



*Due to the COVID-19 pandemic and the majority of our employees working from home in 2020, we saw a sharp decrease in our waste and recycling numbers.



WATER USE

Nearly all of the water we use in our operations is in cafeterias, restrooms or cooling towers. We use very little water in manufacturing.

At most sites, we discharge wastewater to public sewer systems for treatment in compliance with regulations.

Our water consumption reporting is independently verified by Apex Companies, LLC (formerly Bureau Veritas) annually. Our 2020 verification statements are available on our [website](#).

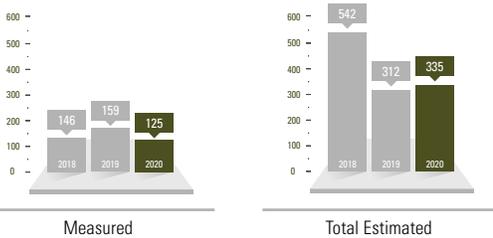
We measure water use at sites that account for 37% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 63% of the total floor space.

For 2021 we have set a goal to **maintain current water usage levels, normalized for new acquisitions.**



We measure water use at sites that account for 37% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 63% of the total floor space.

WATER USE (1,000 CUBIC METERS)



EMISSIONS

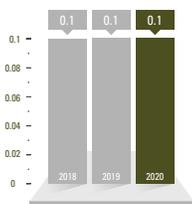
The majority of our volatile organic material (VOM) emissions result from the combustion of fossil fuels at our facilities.

Operations involved include heating, cooking and use of emergency back-up generators as needed. Motorola Solutions does not have operations that create significant nitrogen oxides (NOx), sulfur oxides (SOx),

particulate matter (PM) or hazardous air pollutant (HAP) air emissions.

For 2021 we have set a goal to **maintain VOM emissions at less than 1 tonne annually.**

VOLATILE ORGANIC MATERIALS (TONNES)





PRODUCT STEWARDSHIP



We are committed to educating our customers and protecting them from today's threats by maintaining a focus on cybersecurity. We protect our systems, building security into our products by design and providing solutions and services tailored to meet our customers' individual needs.

CYBERSECURITY PRODUCTS AND SERVICES

Cyber threats continue to grow in number, scale and sophistication. As a global leader in mission-critical communications, Motorola Solutions builds its products, solutions and services with security in mind.

To further advance our commitment to cybersecurity products and services, in 2020 we expanded our dedicated team of cybersecurity experts to further build our capabilities around penetration testing, threat intelligence, application security, structured risk management processes, security architecture and incident response and training.

Additionally, we expanded our ability to support customers in understanding and addressing their cybersecurity risks through our acquisition of two cybersecurity companies.

Our end-to-end approach to keep our customers operational includes training them to stay actively informed of the rapidly changing landscape of security threats and compliance threats, while providing a portfolio of cybersecurity services to enhance operational integrity. These include:

- Risk assessment and consulting to identify vulnerabilities and develop a robust cybersecurity strategy
- Security patch installations to mitigate risks with pre-tested software updates
- Security monitoring to proactively protect networks from cyberattacks
- On-premise security operations centers to monitor customer infrastructure

- Cybersecurity professional services to provide a comprehensive and systematic approach to risk management and protection of critical infrastructure

Throughout 2020, the team continued to foster a culture of cybersecurity throughout the company by driving workforce development programs that incentivize employees to develop their cyber skills. We ensure our workforce is equipped with the capabilities necessary to build and maintain secure products and influence a future generation of cyber professionals, with the goal of establishing Motorola Solutions as an industry leader in the promotion of cybersecurity workforce development and education. We are also increasing our investments towards incorporating security into modern software development and cloud operations for our products and services.

Every year, Motorola Solutions Products and Services Cybersecurity completes a number of assessments to compare our cybersecurity program and secure software development practices against industry standards. In 2020, we completed an independent third party assessment of our software assurance maturity, achieving an overall maturity score of 2 (Increased Efficiency and Effectiveness) on the 0-3 scale.

CYBERSECURITY CHAMPIONS

Throughout the lifecycle of a product, a dedicated group of employees works behind the scenes to help maintain our security standards.

These "cybersecurity champions" support the company's security and product teams by implementing security best practices, looking for vulnerabilities within our products and working to protect customer and company data. In 2020, we added 250 cyber champions throughout the company, bringing us to more than 600.

TRUST CENTER

Our **Trust Center** promotes communication and transparency around our products and services cybersecurity investments.



2020 GOALS

PROGRESS

Evolve the product security program to mature governance and oversight, expand cybersecurity training and education programs, integrate with product teams and build organic capability inside product teams.

Achieved: Institutionalized a common framework for assessing cybersecurity risk within the organization, along with a well- established cadence for risk reviews with senior management. Reached internal employee training targets for both online and boot camp-based training. Additionally, we substantially grew the network of cybersecurity champions organic to the Products & Systems Integration and Software & Services organizations.

Engage with customers to educate on cybersecurity threats and how to better manage them.

Achieved: Provided thought leadership through ongoing communication initiatives, including a published report on the [2020 Cyber Threats to Public Safety](#).

Our Motorola Solutions' Trunked Users Group (MTUG) brings together Motorola Solutions and the Public Safety and Public Service agencies that utilize our trunked radio systems to promote the development, sustainability and education of our products, services and processes for the mutual benefit of all parties.

In 2020, this technical cybersecurity sub-committee held a number of meetings with MTUG members who were interested in cybersecurity and wanted a shared responsibility approach to tackle challenges in cybersecurity.





ENTERPRISE INFORMATION SECURITY

Our Enterprise Information Security team is committed to maintaining the confidentiality, integrity and availability of client and internal information and systems and is critical to Motorola Solutions’ business and reputation.

This commitment is reflected in everything we do, from the top corporate governance policies to each employee’s everyday actions.

Motorola Solutions has established specific information security policies and standards, which are published internally. These organizational requirements are designed to address risks identified through risk assessment processes, as well as regulatory requirements. Certain corporate policy statements are publicly available on the [Motorola Solutions website](#).

Every year, Motorola Solutions conducts several assessments comparing our Enterprise Information Security program effectiveness against industry standards. The studies range from self-assessments to independent third-party analysis and compare our program using frameworks such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework. In 2020, the overall Enterprise Information Security program met or exceeded industry standards according to these measurements.

In 2020, the Enterprise Information Security team continued to enhance protections for our intellectual property. These efforts resulted in more comprehensive monitoring, a robust access control program and new technologies to secure development environments.

At Motorola Solutions, we believe that cybersecurity is the responsibility of every employee and contractor that has access to our intellectual property. Through an engaging cybersecurity awareness program, we continuously work to drive a culture that excites employees to protect their innovative work and safeguard our customers. Employees and contractors take annual training on our security policies, general security hygiene practices, phishing attacks and more. In 2020, we introduced mandatory training for employees and contractors on the importance of protecting intellectual property. Additionally, we conducted live interactive training on this topic for thousands of employees around the globe.

While remote work has always been available at Motorola Solutions, the COVID-19 pandemic led to a majority of our employees working remotely. We have continuously worked to enhance authentication mechanisms and are continuing these efforts in 2021, simplifying the process for employees to connect with our systems while strengthening security. For example, in addition to multi-factor authentication, employees must use a trusted computer to access sensitive information, further safeguarding our data while offering a seamless and transparent experience. This modern approach to authentication allows us to keep abreast of changing attacks and a changing world while we enable productive and engaged employees.



In 2020, the Enterprise Information Security team continued to enhance protections for our intellectual property. These efforts resulted in more comprehensive monitoring, a robust access control program and new technologies to secure development environments.

PRODUCT DESIGN

We consider social and environmental impacts in the design of our products and work across all stages of the lifecycle to reduce carbon footprint and increase environmental benefits while creating products and solutions that consider all the diverse populations that our solutions will encounter.

ENVIRONMENTAL DESIGN PRINCIPLES

- Comply with laws and regulations
- Use environmentally preferred materials
- Improve energy efficiency and reduce our product carbon footprint
- Reduce material consumption, including packaging
- Design our products for longevity, including upgradeability and serviceability
- Increase the recyclable content of our products

INCLUSIVE DESIGN PRINCIPLES

- Create simple and intuitive design
- Design our products with various situations in mind (e.g., firefighters can operate their devices blindly, “fall alert” emergency triggering)
- Provide content in multiple ways (e.g., audio and viewing)
- Design our products to provide equivalent experiences (e.g., design with color-blind consideration)
- Design our products’ wearability accessories with gender consideration



MATERIALS MANAGEMENT

We work to reduce hazardous substances in our products and find environmentally-sound alternatives, without compromising performance and quality.

We follow all relevant regulations for substance restrictions, including the European Union (EU) directive on the Restriction of Hazardous Substances, China’s Management Methods and the EU’s Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulation.

We take a precautionary approach to materials selection and have compiled a list of 82 substances or substance groups targeted for exclusion, reduction or reporting. Please see the list of specific

substances [here](#). We have collected Full Material Content data from our direct material suppliers for many years which has allowed us to develop an extensive database of our product material content. We leveraged this position in 2020 to develop compliance processes for the new registration requirements under the “Substances of Concern In articles as such or in complex objects (Products)” (also referred to as SCIP) established under the EU Waste Framework Directive (WFD).



Evolving regulatory and customer requirements for energy-efficient products aligns with our drive to reduce carbon impacts across our portfolio.

ENERGY EFFICIENCY

We are improving energy efficiency across our product range.

Evolving regulatory and customer requirements for energy-efficient products aligns with our drive to reduce carbon impacts across our portfolio. We also integrate alternative energy into infrastructure

deployments, such as base stations that use electricity generated by wind and solar energy, as well as backup energy generated by hydrogen fuel cells.

PACKAGING

We are optimizing product packaging by:

- Replacing packaging materials with environmentally preferential alternatives and increasing use of recycled and recyclable materials
- Reducing the quantity of printed materials required for orders
- Improving the volumetric weights to optimize the amount of material used
- Continually increasing our footprint for online manuals

All of our new products and many of our existing products use packaging marking and materials that comply with regulations and industry standards. Wherever possible, we aim to reduce environmental impacts from freight packaging by:

- Increasing packaging density, such as including more products per case
- Double-stacking pallets on each shipment
- Using cardboard boxes instead of wood crates to reduce weight



All of our new products and many of our existing products use packaging marking and materials that comply with regulations and industry standards.



PRODUCT RECYCLING AND BATTERY TAKE-BACK

We operate take-back programs on our own and in partnership with customers, retailers, recyclers and governments.

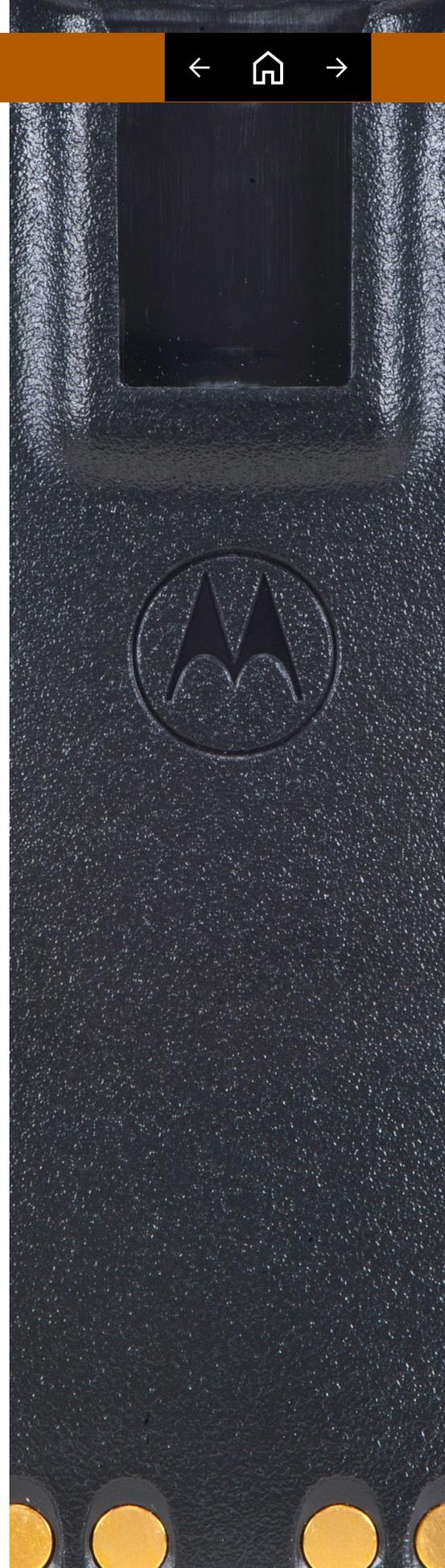
We are legally required to take back and recycle our products in the EU and the European Economic Area under the Waste Electrical and Electronic Equipment Directive (WEEE) and on a product-by-product basis in various other jurisdictions. But our commitment goes beyond legislation. For example, we currently have take-back programs in place in each region around the world. Our recycling [website](#) includes more information about how to recycle Motorola Solutions equipment, batteries and all other products.

GLOBAL TAKE-BACK AND RECYCLING PROGRAMS (TONNES COLLECTED)

We fully comply with the EU Battery Directive. We also voluntarily publish product data sheets that help our customers manage our three main types of batteries:

- [Nickel Cadmium \(NiCd\)](#)
- [Nickel-Metal Hydride \(NiMH\)](#)
- [Lithium Ion \(Li-ion\)](#)

In 2020, our total electronic waste collected was over 193 tonnes.





SUPPLY CHAIN



Motorola Solutions maintains high labor and environmental standards at every stage in the supply chain. We are committed to ensuring our company and our suppliers do not use forced, bonded or indentured labor or engage in modern slavery or human trafficking. We are a member of the Responsible Business Alliance (RBA), an organization dedicated to supporting continuous improvement in the social, environmental and ethical responsibility of the global electronics industry supply chain.

SUPPLIERS

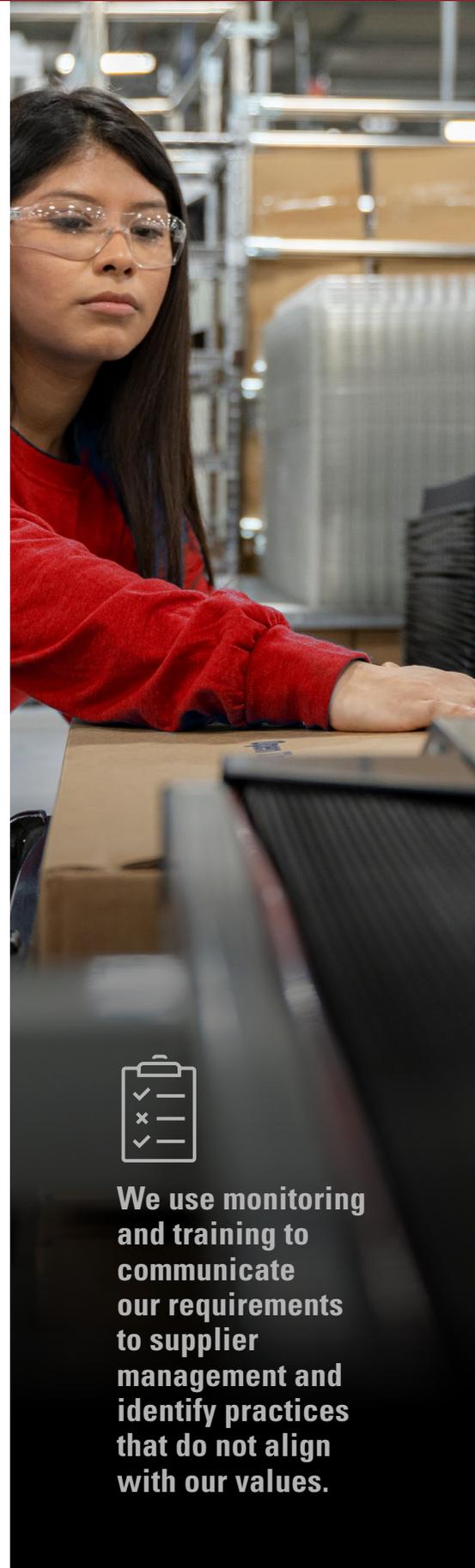
Supplier monitoring is at the core of our supply chain CR efforts. We focus our monitoring program on direct-material suppliers that pose a high risk and those with whom we want to establish deeper, longer-term relationships.

We use monitoring and training to communicate our requirements to supplier management and identify practices that do not align with our values, specifically with our **Supplier Code of Conduct**.

We engage with our tier-one suppliers (suppliers we buy from directly) to assess their performance and encourage improvement and ownership of the issues. Supplier performance and responsiveness is included in the decisions made to award new business, and performance is tracked through key performance indicators (KPIs) on our direct material suppliers' "scorecards." Scorecard performance is used to identify suppliers who align with our strategic objectives in key areas, such as CR. Suppliers with high performance are awarded more business.

While we have had CR KPI's on the scorecards of strategic Direct Material suppliers since 2019, in 2020 we also developed CR key performance indicators for indirect suppliers, including suppliers who provide repair, logistics and other services.

We also expect our tier-one suppliers to pass down social and environmental responsibility requirements to their suppliers. We've continued to prioritize responsible business practices, and in 2020, were recognized as a top-tier U.S. Customs-Trade Partnership Against Terrorism (CTPAT) partner for the 18th consecutive year. This designation recognizes our commitment to protecting the interests of our customers and suppliers by ensuring all goods and related documents will be protected against alterations, damage or loss as well as criminal activities such as drug trafficking, terrorism and human smuggling.



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RISK ASSESSMENT

We completed 204 supplier risk assessments in 2020, including suppliers representing 96% of our direct material supply chain spend.

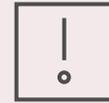
Motorola Solutions assesses risk in the supply chain by evaluating the type of supplier and the type of service or product each is providing. We conduct an annual risk-based supplier assessment program with independent audits for high-risk suppliers identified through self-assessment questionnaires and third party reportings.

For tier-one direct manufacturing suppliers, we use the RBA-Online tool that assesses labor, ethics, health and safety, and environmental sustainability risk.

Supplier risk is rated based on responses to self-assessment questionnaires at the corporate and facility level. The RBA system also allows for sharing of information among its members to avoid duplication of effort and present a consistent set of requirements

to electronics industry suppliers. In 2020, 204 risk assessments were completed by our suppliers using RBA-Online. High-risk suppliers are targeted for audits, and medium-risk suppliers are given feedback and invited to engage in dialogue with us to develop plans to address their risks.

Field service suppliers are assessed for risk, and suppliers identified by our process as higher-risk are required to complete further assessment through Avetta, our independent third-party provider. The third-party assessment evaluates the supplier based on health, safety and environmental criteria. Suppliers who do not meet our criteria are not awarded business. To date we have screened more than 500 suppliers using this process.



Motorola Solutions assesses risk in the supply chain by evaluating the type of supplier and the type of service or product each is providing.

2020 GOALS	PROGRESS
Ensure that suppliers accounting for 80% of our direct material spend are evaluated for risk at least every two years.	Achieved: 96% of total direct material spend reviewed in the two-year period.
Conduct audits of 100% of suppliers evaluated as "high risk" using Motorola Solutions criteria.	Achieved: 92.3% of our tier-one direct material suppliers evaluated as "high risk" were audited. Local restrictions due to the COVID-19 pandemic did not allow Motorola Solutions to audit one high-risk supplier in 2020; that audit has been completed in 2021.
Add CR KPIs to supplier scorecards for all strategic indirect suppliers in categories supported by RBA Self-Assessment Questionnaires.	Achieved: CR KPIs have been added to the scorecards of all strategic indirect suppliers.



AUDITING AND IMPROVING

Supplier risk assessments are backed by our audit program, in which detailed on-site audits are conducted by a RBA-approved third-party firm.

We decide which facilities to audit based on information collected through self-assessments, specific reports made to our EthicsLine and other reporting channels, along with risk factors such as amount of spend, activity, location and reputation. We may include new suppliers and may periodically audit suppliers with which we have the largest commercial relationships to ensure they remain in compliance with our Supplier Code of Conduct.

2020 was the first full year in which Corporate Social Responsibility criteria were included in all supplier audits performed by our Supplier Development

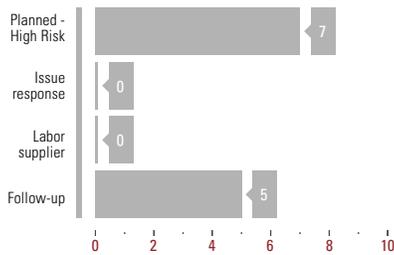
Engineering (SDE) team, part of our Quality organization. 49 SDE audits were conducted and we identified six high risk suppliers who are scheduled for audits in 2021. In 2019, 41 of these SDE audits were conducted and we audited 100% of the identified high-risk suppliers in 2020.

Following the audit, we provide feedback to suppliers and work with them to correct the issues identified. We may use a follow-up audit, conducted by a third party or our own supply chain team, to verify that suppliers have made the necessary improvements.

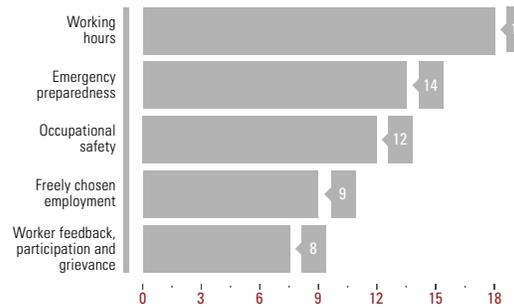


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2020 ON-SITE AUDITS



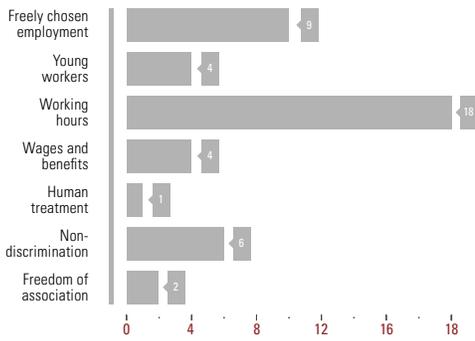
Reason for Audit



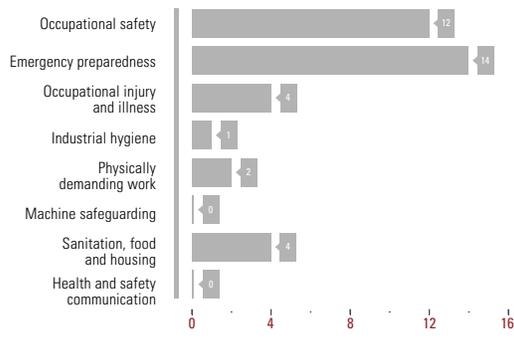
Most Common Supplier Audit Findings



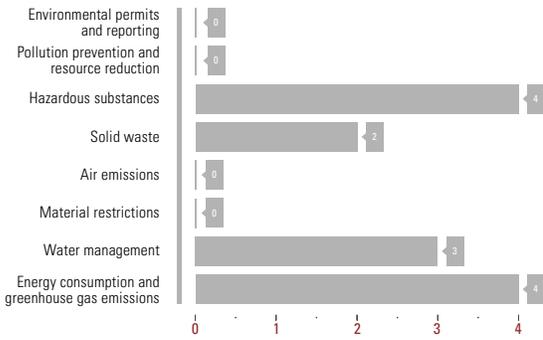
2020 NUMBER OF AUDIT FINDINGS



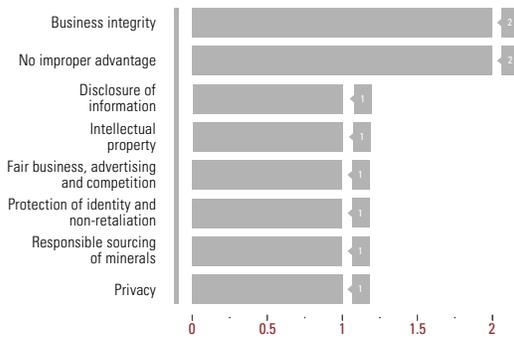
Labor



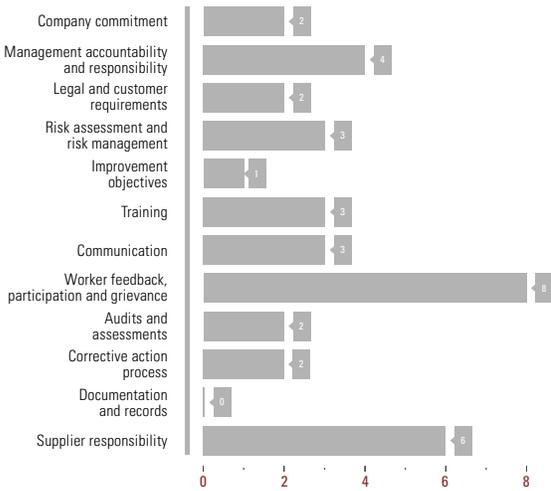
Health and Safety



Environmental



Ethics



Management System

TOTAL FINDINGS

140

*These categories align with the current RBA audit protocol.



CONFLICT MINERALS

Our products contain various metals, including tantalum, tin, tungsten and gold (3TG), originating from mines around the world.

Some of this production comes from the Democratic Republic of the Congo (DRC) and neighboring countries, where political instability and lack of security have allowed mines to be exploited by armed groups. We support responsible sourcing from conflict-affected and high-risk areas. We avoid any activities that could be associated with financing armed conflict, and we engage extensively across our supply chain to seek solutions to this problem.

Through our membership in the Responsible Minerals Initiative (RMI), we support a range of industry tools and resources developed to address issues related to the responsible sourcing of minerals in the global supply chain, including the Responsible Minerals Assurance Process (RMAP). RMI runs regular workshops on responsible minerals sourcing issues and contributes to policy development and debates with leading civil society organizations and governments.

IMPLEMENTING DUE DILIGENCE IN OUR SUPPLY CHAIN

We aim to confirm the presence of 3TG metals in products supplied to Motorola Solutions and to identify the smelters or refiners from which our suppliers source these metals.

We use the RMI Conflict Minerals Reporting Template (CMRT) to engage our direct material suppliers. We review responses for completeness and consistency, and we follow up when appropriate. We also support the RMI's Responsible Minerals Assurance Process (RMAP) as part of our membership in the RMI, with the goal of promoting responsible mineral sourcing globally.

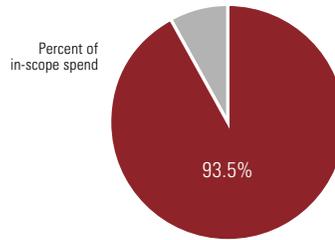
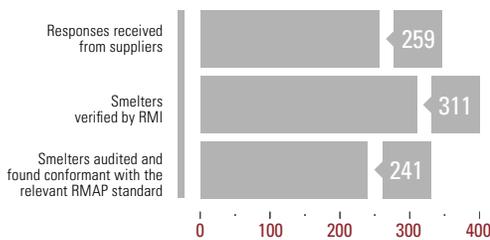
In 2020 we communicated directly to smelters in our supply chain, in addition to tier-one suppliers, to encourage these smelters to either maintain their RMAP-conformant status in the RMI's program, or to encourage them to participate and become RMAP-conformant if they are not already.

Our due diligence program is fully disclosed in our report to the U.S. Securities and Exchange Commission. The 2020 report is available [here](#).



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RMI DUE DILIGENCE SUMMARY





SUPPLIER DIVERSITY

Supplier diversity ensures that businesses owned by diverse, small or historically underutilized groups are provided an equal opportunity to compete for Motorola Solutions’ business.

Our commitment is to maximize the participation and utilization of diverse suppliers through fair and ethical procurement and supplier selection processes.

Beyond compliance, we recognize that an inclusive supply chain introduces agility, creativity and innovation into the technology and solutions we deliver to our customers around the world.

By leveraging Motorola Solutions’ buying power intentionally, we drive competitive advantage for our business, economic impact in the communities we serve and support adherence to our responsibility as global corporate citizens.

In 2020, small businesses, especially minority-owned businesses, were severely impacted by COVID-19. Motorola Solutions sponsored grants through our partners tech:SCALE and NMSDC to support the diverse business community as they navigated and prepared to re-emerge competitively for their customers.

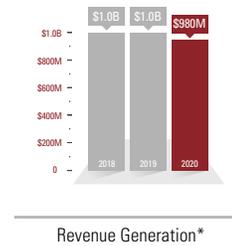
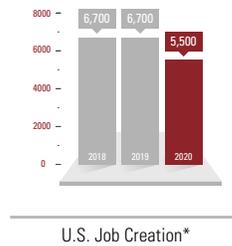
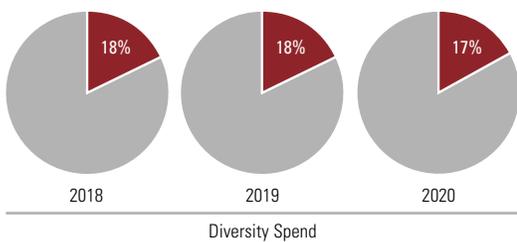
2020 NATIONAL DIVERSITY COUNCIL MEMBERSHIPS & PARTNERS

- tech:SCALE, formerly Technology Industry Group (TIG)
- Disability:In
- National Gay and Lesbian Chamber of Commerce – Founding Corporate Partner (NGLCC)
- National Minority Supplier Development Council (NMSDC)
- National Veteran Business Development Council (NVBDC)
- Small Business Administration (SBA)
- Women’s Business Enterprise National Council (WBENC)



Beyond compliance, we recognize that an inclusive supply chain introduces agility, creativity and innovation into the technology and solutions we deliver to our customers around the world.

SUPPLIER DIVERSITY



*Economic impact modeling quantifies the economic contribution of an investment or company. This model examines inter-industry relationships in local, regional and national economies.



2020 GOALS	PROGRESS
<p>Develop additional internal stakeholder partnerships and guidelines to support program goals.</p>	<p>Achieved: Increased our internal partnerships and policies to ensure our teams are providing diverse suppliers with equal opportunities to bid on corporate and customer projects.</p> <p>Our tier-two program has grown in the last year with our top spend suppliers committing to supporting and delivering against our shared diversity goals.</p>
<p>Increase our support of the Supplier Diversity Network and drive supply chain equality within the technology industry.</p>	<p>Achieved: Motorola Solutions' head of Supplier Diversity represents the company as President and Chair of tech:SCALE, a technology industry group dedicated to driving inclusive supply chains within the high tech space. She also represents the company as the Technology Industry Chair for the National Minority Supplier Development Council and is part of the Diversity, Equity and Inclusion Advocacy Subcommittee with the Chicagoland Chamber of Commerce.</p> <p>Our program directly contributed to Motorola Solutions being recognized as a "Best Place to Work for LGBTQ Equality" by the Human Rights Campaign's 2020 Corporate Equality Index (CEI) and 2020 DEI Best Places to Work for People with Disabilities by the American Association of People with Disabilities (AAPD) and Disability:IN.</p>





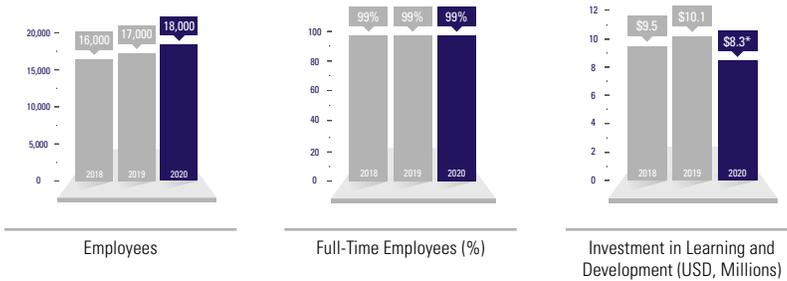
EMPLOYEES



GLOBAL WORKFORCE

We invest in employees so they can reach their full potential and provide opportunities for professional development at every level. We seek to build an inclusive culture and diverse workplace that promotes diversity of thought, innovation and growth.

GLOBAL WORKFORCE



DIVERSITY, EQUITY & INCLUSION

At Motorola Solutions, diversity, equity and inclusion (DEI) are core to our business and create a company culture where fairness and belonging enable each and every employee to bring forward their best and brightest ideas, and where our customers and communities look at Motorola Solutions and see themselves. This is not just a competitive advantage for our company – it is the right thing to do.

In 2020, we recognized an opportunity to strengthen our DEI efforts. As a result, we embarked on a rigorous journey that involved formally assessing our global current state, both from a qualitative and quantitative perspective. Additionally, we hired our chief diversity officer to help us develop a defined, global DEI strategy. This strategy outlines our vision and roadmap to strategically embed DEI into our business operations, philanthropic activities and suppliers, and ensure accountability to make meaningful progress and drive long-term, sustainable change.

We know achieving success in DEI will be a journey, not a quick fix. To build on the work we've done thus far, we added an unconscious bias curriculum and engaged with a third party to conduct an enterprise-wide DEI

assessment, surveying more than 4,200 employees to better understand their experiences related to diversity, equity and inclusion. We also conducted workforce demographic analyses to better understand the demographic composition of our workforce at all levels, as well as trends with hires, promotions and attrition. As a result, we began enhancing our hiring and performance management processes; identifying corporate-wide DEI training; creating action plans to address the findings from our employee digital focus group surveys; ensuring our supply chain partners share our DEI philosophies; guiding Foundation grants to underserved groups and equally important, prioritizing diversity considerations in the design, testing, marketing, sales and communications of our products and solutions.



To build on the work we've done thus far, we added an unconscious bias curriculum and conducted digital focus groups, surveying more than 4,200 employees to better understand their experiences related to diversity, equity and inclusion.

*Lower due to the impact of COVID-19 to in-person training.



All of these efforts in 2020 became the foundation of our DEI Strategic Framework which was launched in early 2021 and included a robust global DEI training program as well as the incorporation of “Inclusive” as one of six Motorola Solutions’ core values – the first addition to our values since Motorola Solutions’ launch. All of these efforts will help us continue building on our 92-year heritage of innovation.

Also, our Chairman and CEO Greg Brown signed the “CEO Action for Diversity & Inclusion” pledge on behalf of Motorola Solutions – a pledge for the world’s leading companies to take bold action and drive progress for inclusion and equality in the workplace and society.

PROGRAMS AND PARTNERSHIPS

Over the last few years we have introduced programs targeted to make our company more inclusive. Our gender transition policy fosters open, thoughtful and respectful conversation across the company. We also introduced paid parental leave and paid family illness leave, and in 2020, we continued to provide a financial wellness benefit program for employees in the U.S. Both of these programs recognize the value of supporting the well-being of our multi-generational diverse workforce.

Campus Days at Motorola Solutions

Campus Days at Motorola Solutions is an initiative that was designed in 2019 to help the company in its mission to continue to focus on diversity and inclusion while at the same time building its brand and bringing awareness to the important work that we do. Students from seven different colleges and various organizations, including the National Society of Black Engineers and the Society of Women Engineers, were invited to learn more about the company and its culture. Participants were introduced to business council members, senior leaders and campus recruiters. Campus Days at Motorola Solutions is a great way to build a diverse pipeline of talent for current and future roles while also establishing new relationships with university organizations, fostering the potential for future collaboration and talent pipeline building.

Due to the impact of COVID-19, the 2020 Campus Days at Motorola Solutions was conducted virtually. This format allowed the company to expand its reach, inviting students from across the U.S. to participate, including many from historically black colleges and universities (HBCUs) such as Norfolk State University, Jackson State University and North Carolina A&T University. By conducting virtual Campus Days, we were able to host more than 100 students from various backgrounds.

Partnerships

In 2020, we became a career partner with The Posse Foundation and Posse Scholars. The Posse Foundation is a college access and youth leadership development program that connects students to full-tuition leadership scholarships. As a career partner with Posse, we will have access to a pool of over 2,000 diverse, talented applicants for summer internships and full-time employment. A career partnership between Motorola Solutions and The Posse Foundation represents a powerful collaboration between two organizations that are committed to workforce leadership and diversity.

In 2020, we formed new and maintained existing partnerships with HBCU Connect (Historically Black Colleges and Universities Student and Alumni Network), the National Society of Black Engineers and the Society of Women Engineers. We continued partnerships with Getting Hired, an employment site for individuals and veterans with disabilities, Pathforward, which is a nonprofit organization that helps restart careers after time spent focused on family caregiving with mid-career internships known as returnships, and HirePurpose, an employment site and program helping transitioning service members, veterans and military spouses find careers.

In 2021, we continue to invest in programs that help foster an inclusion mindset, such as development programs for high potential women leaders and an unconscious bias curriculum offered through LinkedIn Learning to our global workforce.

BY THE NUMBERS IN 2020

78%

of U.S. Director new hires were POC and 56% of U.S. Director new hires were women.

38%

(20% Asian, 9% Latinx, 6% Black, 3% Other) of our U.S. promotions were POC compared to our POC base population of 32%.

36%

of new hires in the U.S. were people of color (POC) compared to our 2019 POC population of 32%.

22%

of vice presidents are POC, a 7% increase from 2018.

2%

increase in our U.S. POC population since 2018, with the most gain coming from groups that have been traditionally underrepresented.



We are proud of the recognition we received in 2020 for our commitment to DEI, as well as providing fair working conditions for our employees:

- Disability Equality Index® (DEI®) Best Places to Work
- Forbes America’s Best Employers for Diversity
- Human Rights Campaign Corporate Equality Index
- “Supporter of the Year” designation from Code Platoon, an organization that transforms veterans and military spouses into software developers through immersive coding bootcamps

We are also proud of the following accomplishments we made in 2020 to advance DEI across the company:

- Two new chapters formed under the Multicultural Business Council
 - Motorola Black Inclusion Diversity Organization
 - LatinX
- 20 events hosted celebrating DEI behaviors
- Established a cross-collaborative employee-led advisory group to address cultural considerations for our products and services
- Established partnerships with HBCUConnect (Historically Black Colleges and Universities network) and various diverse associations such as the National Society of Black Engineers; continued partnership with the Society of Women Engineers
- 2,300 diverse resumes received through collaboration with Talent Acquisition and our business councils
- 300 women attended Society of Women Engineers annual event
- Nine employees featured in “This is Me” diversity video series

BUSINESS COUNCILS

Business councils are voluntary, employee-led groups that help us drive DEI by spearheading opportunities for employees to shape their careers, network across functions, create positive culture change and assist with recruitment and retention. Each council is guided by the leadership of a member of the company’s management executive committee. The business councils are provided approximately \$125,000 funding at the beginning of each calendar year to support various efforts, including leadership training, cultural awareness and education programs, diversity recruitment outreach, and community volunteer activities that involve all Motorola Solutions employees globally.

Despite working remotely, Motorolans found many occasions to come together virtually in 2020. In fact, event participation increased as accessibility became easier than ever before. As a result of the efforts of these business councils, more than **150** events were hosted across the globe in 2020 with thousands of employees participating.

Our Business Councils:

- Young Professionals Group
- Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) Business Council
- Multicultural Business Council
- People with Disabilities and Allies Business Council
- Veterans Business Council
- Women’s Business Council

Learn more about our commitment to DEI on our [website](#).

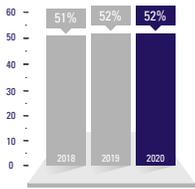


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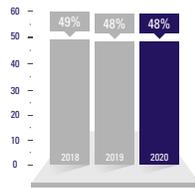


WORKFORCE DEMOGRAPHICS

GLOBAL WORKFORCE BY REGION

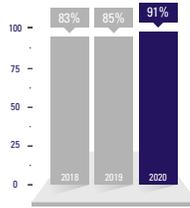


North America

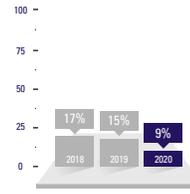


International

VICE PRESIDENTS BY REGION

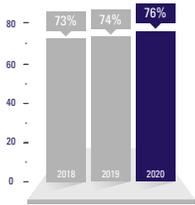


North America

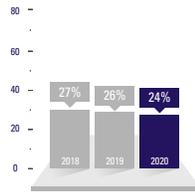


International

DIRECTORS BY REGION

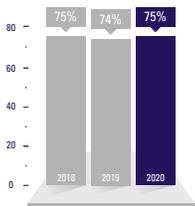


North America

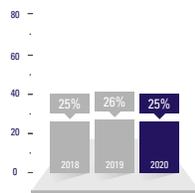


International

GLOBAL EMPLOYEES BY GENDER

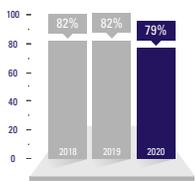


Men

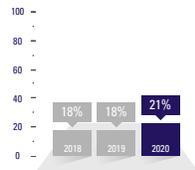


Women

VICE PRESIDENTS BY GENDER

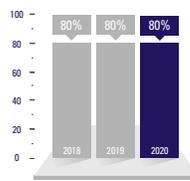


Men

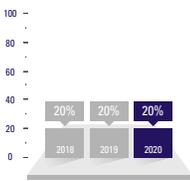


Women

DIRECTORS BY GENDER



Men



Women

*Vice presidents and directors. 2019 and 2020 POC disaggregated percentages add up to results 1% higher than the POC aggregation number due to rounding.

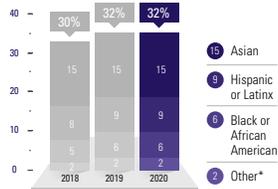


WORKFORCE DEMOGRAPHICS

U.S. EMPLOYEES BY RACE AND ETHNICITY



White

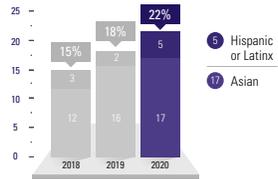


People of Color

U.S. VICE PRESIDENTS BY RACE AND ETHNICITY

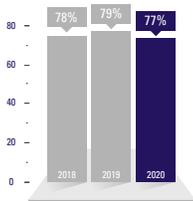


White

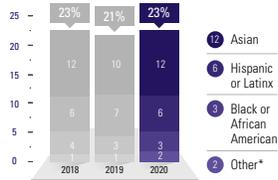


People of Color

U.S. DIRECTORS BY RACE AND ETHNICITY



White



People of Color



POC disaggregated percentages add up may differ from the total POC aggregated percentages due to rounding. *Includes two or more races and Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.



GENDER DIVERSITY

As a leading technology company, we recognize the importance of diversity and consistently making strides towards diversifying our employee base, particularly in regards to hiring women employees. It starts with making sure we have a pipeline of young women entering into STEM fields. One way we do that is through the Motorola Solutions Foundation, which supports STEM programming, particularly technology and engineering, that reaches women. We believe it is critically important to support the next generation of innovators. Another way we do this is by providing development opportunities.

Diverse Leaders’ Perspectives Series: The “Diverse Leaders’ Perspectives” speaker series enables employees to hear directly from leaders outside the company, fostering innovative and creative thinking and demonstrating our commitment to diversity and inclusion.

The event for employees is structured as a fireside chat between Chairman and CEO Greg Brown and an influential guest speaker. Our guest speakers come from all walks of life to represent diverse leadership experience. Topics generally include lessons learned, challenges overcome, problem-solving situations and advice for the next generation of leaders.

Bonfire: The Bonfire mission is to ignite the power of women to rewrite the rules of the modern workforce. Participants will gain more clarity around their leadership purpose and focus on achieving greater impact in their organization.

Leading Women Executives: Our Leading Women Executives program augments leadership skills of high-potential women and partners with sponsor companies to enhance talent, fortify succession plans and increase advancement of women. Participants experience a collaborative and immersive process with an integrated focus on critical leadership skills with a research-based curriculum.

Emerging Leaders: We offer a leadership academy experience to help develop our emerging women leaders that includes in-person training and self-paced learning and practice activities, all geared toward building their leadership skills.

Supporting Women in STEM: The Motorola Solutions Foundation, with the leadership of the CEO’s office, the company’s HR organization and our employee-led Women’s Business Council, continues to strengthen its collaborative partnership to promote women pursuing STEM through its engagement with the **Society of Women Engineers**.

In 2020, a group of more than 300 of our women leaders virtually attended the Society of Women Engineers’ annual conference, the world’s largest conference for women in STEM career fields. The event provided a platform for female engineers to connect with like-minded peers, share innovative ideas, make connections for career advancement and recruit top female talent.

Additionally, the Foundation awarded \$175,000 to the Society of Women Engineers. \$100,000 was allocated toward scholarships benefiting women pursuing engineering degrees and \$75,000 was allocated toward programs supporting engineering education for high school women.

PARTNERSHIPS

We maintain strategic partnerships with organizations focused on improving workforce diversity, including:

- Hispanic Alliance for Career Enhancement
- Illinois Commission on Diversity and Human Relations
- Illinois Diversity Council
- National Society of Black Engineers
- Society of Women Engineers
- U.S. Business Leadership Network
- Getting Hired (employment site for individuals and veterans with disabilities)
- HirePurpose (employment site and program for veterans)



A group of more than 300 of our women leaders virtually attended the Society of Women Engineers’ annual conference, the world’s largest conference for women in STEM career fields.



HUMAN CAPITAL DEVELOPMENT

We recognize that our success would not be possible without the work of our employees. We continually strive to make Motorola Solutions a great place to work – and are guided by our purpose, brand and values, as well as a culture that empowers our employees to deliver on our strategy.

MAKING MOTOROLA SOLUTIONS A GREAT PLACE TO WORK

We regularly check in with our employees to ensure we are fostering a work environment that allows them to do their best work. Functional and regional business leaders regularly conduct engagement surveys to identify employee needs.

In addition to the [DEI](#) and [CSR](#) awards listed earlier, Motorola Solutions also received the following recognitions for being a great place to work in 2020:

- Built In Chicago's 100 Best Places to Work in Chicago
- ComputerWorld's Best Places to Work in IT
- Fast Company's 100 Best Workplaces for Innovators
- Fortune's World's Most Admired Companies
- Government Technology's GovTech 100
- The Wall Street Journal's Management Top 250

PUTTING PEOPLE FIRST

We know that each employee's experience at Motorola Solutions is highly influenced by their individual relationship and experience with their manager. We believe that people leadership is a great responsibility and continue to promote our "People First" leadership framework which outlines the behaviors that we expect from managers of people. All existing people managers, as well as newly hired or promoted managers, are enrolled in a manager training program. Our dynamic learning experience portal includes an engaging curriculum that reinforces our "People First" philosophy.

DEVELOPING OUR TALENT PIPELINE

Our Human Resources team works with teams across the company to perform extensive talent assessments and reviews on an annual basis. Leaders conduct annual talent review meetings, assessing the potential and performance of each team member and identifying the best development opportunities to continue fostering growth across the organization. Employees have access to a wide variety of technical, functional and professional skills learning resources, ranging from on-demand tools to in-person classroom learning to on-the-job learning opportunities.

MENTORING TALENT

We support the growth and development of employees through mentoring programs. Several of our business units and business councils have launched formal mentoring programs designed to help employees develop functional expertise, grow their careers and network with fellow Motorolans. The reach of these mentoring programs has expanded significantly in 2021 and allowed employees to make meaningful connections across the organization. All mentors have access to materials that support their leadership development journey and help them better serve their mentees in a meaningful way. Both mentors and mentees can participate in satisfaction surveys to ensure the program is serving the needs of the group.



TRAINING

Our dedicated education consultants provide role-based training for employees to build the skills, knowledge and behaviors that enable them to perform at their best.

Training ranges from technical enablement and business acumen (offered for each of our major product technologies and built in partnership with the product organizations) to soft skills and compliance.

Our Learning eXperience Portal (LXP) serves as a one-stop shop for training and product documentation for employees. Content is accessed via customized learning paths, and LinkedIn Learning is embedded,

giving employees access to an additional 15,000 online courses taught by real-world professionals in areas related to business, technology and creative fields.

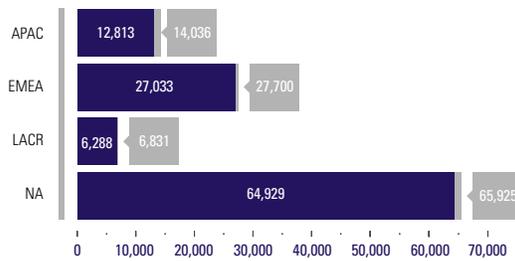
Employees receive quarterly emails outlining their required training, and employee participation is tracked and shared with leadership.



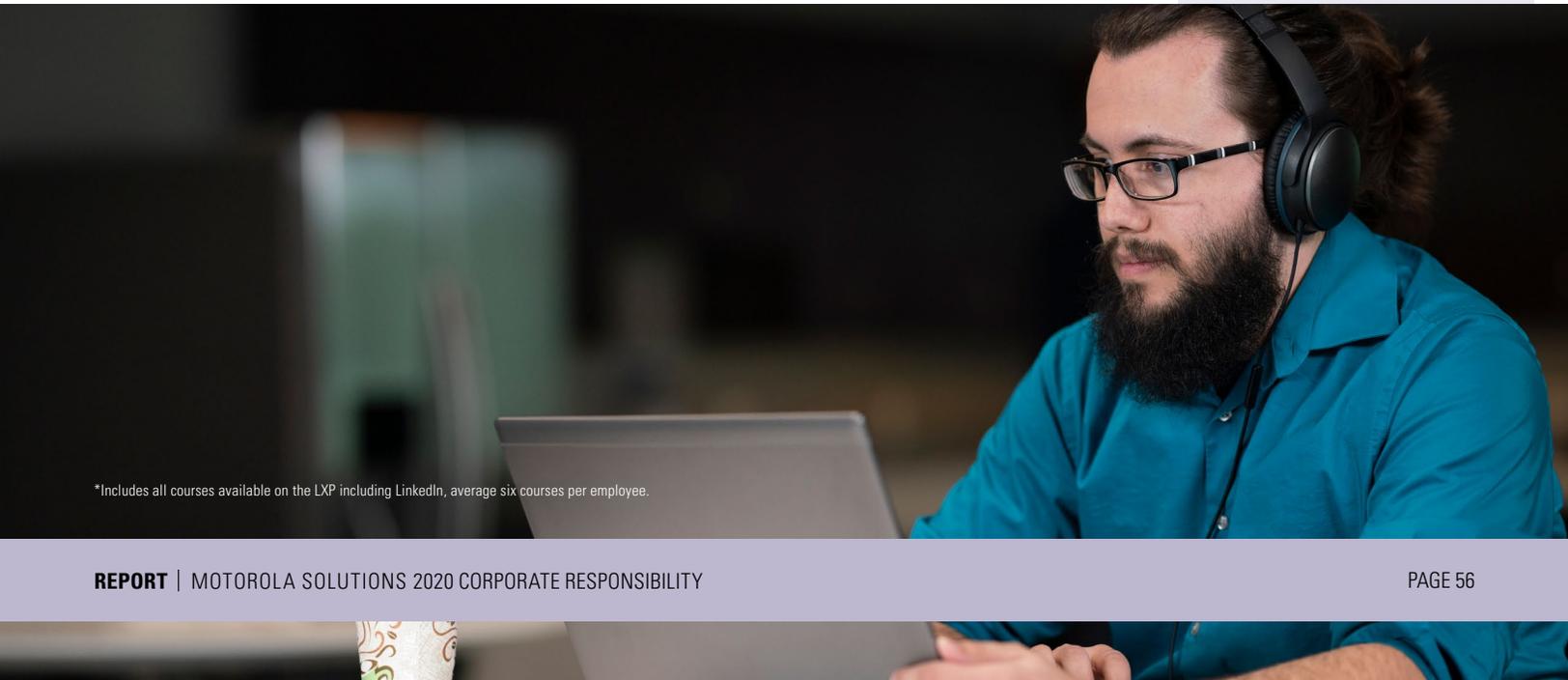
Employees receive quarterly emails outlining their required training, and employee participation is tracked and shared with leadership.

IN 2020, EMPLOYEES CONSUMED 114,492 COURSES*

- Employee
- Contractor



*Includes all courses available on the LXP including LinkedIn, average six courses per employee.





TOTAL REWARDS

Our employee rewards programs are designed to help attract, retain and motivate employees.

Each year, we review our rewards programs to make sure they are competitive with local market practices in the industries and countries where we operate. All Motorola Solutions employees participate in an annual incentive plan or a sales incentive plan.

In 2020, 49% of employees in 27 countries participated in our discounted employee stock purchase plan, a decrease from 52% in 2019 attributed to the COVID-19 pandemic.

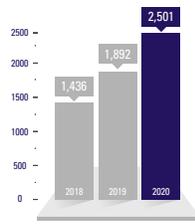


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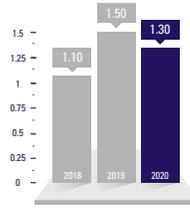
TOTAL REWARDS



Amount paid to employees through annual sales and incentive plans (USD, millions)



Number of employees awarded restricted stock units, market stock units and stock options



Restricted stock units, market stock units and stock options awarded to employees (millions)



Total value of Motorola Solutions stock purchased through our employee stock purchase plan (USD, millions)

BENEFITS

Motorola Solutions is proud to offer a comprehensive benefits package for our U.S. employees, including:

- Health insurance and wellness programs
- 401(k) plan and financial wellness coaching program
- Paid parental and family leave
- Life and disability insurance
- Commuter benefits
- Paid time off (including flexible time off for exempt employees)
- Flexible work options
- Assistance and support for employees going through life-changing events

Outside the U.S., Motorola Solutions aligns our benefits offerings to market standards in each country in which we operate.



COMMUNITY



At Motorola Solutions, we are good citizens by design. Our work makes a difference in the critical moments that shape lives, businesses and the world, but our contributions don't end there.

The Motorola Solutions Foundation acts as the charitable and philanthropic arm of Motorola Solutions and focuses on giving back to the communities where our employees live and work through strategic grants, employee volunteerism, disaster relief and other community investment initiatives.

The Foundation, which has donated \$100 million over the past 10 years, aims to partner with organizations that are creating safer cities and equitable, thriving communities, and prioritizes support for underrepresented populations, including people

of color and women. The Foundation focuses its giving on three key areas: first responder programming, technology and engineering education and programs that blend the two. In addition, the Foundation aims to partner with organizations that align to our values of accountability, innovation, impact, diversity and inclusion.

The Foundation is one of the many ways in which the company lives out its purpose to help people be their best in the moments that matter.

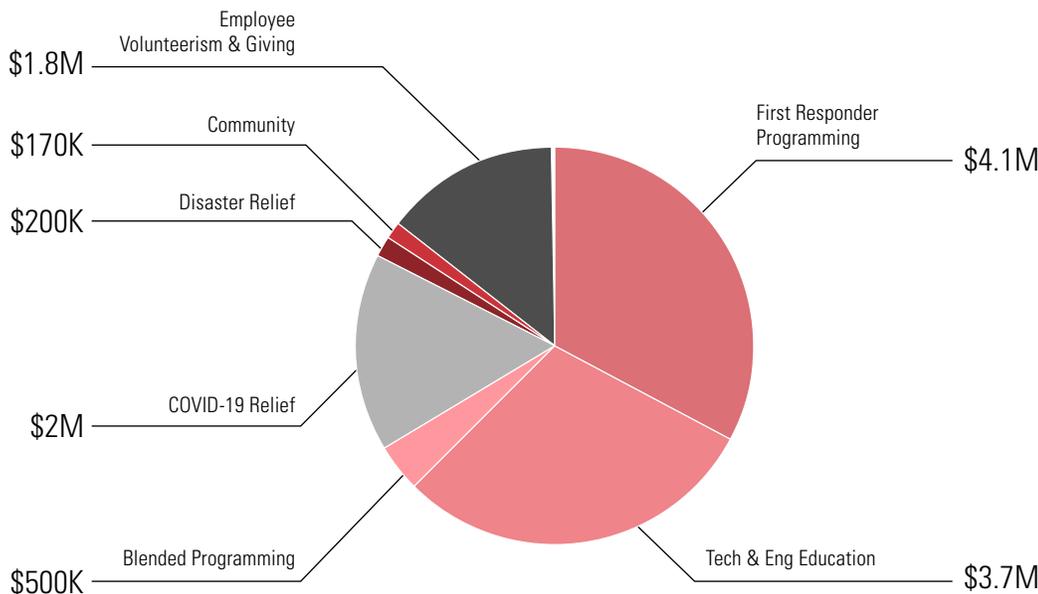
In addition to the Foundation's charitable giving, Motorola Solutions provided charitable donations for a total of

\$13.5M



The Foundation, which has donated \$100 million over the past 10 years, aims to partner with organizations that are creating safer cities and equitable, thriving communities, and prioritizes support for underrepresented populations, including people of color and females.

2020 FOUNDATION GIVING SUMMARY (\$)



*Includes Motorola Solutions Foundation & Motorola Solutions, Inc. Charitable Donations.



2020 FOUNDATION IMPACT



200

grants awarded in 24 countries



2M+

first responders, teachers, students and more supported through the grants program



\$2M

donated to worldwide COVID-19 relief efforts



14,000

volunteer hours logged by over 900 employees worldwide during Global Months of Service

2020 FOUNDATION HIGHLIGHTS

ADOPTION OF UPDATED PURPOSE AND NEW VALUES

In 2020, the Motorola Solutions Foundation reflected on its charitable framework and revised its purpose to more clearly articulate the value we bring across the globe and the impact we seek to make. Our new purpose is our north star and will remain a constant.

We foster innovation and connect employees to organizations where they can drive meaningful change through strategic community investment and employee engagement, all designed to create safer cities and equitable, thriving communities – where people can truly be their best in the moments that matter.

We also took the opportunity to formally adopt a set of Foundation values that drive everything that we do. More than just words, our values are the traits that define us and represent the fundamental beliefs that we share. They are a commitment to how we conduct ourselves, and represent the standards with which we evaluate our partners and guide our giving.

The Foundation aims to partner with organizations that align to our values of:



The Motorola Solutions Foundation's Purpose:

We foster innovation and connect employees to organizations where they can drive meaningful change through strategic community investment and employee engagement, all designed to create safer cities and equitable, thriving communities – where people can truly be their best in the moments that matter.



ANNUAL GRANTS PROGRAM

The Motorola Solutions Foundation believes that providing opportunity amongst underserved communities helps to advance creativity, drive productivity and inspire new ways of thinking. We have a long-standing commitment to supporting programs that benefit underrepresented populations, including women, people of color, people with disabilities, the LGBTQ community, veterans and others. To that end, the majority of the Foundation's 2020 grant funding directly benefited people of color. The Foundation supported programs from the Society of Women Engineers, the National Association of Women of Law

Enforcement Executives, the National Society of Black Engineers, the American Indian Science and Engineering Society, the National Organization of Black Law Enforcement and many other organizations that introduce, educate and inspire underrepresented groups within technology and engineering education and first responder programming. For instance, the Foundation awarded over \$200,000 to organizations like the Society of Women Engineers and the National Society of Black Engineers to provide educational scholarships to women and students of color pursuing engineering degrees.

31%

increase in funding to programs that specifically support people of color

82%

of funding in technology & engineering education directly benefited people of color

62%

of funding in technology & engineering education directly supported women

EMPLOYEE PROGRAMS

In 2020, Motorola Solutions employees found creative ways to give back safely, virtually and in their local communities. During the company's Global Months of Service in September and October, a virtual volunteerism challenge was introduced in which the Foundation awarded volunteer grants based on the number of activities employees completed. This resulted in nearly \$135,000 in donations to nonprofit organizations and 14,000 volunteer hours logged

– 3x the number of hours logged during the challenge in 2019.

Employees were also incredibly generous with their charitable donations, entering a record number for Foundation matching, which resulted in nearly \$1 million in matching gifts to nonprofits and schools across the United States through the ["Donations for Donors" program.](#)

EMPLOYEE VOLUNTEERISM BY THE NUMBERS

Nearly **3,000** employee volunteers

39,000 volunteer hours

Nearly **50%** increase in employees reporting individual hours



COVID-19 RELIEF

When much of the world was forced to shut down due to COVID-19, Motorola Solutions and the Motorola Solutions Foundation quickly stepped in to help those most affected.

Together, we provided more than \$2 million in COVID-19 relief efforts to support those on the front lines of the pandemic, providing critical funding for hospitals to purchase personal protective equipment, supporting mental health programs for first responders and aiding teachers and students in underserved communities with virtual learning.

In response to local needs due to the impact of COVID-19, employees around the globe responded by taking action in what we've historically not labeled "traditional volunteerism." We tracked over 2,000 hours of 'Acts of Service' – ways employees took action in their local community to support neighbors in need (shopping for vulnerable populations, conducting wellness checks or assisting with daily tasks of elderly neighbors), picking up trash/litter in local parks and beaches, sewing face masks for front line workers, or donating meals to first responders.



Together, we provided more than \$2 million in COVID-19 relief efforts to support those on the front lines of the pandemic, providing critical funding for hospitals to purchase personal protective equipment, supporting mental health programs for first responders and aiding teachers and students in underserved communities with virtual learning.

2020 GOALS	PROGRESS
Increase employee volunteer hours by 10%.	Team volunteer projects are the largest driver for overall volunteer hours. Given much of the country shut down in 2020 due to the COVID-19 pandemic, face-to face volunteering and team projects weren't possible for most of the year. As such, our total employee volunteer hours were down relative to 2019, but we did see a nearly 50% increase in the number of individuals that volunteered.
Stronger focus on partnerships in alignment with priorities by increasing average grant amounts.	Achieved: Average grant award increased by 22%.
Increase funding for programs that specifically support people of color within first responder programs and technology/engineering education.	Achieved: Increased funding to programs that specifically support people of color by 31%.



DISASTER RELIEF

Motorola Solutions Delivers End-to-End Solutions and Emergency Operations Support

For more than 90 years, Motorola Solutions has been working with public safety agencies to offer the technologies, critical support and resources to help communities prepare for and quickly recover from disasters. Our purpose-built, mission-critical ecosystem provides a fully integrated end-to-end suite of solutions including voice, command center software and video and analytics, as well as managed and support services that span emergency awareness, emergency operations, network monitoring, system engineering and field services.

Following large-scale events, we mobilize at a moment's notice to help public safety agencies rapidly establish communications and regain control. We proactively monitor emerging storms through our centralized Network Operations Center, and response teams are activated the moment an emergency is detected to help customers prepare. On-the-ground teams provide mission-critical technology required to meet the response. The support continues during

an event and in its aftermath, as teams work with customers to determine the impact on communication sites and to coordinate repairs.

2020 was a year of many large-scale natural disasters, including wildfires, hurricanes and snowstorms. In total, the 2020 hurricane season produced 30 named storms, including six major hurricanes. Intense wildfires burned across the world from California, Washington and Oregon to the Amazon rainforest to Australia, Russia and Indonesia. Severe winter weather impacted power in parts of Mexico and Texas and the East Coast experienced some of the biggest snowstorms in years. Throughout it all, Motorola Solutions teams were there to support our customers in the moments they needed it most.

Additionally, our employees also play a vital role in disaster relief, from donating funds to the tireless efforts of our emergency response team, who work on the front line to ensure first responders stay connected.

Motorola Solutions offers tips for public safety agencies on preparing for hurricanes and other natural disasters, as well as a comprehensive preparedness checklist. More information is available at www.motorolasolutions.com/disasterpreparedness.

HURRICANE LAURA

The deadly and destructive Category 4 hurricane made landfall in Cameron, Louisiana on August 27. Our team deployed shortly after the storm made landfall with five tractor trailers that included a fuel tanker, back-up generators and a site on wheels. Our teams stayed on the ground for several days to help customers assess the damage, fix any issues and help clean up the mess left behind.

AUSTRALIAN BUSH FIRES

In 2019 and 2020, Australia saw one of its most challenging bush fire seasons in decades, with more than 20 million acres burned across the country's six states and two territories, and thousands of homes destroyed or damaged. As first responders worked tirelessly to contain the fires, our employees in Australia worked beside them to ensure the continuous and reliable operation of communications networks, equipment and support services – charging batteries, programming radios, coordinating generator deployments and monitoring our networks to ensure maximum system availability, capacity and coverage for first responders. Additionally, as fires and high winds damaged power lines, the team in Australia provided backup generators to ensure mission-critical communications services were maintained and worked closely with state emergency centers to deploy spare, mobile infrastructure to ensure mission-critical communications access wasn't disrupted.





REPORTING REFERENCE



GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

This report references the GRI Standard Disclosures, or portions of the Disclosures, as indicated below.

GRI Standard	Disclosure	Report Section	Report Page Number	Additional Reference/URL
ORGANIZATIONAL PROFILE				
	102-1 Name of Organization	Motorola Solutions, Inc.	<u>3</u>	Form 10-K Page 3
	102-2 Activities, brands, products, and services	Our Approach	<u>3</u>	
	102-3 Location of headquarters	Headquartered in Chicago, Illinois		Form 10-K Page 4
	102-4 Location of operations			Form 10-K Page 22
	102-5 Ownership and legal form	Incorporated in the State of Delaware		Form 10-K Page 4
	102-6 Markets Served			Form 10-K Page 6
	102-7 Scale of the organization*			Form 10-K Pages 10, 22, 26, 33 - 39
	102-8 Information on employees and other workers (a, b, c)*	Employees: Global Workforce Workforce Demographics	<u>47, 50</u>	
	102-9 Supply chain	Supply Chain: Suppliers	<u>39</u>	Form 10-K Page 44
	102-10 Significant changes to the organization and its supply chain			Form 10-K Pages 31, 40, 44
	102-11 Precautionary Principle or approach	Product Stewardship: Product Design Materials Management	<u>35 - 36</u>	
102 - General Disclosures (2016)	102-13 Membership of associations	Governance and Policies: Political Contributions in the United States	<u>20</u>	
STRATEGY				
	102-14 Statement from senior decision-maker	CEO Letter	<u>2</u>	
	102-15 Key impacts, risks, and opportunities*			Form 10-K Page 21
ETHICS AND INTEGRITY				
	102-16 Values, principles, standards, and norms of behavior	Our Approach Corporate Values Governance and Policies: Policies Business Conduct	<u>3, 14</u>	
	102-17 Mechanisms for advice and concerns about ethics	Governance and Policies: Addressing Concerns	<u>15</u>	
GOVERNANCE				
	102-18 Governance Structure			Proxy Statement Pages 19, 20, 22, 23
	102-19 Delegating Authority			Proxy Statement Pages 6 - 10
	102-20 Executive -level responsibility or economic, environmental, and social topics			Proxy Statement Page 9
	102-21 Consulting stakeholders on economic, environmental, and social topics	Materiality Assessment	<u>7 - 8</u>	Proxy Statement Pages 9, 10
	102-22 Composition of the highest governance body and its committees			Proxy Statement Pages 11 - 16, 22 - 23
	102-23 Chair of the highest governance body			Proxy Statement Pages 11, 21
	102-24 Nominating and selecting the highest governance body			Proxy Statement Pages 15 - 16



GRI Standard	Disclosure	Report Section	Report Page Number	Additional Reference/URL
GOVERNANCE				
	102-25 Conflicts of Interest	Governance and Policies: Policies	14	Principles of Conduct for Members of Board of Directors
	102-26 Role of highest governance body in setting purpose, values and strategy*			Proxy Statement Pages 20, 23
	102-35 Remuneration policies*			Proxy Statement Pages 25 – 27, 55-71
	102-38 Annual total compensation ratio*			Proxy Statement Page 72
STAKEHOLDER ENGAGEMENT				
	102-40 List of stakeholder groups	Materiality Assessment: Stakeholder Engagement	8	
		Materiality Assessment: Stakeholder Engagement	7 - 8, 18, 21, 39 - 45, 47 - 53, 59	
		Governance and Policies: Government Affairs and Lobbying	7 - 8, 18, 21, 39 - 45, 47 - 53, 59	
		Supply Chain: Suppliers Risk Assessment Auditing and Improving Conflict Minerals Supplier Diversity Goals and Progress	7 - 8, 18, 21, 39 - 45, 47 - 53, 59	
	102-43 Approach to stakeholder engagement	Employees: Diversity, Equity and Inclusion Workforce Demographics Human Capital Development Community Employee Programs	7 - 8, 18, 21, 39 - 45, 47 - 53, 59	
102 - General Disclosures (2016)		Community: Employee Programs	7 - 8, 18, 21, 39 - 45, 47 - 53, 59	
	102-44 Key topics and concerns raised (a, i)*	Governance and Policies: Addressing Concerns	15 - 16	
REPORTING PRACTICE				
	102-45 Entities included in the consolidated financial statements	Introduction: Scope of Report	6	
	102-46 Defining report content and topic Boundaries	Environmental, Social and Governance Framework Introduction: Scope of Report Material Topics Materiality Assessment	4, 6 - 8	
	102-47 List of material topics	Introduction: Material Topics Materiality Assessment	6 - 8	
	102-50 Reporting period	Introduction: Scope of Report	6	
	102-52 Reporting cycle	Introduction: Scope of Report	6	
	102-53 Contact point for questions regarding the report	Our Approach	3	
	102-54 Claims of reporting in accordance with the GRI Standards	Introduction: Reporting Standards	6	
	102-55 GRI content index	References: GRI Content Index	63 - 65	
205 – Anti-Corruption (2016)	205-2 Communication and training about anti-corruption policies and procedures (b, c, e)*	Governance and Policies: Business Conduct	14 - 15	
302 – Energy (2016)	302-1 Energy consumption within the organization**	Operations and the Environment: Climate Impact and Energy	28 - 29	
	302-4 Reduction of energy consumption**	Operations and the Environment: Energy Use	30	
303 – Water and Effluents (2018)	303-3 Water withdrawal by source**,** (a,d)	Operations and the Environment: Water Use	31	Water is from municipal sources
305 – Emissions (2016)	305-1 Direct (Scope 1) GHG emissions*	Operations and the Environment: Climate Impact and Energy	28 - 29	Motorola Solutions 2020 GHG verification
	305-2 Energy indirect (Scope 2) GHG emissions*	Operations and the Environment: Climate Impact and Energy	28 - 29	Motorola Solutions 2020 GHG verification



GRI Standard	Disclosure	Report Section	Report Page Number	Additional Reference/URL
	REPORTING PRACTICE			
305 – Emissions (2016)	305-3 Other indirect (Scope 3) GHG emissions*	Operations and the Environment: Climate Impact and Energy	<u>29</u>	Motorola Solutions 2020 GHG verification
	305-5 Reduction of GHG emissions (a, c, d)*	Operations and the Environment: Climate Impact and Energy	<u>28 - 29</u>	
306 – Waste (2020)	306-3 Waste generated	Operations and the Environment: Waste and Recycling	<u>30</u>	
	306-4 Waste Diverted from disposal*	Operations and the Environment: Waste and Recycling Product Stewardship: Product Recycling and Battery Take-Back	<u>30, 37</u>	
307 – Environmental Compliance (2016)	307-1 Non-compliance with environmental laws and regulations	Operations and the Environment: Environment, Health and Safety Management	<u>23</u>	
308 - Supplier Environmental Assessment (2016)	308-2 Negative environmental impacts in the supply chain and actions taken (a, c)	Supply Chain: Risk Assessment Auditing and Improving	<u>40 - 42</u>	
401 – Employment (2016)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (a)*	Employees: Total Rewards Benefits	<u>55</u>	
403-Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	Operations and the Environment: Environment, Health and Safety Management	<u>23</u>	
	403-2 Hazard identification, risk assessment, and incident investigation* (a)	Operations and the Environment: Safety	<u>24</u>	
	403-5 Worker training on occupational health and safety*	Operations and the Environment: Safety	<u>24</u>	
	403-9 Work-related injuries*	Operations and the Environment: Safety	<u>24</u>	
405 - Diversity and Equal Opportunity (2016)	403-10 Work-related Ill health*	Operations and the Environment: Safety	<u>24</u>	
	405-1 Diversity of governance bodies and employees*	Employees: Global Workforce Diversity, Equity and Inclusion Workforce Demographics	<u>47 - 51</u>	Proxy Statement Pages 3, 11 - 14
414 - Supplier Social Assessment (2016)	414-2 Negative social impacts in the supply chain and actions taken (a, c)	Supply Chain: Risk Assessment Auditing and Improving	<u>40 - 42</u>	
415 - Public Policy (2016)	415-1 Political contributions	Governance and Policies: Political Contributions in the United States	<u>20</u>	

*Report includes some of the requirements specified in these Disclosures of the referenced GRI Standard
 **Reported data may be in different units than specified in these Disclosures of the referenced GRI Standard



SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB) REFERENCE

SASB Code	Disclosure Description	Report Section	Report Page Number	Additional Reference/URL
TC-TL-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	Governance and Policies: Policies Data Privacy and Protection	14, 17 - 18	Privacy Statement
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and customer privacy	Governance and Policies: Policies Data Privacy and Protection	14, 17 - 18	Privacy Statement
TC-TL-130a.1*	(1) Total energy consumed in GJ, (2) percentage grid electricity, (3) percentage renewable	Operations and Environment: Energy and Climate Impact	28 - 30	
TC-SI-130a.1*	(1) Total energy consumed in GJ, (2) percentage grid electricity, (3) percentage renewable	Operations and Environment: Energy and Climate Impact	28 - 30	
TC-SI-130a.2*	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Operations and the Environment: Water Use	31	
TC-HW-430a.1*	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Supply Chain: Risk Assessment Auditing and Improving	40 - 42	
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supply Chain: Conflict Minerals	43	
TC-SI-330a.3*	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Employees: Global Workforce Inclusion and Diversity Workforce Demographics	47 - 48, 50 - 51	
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Employees: Global Workforce Inclusion and Diversity Workforce Demographics	47 - 48, 50 - 51	
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Product Stewardship: Cybersecurity Products and Services Enterprise Information Security	33 - 35	
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Product Stewardship: Cybersecurity Products and Services Enterprise Information Security	33 - 35	
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Product Stewardship: Cybersecurity Products and Services Enterprise Information Security	33 - 35	
TC-TL-440a.1*	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	Product Stewardship: Product Recycling and Battery Take-Back	37	Recycling - Motorola Solutions
TC-HW-410a.4*	Weight of end-of-life products and e-waste recovered, percentage recycled	Product Stewardship: Product Recycling and Battery Take-Back	37	

*The report includes part of this disclosure



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