MOTOROLA SOLUTIONS

2019 CORPORATE RESPONSIBILITY REPORT

MOTOROLA SOLUTIONS

GREG BROWN

CHAIRMAN & CEO
MOTOROLA SOLUTIONS, INC.

OUR GLOBAL COMMITMENT

While the information in this report covers 2019, we are issuing it in July 2020 at a time when important and necessary conversations about systemic racism are occurring in the U.S. and around the world.

At Motorola Solutions, we are committed to equality, inclusion and diversity, and we firmly believe that our unique backgrounds, cultures and perspectives drive innovation and encourage new ways of thinking. It's incumbent on all of us to do our part to help end racial injustice in all its forms and settings, and the executive committee and I are committed to ensuring that everything we do — from our recruiting processes to who we partner with to where we donate and spend money — serves our promise to be agents for change at our company, in the communities we serve and for society overall. This will be an ongoing commitment of ours.

Additionally, as COVID-19 continues to impact our world, I want to extend my gratitude to our partners, suppliers and team of 17,000 employees across the globe who have risen to the unique and unprecedented challenges of this pandemic. I couldn't be prouder of their efforts. On behalf of our entire company, I also express our deep appreciation for the medical professionals and first responders who are saving lives and working to keep our communities safe and healthy.

In 2019, we made progress in a number of key areas.

We reaffirmed our commitment to supporting and hiring women in STEM, strengthening our engagement with the Society of Women Engineers

(SWE), the world's largest advocate and catalyst for change for women in engineering and technology. Nearly 100 of our female engineers attended SWE's annual conference for professional development opportunities and volunteered over 300 hours with women and girls interested in STEM.

We continued to prioritize cybersecurity as our top material issue, publishing a new **Trust Center website** that documents the security that's built into our products and services. We also more than doubled our base of "cyber champions," employees throughout the company dedicated to implementing security best practices and protecting customer and company data.

And through it all, we continued our legacy of pioneering the mission-critical technologies that keep our communities safe and businesses moving forward, while ensuring that accuracy, inclusivity, transparency, privacy and fairness are an inherent part of our offerings alongside protection and safety.

I invite you to view our annual corporate responsibility report, which demonstrates our global commitment to operating with the utmost integrity and highlights key areas of progress from the previous year.

Greg Brown

OUR TECHNOLOGY PLATFORMS MAKE CITIES SAFER AND HELP COMMUNITIES AND BUSINESSES THRIVE.

OUR APPROACH

CORPORATE RESPONSIBILITY AT MOTOROLA SOLUTIONS

Motorola Solutions is a global leader in mission-critical communications and analytics. Our technology platforms in mission-critical communications, command center software and video security & analytics, bolstered by managed & support services, make cities safer and help communities and businesses thrive. 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 support the communities where we live and work. Our 2019 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 **corpresponsibility@motorolasolutions.com.**

CONTENTS

This report is fully interactive. Use the top right navigation to move forward, back and "home." The "home" button navigates back to the contents page. Select from the contents to navigate directly to each section.

INTRODUCTION

SCOPE OF REPORT

This report covers Motorola Solutions' corporate responsibility (CR) strategy and programs for fiscal year 2019 (Jan. 1, 2019 to Dec. 31, 2019), including all of our global operations, unless otherwise noted. It provides key CR metrics and goals, with a focus on meeting the needs of investors. More detailed information is available on our **website**.

REPORTING STANDARDS

The Global Reporting Initiative standards and the Sustainability Accounting Standards Board are referenced when relevant (see page 48).

MATERIAL ISSUES

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

Most Material Issues

- Cybersecurity
- Enterprise Information Security
- Data Privacy

Other Significant Issues

- Community investment
- Conflict minerals sourcing
- Disaster relief
- Employee development
- Employee health and safety
- Employee inclusion and diversity
- Ethics, bribery and corruption
- Government lobbying
- Greenhouse gas emissions from operations
- Human rights
- Product quality and design
- Product disposal and recycling
- Product energy efficiency
- Raw materials production environmental impacts
- Substances of concern in products
- Supplier environmental impacts
- Supplier workplace standards
- Waste and recycling in operations

We focus on these issues at the highest level. In 2018, our governance and nominating committee of the board of directors added responsibility to review the company's environmental, social and governance (ESG) strategy, initiatives and policies to its charter.

In 2020 we will be conducting a new Materiality Assessment in accordance with Global Reporting Initiative (GRI) standards that focuses more specifically on ESG issues. This assessment will include industry benchmarking, an onsite workshop and stakeholder interviews and surveys, resulting in an ESG Materiality Assessment which identifies the issues of most importance to stakeholders. The outcome will establish direction for 2020 CR programs/goals and will be further discussed in our 2020 report.

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 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.

| 2019 GOALS	PROGRESS
Drive employee completion of online compliance training.	**Achieved:** Employees completed more than 55,000 compliance training sessions covering topics such as anti-corruption, cybersecurity, data privacy, ethics, insider trading, government affairs and sexual harassment.
Support the due diligence and integration process for Motorola Solutions' acquisitions.	**Achieved:** Performed ethics and anti-corruption due diligence on all acquisitions and integrated nearly 1,000 newly-acquired employees into the company's corporate culture. Integration efforts included communications and training on the following topics: our Code of Business Conduct, anti-corruption, ethics reporting and whistleblower actions, non-retaliation policy, engagement and management of third-party sales representatives, and interacting with government officials.

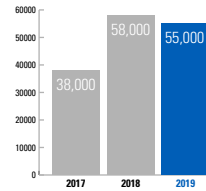# GOVERNANCE AND POLICIES

COMMUNICATIONS AND TRAINING*
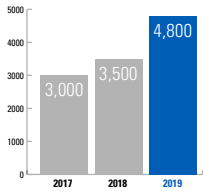
New or promoted employees who received ethics communications
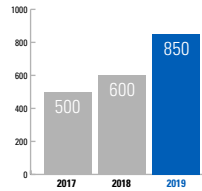
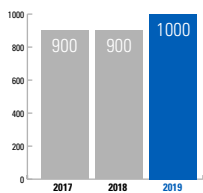Employees globally who received live ethics and compliance training
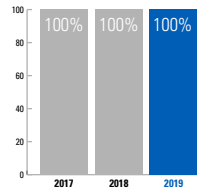
Percent of new vice presidents who received a one-on-one briefing from Chief Compliance Officer
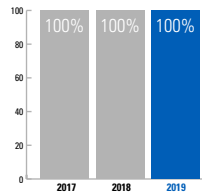

Online ethics and compliance training course sessions completed by employees

GLOBAL DUE DILIGENCE*

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

Percent of global TPSRs who received anti-corruption training

*Data is rounded.

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.

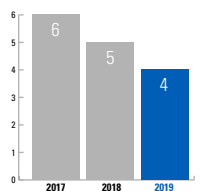Business Conduct Champions (BCCs) work with country managers, who are responsible for country governance and compliance.

BUSINESS CONDUCT CHAMPIONS, LOCATED ACROSS THE GLOBE, PROVIDE GUIDANCE TO EMPLOYEES ON OUR ETHICS POLICY AND CODE OF BUSINESS CONDUCT AT A LOCAL LEVEL.
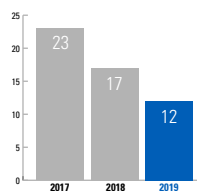
REPORTS TO OFFICE OF ETHICS
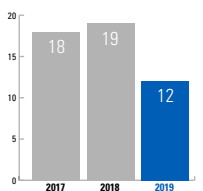
Reports requiring investigation

Investigations substantiated

Investigations closed
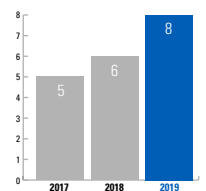
Resulting disciplinary actions

REPORTS BY TOPIC*

Human Resources
- 2017: 58
- 2018: 34
- 2019: 41
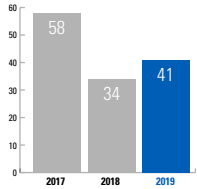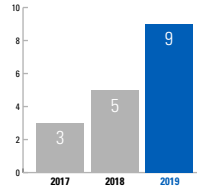
Products
- 2017: 3
- 2018: 5
- 2019: 9
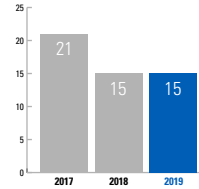
Allegations of Impropriety
- 2017: 21
- 2018: 15
- 2019: 15

Code of Business Conduct
- 2017: 35
- 2018: 80**
- 2019: 93**
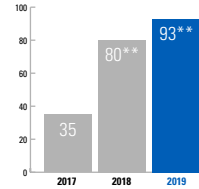
Other
- 2017: 23
- 2018: 47
- 2019: 51
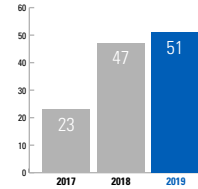
REPORTING CHANNELS USED
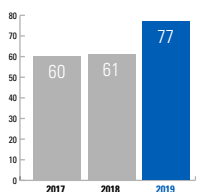
EthicsLine (telephone and email)
- 2017: 60
- 2018: 61
- 2019: 77
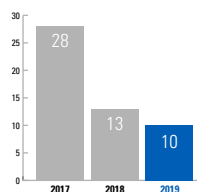
EthicsLine Interactive (online)
- 2017: 28
- 2018: 13
- 2019: 10

Business Conduct Champions
- 2017: 5
- 2018: 10
- 2019: 9
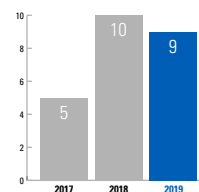
Data Privacy
- 2017: 0
- 2018: 0
- 2019: 1
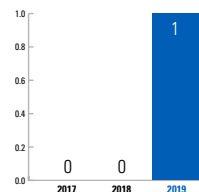
Other
- 2017: 46
- 2018: 87
- 2019: 88**
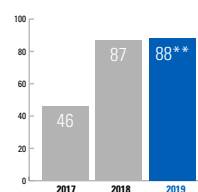
DISCIPLINARY ACTIONS

Separation
- 2017: 2
- 2018: 1
- 2019: 4
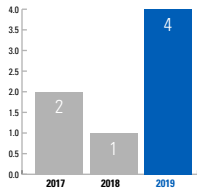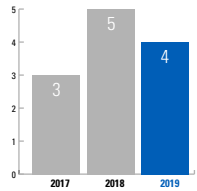
Written Warning
- 2017: 3
- 2018: 5
- 2019: 4

*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.

Further, we are committed to ensuring that personal data is collected, used and processed only when there is a legal basis for doing so. 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.

In 2019, we initiated a similar process to address the new California Consumer Protection Act (CCPA) compliance requirements. The CCPA became effective on Jan. 1, 2020.

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 COMMITTED TO ENSURING THAT PERSONAL DATA IS COLLECTED, USED AND PROCESSED ONLY WHEN THERE IS A LEGAL BASIS FOR DOING SO.

DATA SUBJECT REQUESTS
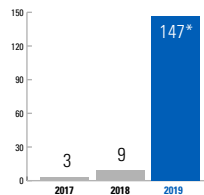
Total Data Subject Requests

2019 GOALS	PROGRESS
Conduct an internal audit review of privacy program maturity and GDPR compliance based on globally recognized privacy standards.	**Achieved:** First phase of internal audit review completed with satisfactory rating. **In Progress:** Phase two planned for 2020.
Require all employees to take a new mandatory training course that includes awareness of GDPR requirements.	**In Progress:** Employee training completion rate was 89% as of year-end 2019. **Achieved:** 2019 Data Privacy Day training and awareness held globally.
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.

*Majority of requests are job applicant data erasure requests.

RESPONSIBLE TECHNOLOGY

Advancing Motorola Solutions Technologies Responsibly and Ethically

Governments, enterprises and communities around the world rely on our technology to keep our cities safe, our businesses thriving 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, 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 that serves as a "technical conscience" for the company. MTAC will provide guidance on the solutions we create and operate, offering recommendations on the capabilities we design, the partnerships we forge and the roadmap into which we invest.

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.

AS OUR PRODUCTS INCREASINGLY INCORPORATE POWERFUL TECHNOLOGIES, 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.

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. The governance and nominating committee of the board of directors periodically reviews Motorola Solutions' strategy, initiatives and policies regarding political contributions. Management provides summary information to the governance and nominating committee of the board of directors at least annually with respect to lobbying expenditures and political contributions as well as trade association memberships. In addition, the full board receives detailed information about the recipients and amounts of political contributions made directly by Motorola Solutions (where permitted by law) and by the MSIPAC.

Criteria for assessing candidates include:

- Leadership on important business objectives
- Champions for public safety/mission-critical communications
- 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

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 2019, the Motorola Solutions PAC distributed $500,300 in employee contributions. View the **Motorola Solutions PAC 2019 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 2019, we contributed $485,100 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 2019, 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

For more information regarding political contributions, please visit our **website**.

IN 2019, THE MOTOROLA SOLUTIONS PAC DISTRIBUTED $500,300 IN EMPLOYEE CONTRIBUTIONS.

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, OHSAS 18001 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, OHSAS 18001 and ISO 9001-certified sites each undergo internal and external audits every year.

In addition, all of the ISO 14001 and OHSAS 18001-certified sites undergo EHS regulatory compliance audits every three years by independent third-party auditors.

WE ENGAGE WITH OUR EMPLOYEES IN OUR ENVIRONMENT, HEALTH AND SAFETY (EHS) PROGRAMS THROUGH A RANGE OF CHANNELS, INCLUDING AWARENESS PROGRAMS AND EMPLOYEE TRAINING.

EHS NON-COMPLIANCE INCIDENTS

Environmental*: 2017 0, 2018 0, 2019 0

Safety*: 2017 0, 2018 0, 2019 0

Fines/penalties (USD)*: 2017 0, 2018 0, 2019 0
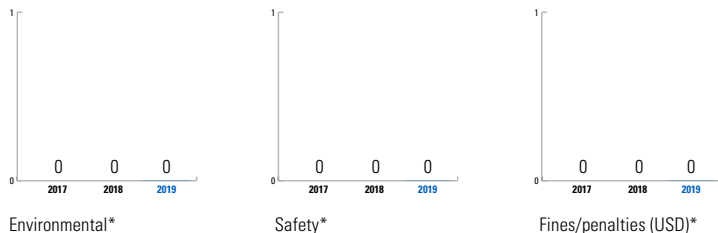
*Notices of violation, citations, administrative orders or notices of non-compliance.

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 and use a third-party auditing consultant to perform compliance audits at our larger sites 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
- Temecula, Calif.
- 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 Management System to ensure compliance.

The following pages show 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.
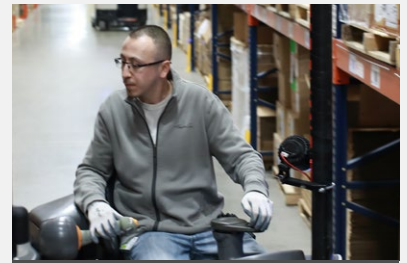
SAFETY ENHANCEMENTS:

We are always looking at proactive measures to reduce risks and hazards within our facilities. At our largest manufacturing facility, located in Elgin, Ill. we identified pedestrian traffic and powered industrial vehicles as our biggest risk. As a result, we eliminated one of the vehicle tunnels in the warehouse to reduce forklift traffic near a pedestrian walkway and added protective safety fencing across all racking end caps. Additionally, we developed a Pedestrian Safety training which is mandatory for all employees and contractors working at the site. As a result of these measures, there were no injuries, incidents or near misses involving a forklift in 2019.

SAFETY RECOGNITION:

For the last seven years, including 2019, our U.K. team has been awarded The Royal Society for the Prevention of Accidents (RoSPA) Gold Medal for health and safety performance. Additionally, in 2019, the team was awarded the RoSPA Gold Fleet Safety Award for demonstrating excellence in managing occupational road risk.

OPERATIONS AND THE ENVIRONMENT

GLOBAL

Injury Rate (IR)
- 2017: 0.12
- 2018: 0.18
- 2019: 0.19

Occupational Disease Rate
- 2017: 0
- 2018: 0
- 2019: 0

Lost Time Case Rate (LTC)
- 2017: 0.06
- 2018: 0.10
- 2019: 0.09
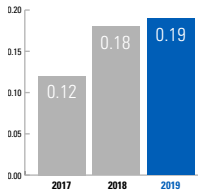
Lost Days
- 2017: 125
- 2018: 200
- 2019: 339

Work-Related Fatalities
- 2017: 0
- 2018: 0
- 2019: 0

Minor First Aid
- 2017: 36
- 2018: 32
- 2019: 41
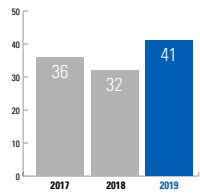
NORTH AND LATIN AMERICA

Injury Rate (IR)
- 2017: 0.24
- 2018: 0.24
- 2019: 0.27
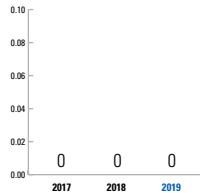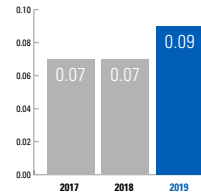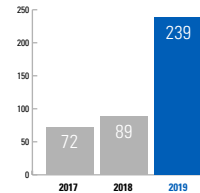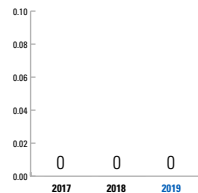
Occupational Disease Rate
- 2017: 0
- 2018: 0
- 2019: 0

Lost Time Case Rate (LTC)
- 2017: 0.07
- 2018: 0.07
- 2019: 0.09

Lost Days
- 2017: 72
- 2018: 89
- 2019: 239

Work-Related Fatalities
- 2017: 0
- 2018: 0
- 2019: 0

Minor First Aid
- 2017: 31
- 2018: 16
- 2019: 19

OUR GLOBAL RECORDABLE INJURY AND ILLNESS CASE RATE REMAINS WELL BELOW THE INDUSTRY AVERAGE OF 1.30 FOR SIMILAR BUSINESSES.
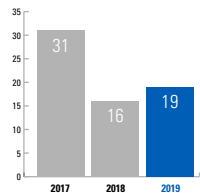
ASIA PACIFIC (APAC)

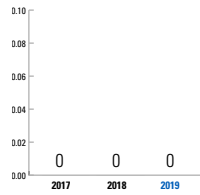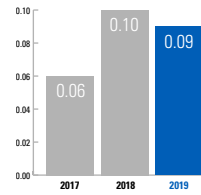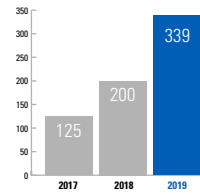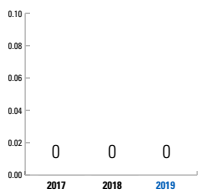**Injury Rate (IR)**
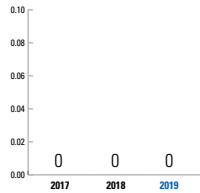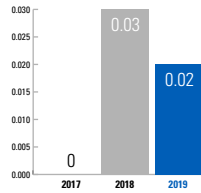
2017	2018	2019
0	0.03	0.02

Occupational Disease Rate

2017	2018	2019
0	0	0

Lost Time Case Rate (LTC)

2017	2018	2019
0	0.03	0.02

Lost Days

2017	2018	2019
0	2	42

Work-Related Fatalities

2017	2018	2019
0	0	0

Minor First Aid

2017	2018	2019
1	4	5
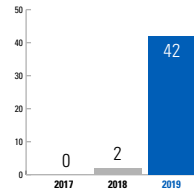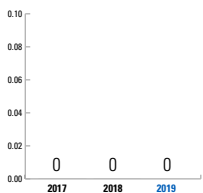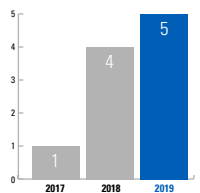
EUROPE, MIDDLE EAST AND AFRICA (EMEA)

Injury Rate (IR)
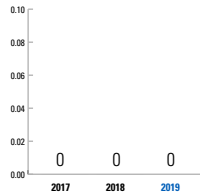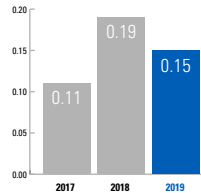
2017	2018	2019
0.02	0.19	0.18

Occupational Disease Rate

2017	2018	2019
0	0	0

Lost Time Case Rate (LTC)

2017	2018	2019
0.11	0.19	0.15

Lost Days

2017	2018	2019
72	109	58

Work-Related Fatalities

2017	2018	2019
0	0	0

Minor First Aid

2017	2018	2019
4	12	17
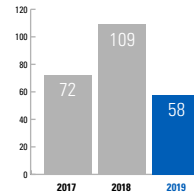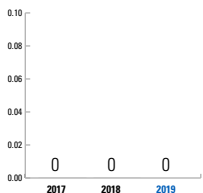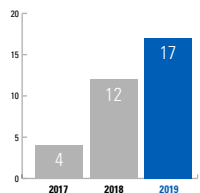
KEY MEASUREMENTS

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).

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.

IN 2019, MOTOROLA SOLUTIONS WAS NAMED TO NEWSWEEK'S LIST OF AMERICA'S MOST RESPONSIBLE COMPANIES AND WAS ALSO RANKED NO. 9 IN BARRON'S TOP 100 SUSTAINABLE U.S. COMPANIES.

REAL ESTATE

With approximately 4.5 million square feet in our portfolio at year-end 2019, Motorola Solutions is committed to having a positive impact on the environment and sustainability in our global real estate footprint.

In 2019, we implemented a retro-commissioning effort on the Schaumburg campus that is expected to yield an estimated annual savings of over 995,000 kWh. We also performed LED lighting upgrades at six locations in the U.S., with expected annual savings of over 700,000 kWh.

Additionally, we continue to participate in a demand response program for two of our Illinois facilities. This helps the local power company to manage peak power loads by using the most efficient power generation resources to meet demand and by reducing the need for startup of additional power generation facilities.

In 2020, we are focusing on a multi-site LED lighting program, heating system upgrade at our Schaumburg facility, controls-based efficiency measures at our Penang facility, as well as increasing Green Energy credit purchases by 7,200,000 kWh.

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 2019, we had $107 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.**

Our printing volumes decreased from 2018 to 2019 with a 15% reduction for black and white prints and a 17% reduction for color copies, resulting in over $1 million in savings.

We continue to purchase high quality office furniture, and as a common practice we reuse existing furniture where possible. We were able to successfully redeploy existing office furniture at several projects globally including Madrid; Shanghai; Tempe, Ariz., Fort Myers, Fla. as well as in office relocations in Taiwan; Franklin, Tenn. and Plano, TX. The estimated cost avoidance associated with these efforts total $239,000.

RENEWABLE ENERGY USE:

Renewable energy use is also part of our commitment to responsible environmental remediation, and in 2019 we used nearly 2.3 million kilowatt hours of power for remediation entirely from renewable sources.

ENERGY AND CLIMATE IMPACT

ENERGY

Motorola Solutions used 199.5 million kilowatt hours, or 718200 GJ, of energy (electricity and fossil fuel) in our operations in 2019, an increase of 1.8% from 2018. We measure environmental impacts at our main sites, which account for 70% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 30% of floor space.

Globally, our renewable energy use was 15% with the balance, 85% from non-renewable sources, which was completely sourced from the power grid. We do not source renewable fuels in our operations.

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.

Our carbon footprint (Scope 1 and 2 emissions from greenhouse gas protocol) totaled 80,982 tonnes of carbon dioxide equivalent (CO_2e) emissions, a decrease of 9.96% compared to 2018 and a decrease of 34.4% compared to our baseline year, 2016. Our Scope 1 emissions totaled 17,352 tonnes CO_2e and Scope 2 emissions were 80,982 tonnes CO_2e. 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 85 kT CO_2e by 2022, which represents a 31% reduction compared to our 2016 baseline.**

In 2019, we replaced data center cooling for our U.K. Airwave network, changing from refrigerant-based systems to direct adiabatic systems. This reduced energy consumption by 2,880,000kWh and carbon emissions by 1,500 tonnes across nine locations. It also reduced fluorinated gas containment by 1,700kgs.

GLOBAL TOTAL ENERGY USE: ELECTRICITY AND FOSSIL FUEL (NORMALIZED IN MILLION KWH)
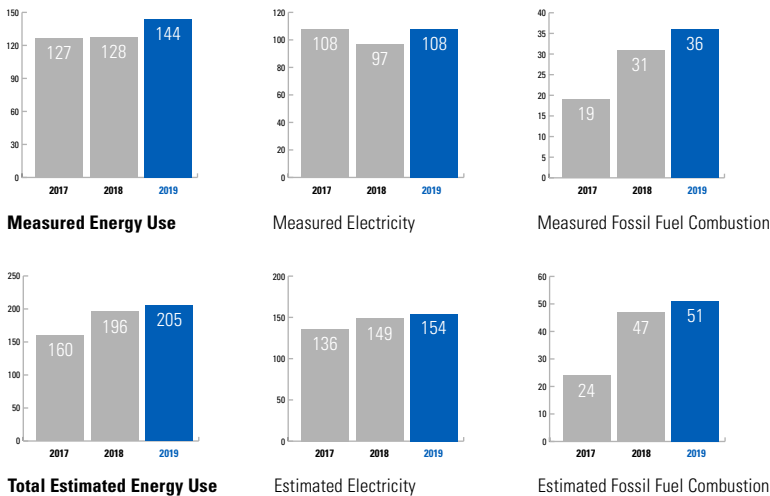
Measured Energy Use
- 2017: 127
- 2018: 128
- 2019: 144

Measured Electricity
- 2017: 108
- 2018: 97
- 2019: 108

Measured Fossil Fuel Combustion
- 2017: 19
- 2018: 31
- 2019: 36

Total Estimated Energy Use
- 2017: 160
- 2018: 196
- 2019: 205

Estimated Electricity
- 2017: 136
- 2018: 149
- 2019: 154

Estimated Fossil Fuel Combustion
- 2017: 24
- 2018: 47
- 2019: 51

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.

OPERATIONS AND THE ENVIRONMENT

RENEWABLE ENERGY USE AS A PERCENT OF TOTAL ENERGY USE

- 2017: 7%
- 2018: 8%
- 2019: 15%
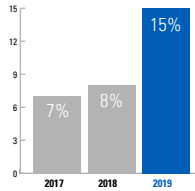
GROSS TOTAL ELECTRICITY USED FROM RENEWABLE AND NON-RENEWABLE

Renewable
- 2017: 10
- 2018: 11
- 2019: 23

Non-Renewable
- 2017: 126
- 2018: 137
- 2019: 127
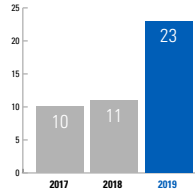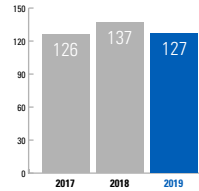
CARBON FOOTPRINT SCOPES 1 AND 2 [TONNES CO2E]

- 2017*: 98,221
- 2018: 89,937
- 2019: 80,982
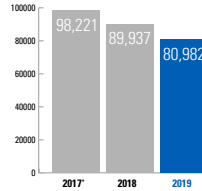
*In 2017, Motorola Solutions reported an emission total that included our Scope 3 business travel emissions. In 2018 we started reporting Scope 3 emissions separately from Scope 1 and 2 with revised 2016 and 2017 values.

SCOPE 3 EMISSIONS REPORTING

Our Scope 3 emissions data reporting is currently in its second year. In addition to working with internal stakeholders to better understand the material categories in our carbon footprint profile, in 2019 we began a campaign to collect carbon footprint data from tier-one direct material suppliers using tools developed by the Responsible Business Alliance (RBA), of which we are a member. Our goal is to increase our responses significantly year over year to better understand this segment of our carbon footprint. Our total Scope 3 emissions for 2019 was 1,817,977 tonnes CO2e, a 3.7% decrease from 2018, our baseline year.

CARBON FOOTPRINT - SCOPE 3 [TONNES CO2E]
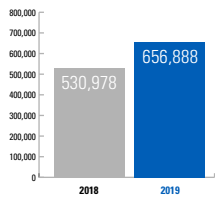
Purchased Goods and Services
- 2018: 530,978
- 2019: 656,888

Capital Goods
- 2018: 32,184
- 2019: 94,912
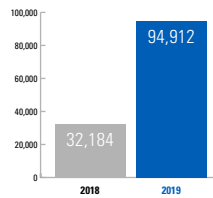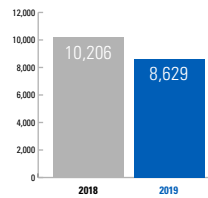
Upstream Fuel and Energy
- 2018: 10,206
- 2019: 8,629
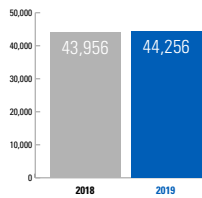
Upstream Transportation and Distribution
- 2018: 43,956
- 2019: 44,256

Waste
- 2018: 98
- 2019: 95
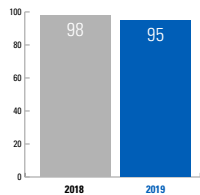
Business Travel
- 2018: 61,555
- 2019: 59,290
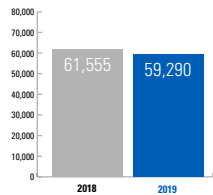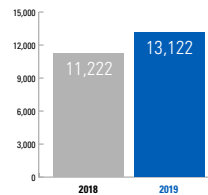
Employee Commuting
- 2018: 11,222
- 2019: 13,122
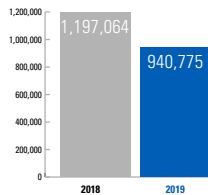
Use of Sold Products
- 2018: 1,197,064
- 2019: 940,775

*2018 is considered the baseline year for Scope 3 reporting.

WASTE AND RECYCLING

In 2019 we produced 1,696 tonnes of total waste globally, 4.6% less than in 2018. 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 2019, 56% was recycled or reused, and 44% of waste was sent to a landfill. No waste was incinerated in 2019. Our total waste includes business, production, consumer products and packaging waste.

Our 2019 recycling rate decreased by 1% compared to 2018. Our recycling program includes business, production, consumer and packaging materials.

For 2021, we have set a goal to **maintain our recycling rate above 50%.**

WASTE REDUCTION:

In 2018, our facility in Richmond, British Columbia implemented a collective work orders program that resulted in a 25% reduction of the use of A4 size paper due to fewer work orders being printed. Also, through the use of Kanban methods (team effectiveness processes), the team was able to eliminate waste in one of their production areas. They replaced jumbo trolleys and wooden pallets with bins for point-of-use material supply to their assembly stations.

WASTE AND RECYCLING
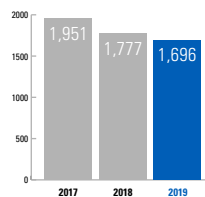
Total waste (tonnes)
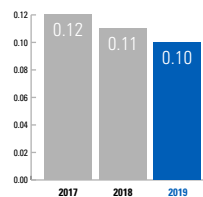
Waste per employee (tonnes/employee)

Recycling rate

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 2019 verification statements are available on our **website**.

We measure water use at sites that account for 51% of total floor space. We extrapolate the measured data to provide an estimate of impacts for the remaining 49% of the total floor space.

For 2020 we have set a goal to **maintain current water usage levels, normalized for new acquisitions**.

FOR 2020 WE HAVE SET A GOAL TO MAINTAIN CURRENT WATER USAGE LEVELS, NORMALIZED FOR NEW ACQUISITIONS.

WATER USE (1,000 CUBIC METERS)

Measured

Total estimated
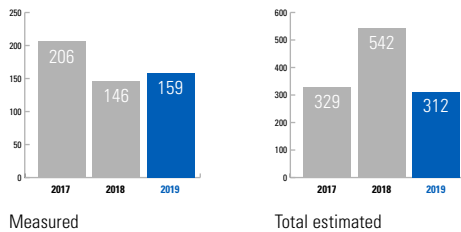
EMISSIONS

The majority of our volatile organic material (VOM) emissions result from our 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 2020 we have set a goal to **maintain VOM emissions at less than 1 metric ton annually**.

VOLATILE ORGANIC MATERIALS (TONNES)
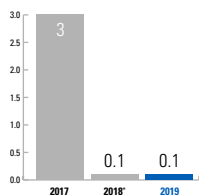
*The emissions in the table show a sharp drop from the VOMs reported in 2017. This is attributed to an increased accuracy of fossil fuel combustion data, allowing us to use actual data rather than estimating.

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, build security into our products from the beginning and provide solutions and services tailored to meet our customers' individual needs. From batteries to logistics systems and software, we look for innovative ways to reduce the direct environmental impacts of our products and help our customers reduce the footprint of their operations.

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, through 2019 we expanded our dedicated team of cybersecurity experts to build our capabilities around penetration testing, threat intelligence, application security, structured risk management processes, security architecture and incident response and training.

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 2019, 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 DevOps practices for our products and services.
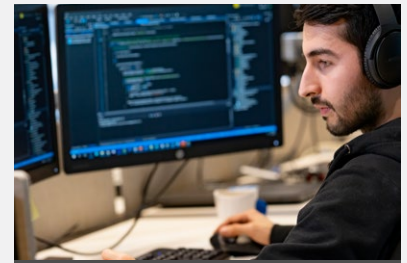
NIST COLLABORATION:

In 2019, we collaborated with the National Institute of Standards and Technology (NIST) on the National Initiative for Cybersecurity Education (NICE) Framework adoption. The NICE Framework serves as a workforce development reference for describing and sharing information on the knowledge, skills and abilities (KSAs) required to strengthen the cybersecurity posture of the technical workforce within the U.S. Federal government, as well as forward-leading organizations in the private sector. We have worked closely with NIST to provide feedback and share our progress as we adopt the NICE Framework to further build our workforce's cybersecurity competencies.

Our continued efforts have resulted in Motorola Solutions' recognition by NIST as an industry leader in cyber training and awareness. We are proud to contribute to such a key industry initiative, which helps offset the overall industry shortage of qualified cybersecurity professionals by investing in our entire technical workforce to raise our organization's overall cyber IQ.

PRODUCT STEWARDSHIP
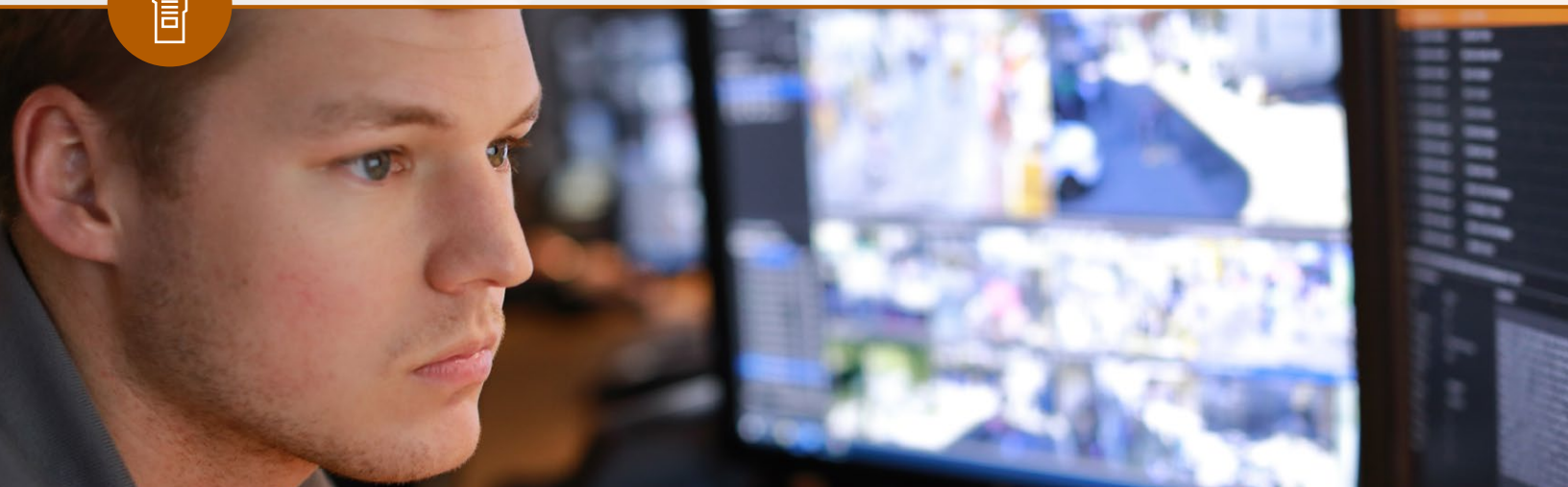
2019 GOALS	PROGRESS
Evolve the product security program to mature governance and oversight, expand cybersecurity training and education programs, integrate with product teams and build organic capability inside product teams.	**Achieved:** Institutionalized a common framework for assessing cybersecurity 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 training formats. Additionally, we more than doubled our network of cybersecurity champions throughout the company.
Engage with customers to provide education on cybersecurity threats and how to better manage them.	**Achieved:** Provided thought leadership through ongoing communication initiatives, including a published report on the **2019 Cyber Threats to Public Safety**.

A technical cybersecurity subcommittee was created in 2018 as part of Motorola Solutions' Trunked Users Group (MTUG). MTUG brings together Motorola Solutions and the Public Safety and Public Service agencies that utilize Motorola Solutions' trunked radio systems to promote the development, sustainability and education of our products, services and processes for the mutual benefit of all parties. In 2019, the technical cybersecurity subcommittee held a number of workshops/meetings with engagement at the MTUG Chapter Presidents meeting and the MTUG National Conference.

Revised all Motorola Solutions' public-facing cybersecurity material and developed our first public-facing threat intelligence product to better inform our customer base. |
| Establish a Motorola Solutions Trust Center cybersecurity presence on our company website to promote greater communications and transparency around our products and services cybersecurity investments. | **Achieved: Trust Center website** published in Q4 2019, which communicates how we constantly strive to provide our customers with transparency, accountability and security that's built into our products and services. |
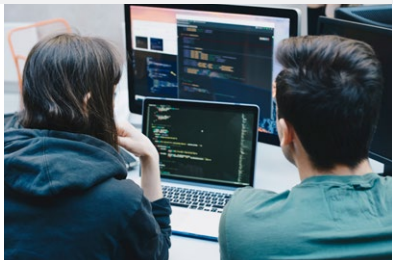
CYBERSECURITY CHAMPIONS:

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 2019, we more than doubled our cyber champions throughout the company to over 350. In the course of the year, these champions dedicated more than 7,000 hours to role-based cybersecurity training.

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 NIST Cybersecurity Framework. In 2019, the overall Enterprise Information Security program met or exceeded industry standards according to these measurements. Additionally, we obtained an independent third-party assessment of our Insider Threat Program which also met or exceeded industry standards according to that assessment.

Our efforts in 2019 to increase our security context and understanding through threat intelligence resulted in a faster response to evolving conditions as well as impacted strategic decision-making. This resulted in an increased focus on critical assets while keeping pace with the constantly shifting nature of attacks and threats.

In 2020, as Motorola Solutions continues to drive products and service offerings into the cloud, the Enterprise Information Security team will support this effort by adding our robust security monitoring and incident response capabilities to the process. Additionally, we remain focused on protecting our intellectual property and have a variety of efforts to enhance our monitoring, context and access controls to the systems that store this type of data.

Cybersecurity is the responsibility of every employee and contractor that has access to our intellectual property. Through an engaging cybersecurity awareness program, we will continue to drive our culture to excite employees to protect their innovative work, enable our business and safeguard our customers.

PRODUCT DESIGN

We consider environmental impacts in the design of our products and work across all stages of the lifecycle to reduce the footprint and increase environmental benefits.

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
- Increase the recyclable content of our products

EVERY YEAR, MOTOROLA SOLUTIONS CONDUCTS SEVERAL ASSESSMENTS COMPARING OUR ENTERPRISE INFORMATION SECURITY PROGRAM EFFECTIVENESS AGAINST INDUSTRY STANDARDS.

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 94 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 will be leveraging 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).

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. 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 2019, our total electronic waste collected was over 400 tonnes.

OUR COMMITMENT GOES BEYOND LEGISLATION. FOR EXAMPLE, WE CURRENTLY HAVE TAKE-BACK PROGRAMS IN PLACE IN EACH REGION AROUND THE WORLD.
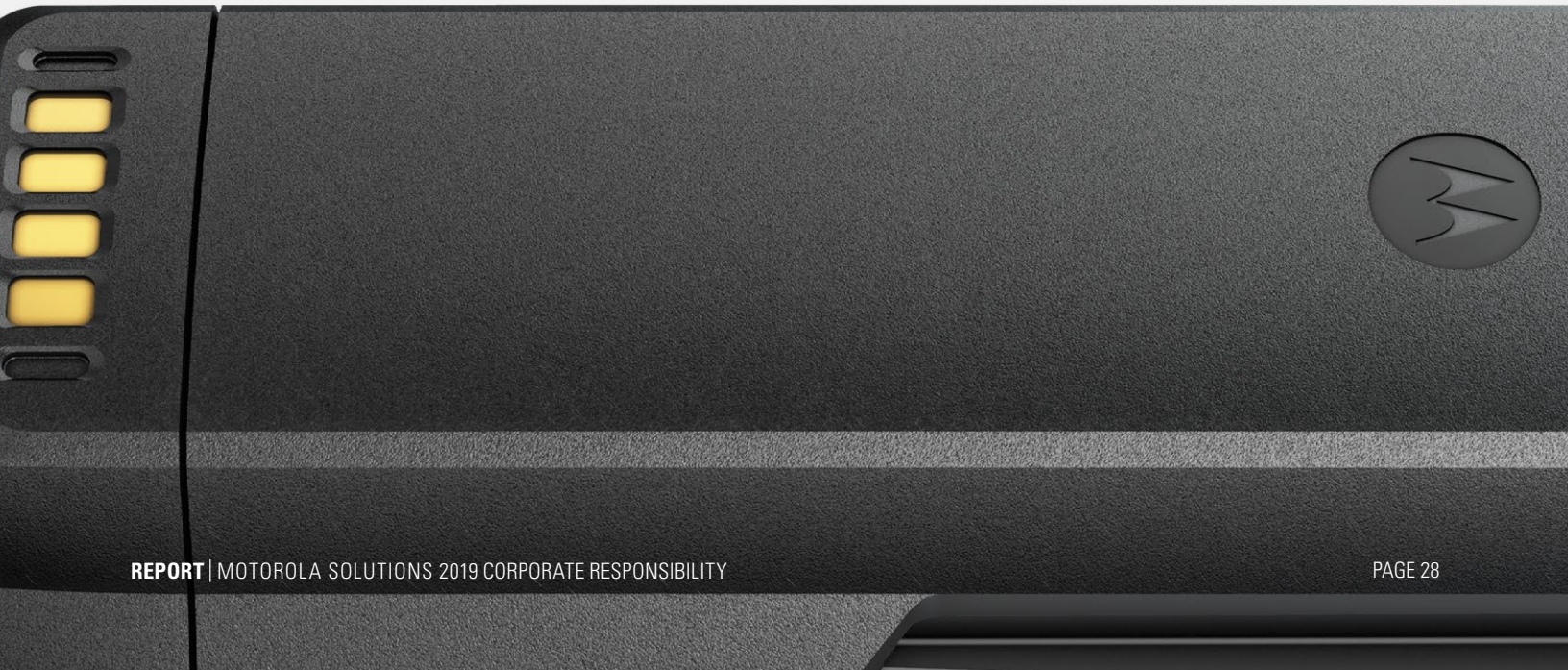
SUPPLY CHAIN

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**. In 2019, our Supplier Code of Conduct was significantly updated to more closely align with the Responsible Business Alliance (RBA) Code of Conduct and also to enhance sections on privacy and the ability to collect Scope 1 and 2 emissions data from our suppliers.

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 each direct material supplier's "scorecard" starting in 2019.

Scorecard performance is used to identify suppliers who align with our strategic objectives in key areas, such as corporate responsibility. Suppliers with high performance are awarded more business.

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 2019, were recognized as a top-tier U.S. Customs-Trade Partnership Against Terrorism (CTPAT) partner for the 17th 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.

WE'VE CONTINUED TO PRIORITIZE RESPONSIBLE BUSINESS PRACTICES AND IN 2019, WE WERE RECOGNIZED AS A TOP-TIER U.S. CUSTOMS-TRADE PARTNERSHIP AGAINST TERRORISM PARTNER FOR THE 17TH CONSECUTIVE YEAR.

RISK ASSESSMENT

We completed 218 risk assessments in 2019, 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. Annually, we conduct a risk-based supplier assessment program. Our focus is on auditing for high-risk suppliers selected on the basis of self-assessment questionnaires and reports of issues.

For tier-one direct manufacturing suppliers, we use the Responsible Business Alliance (RBA) RBA-ON 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 levels. The RBA system also allows for sharing of information among its members to avoid duplication of effort and to present a consistent set of requirements to electronics industry suppliers. In

2019, 218 risk assessments were completed by our suppliers using RBA-ON. 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 a third party (Browz). The third-party assessment evaluates the supplier based on health, safety and environmental criteria. To date we have screened more than 500 suppliers using this process.

In 2019, we also began developing a risk assessment process for indirect suppliers, including suppliers who provide repair, logistics and other services.

THE THIRD-PARTY ASSESSMENT EVALUATES THE SUPPLIER BASED ON HEALTH, SAFETY AND ENVIRONMENTAL CRITERIA. TO DATE WE HAVE SCREENED MORE THAN 500 SUPPLIERS USING THIS PROCESS.

2019 GOALS	PROGRESS
Ensure that suppliers accounting for 80% of our direct material spend are evaluated for risk at least every two years.	**Progess:** 96% of total direct material spend reviewed in the two-year period.
Conduct audits of at least 15% of suppliers evaluated as "high risk" using Motorola Solutions criteria.	**Achieved:** 88% of our tier-one direct material suppliers evaluated as "high risk" were audited.
Perform two or more audits on labor-specific regulations.	**Achieved:** Three audits performed of supply chain labor suppliers to the new RBA Labor Supplier audit protocol.

AUDITING AND IMPROVING

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

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.

In 2019, we also expanded our audit process for new suppliers to include a section on "Corporate Social Responsibility." These audits are managed by our Supplier Development Engineering (SDE) team, part of our Quality organization. Any supplier identified as "high risk" during this audit process will also be considered for a detailed on-site audit. In 2019, 46 of these SDE audits were conducted.

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.

FOLLOWING THE AUDIT, WE PROVIDE FEEDBACK TO SUPPLIERS AND WORK WITH THEM TO CORRECT THE ISSUES IDENTIFIED.

2019 ON-SITE AUDITS

Reason for Audit	
Planned	6
Issue response	0
Labor supplier	3
Follow-up	3
Total sites audited	12
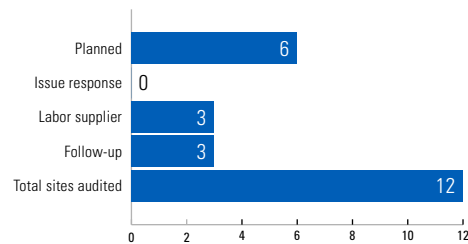
Reason for Audit

Most Common Supplier Audit Findings	
Freely chosen employment	56
Supplier Responsibility	23
Emergency preparedness	13
Occupational safety	12
Wages and benefits	11
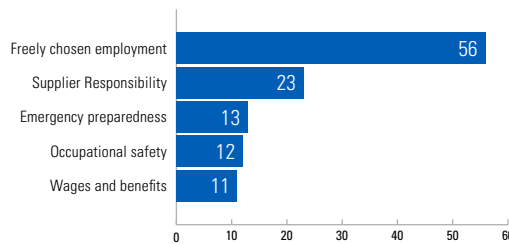
Most Common Supplier Audit Findings

NUMBER OF ISSUES IDENTIFIED

LABOR

Category	Value
Freely chosen employment	56
Young workers	4
Working hours	7
Wages and benefits	11
Human treatment	6
Non-discrimination	8
Freedom of association	1

HEALTH AND SAFETY

Category	Value
Occupational safety	12
Emergency preparedness	13
Occupational injury and illness	7
Industrial hygiene	2
Physically demanding work	1
Machine safeguarding	4
Sanitation, food and housing	2
Health and safety communication	2

ETHICS

Category	Value
Business integrity	4
No improper advantage	6
Disclosure of information	4
Intellectual property	6
Fair business, advertising and competition	4
Protection of identity and non-retaliation	6
Responsible sourcing of minerals	2
Privacy	5

ENVIRONMENTAL

Category	Value
Hazardous substances	4
Wastewater and solid waste	1
Materials restrictions	2
Stormwater management	3
Energy consumption/Greenhouse gas	3

MANAGEMENT SYSTEM

Category	Value
Company commitment	3
Management accountability and responsibility	8
Legal and customer requirements	6
Risk assessment and risk management	5
Improvement objectives	5
Training	9
Communication	7
Worker feedback, participation and grievance	10
Audits and assessments	9
Corrective action process	4
Documentation and records	2
Supplier responsibility	23

Total Issues
308

*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 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.

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.
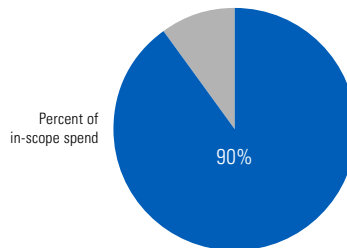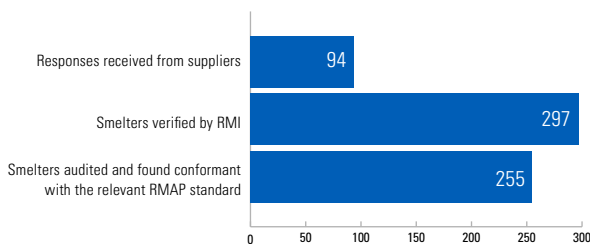
We use the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT) to engage our direct material suppliers. We review responses for completeness and consistency, and we follow up when appropriate. We also support the RMI's Responsible Minerals Assurance Process (RMAP) as part of our membership in the RMI, with the goal of promoting responsible mineral sourcing globally. In 2019, 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 2019 report is available **here**.

> WE USE THE RESPONSIBLE MINERALS INITIATIVE (RMI) CONFLICT MINERALS REPORTING TEMPLATE (CMRT) TO ENGAGE SUPPLIERS.

RMI DUE DILIGENCE SUMMARY

SUPPLIER DIVERSITY

We strive to strategically build an innovative and diverse supplier base.

Our program strategy is centered around three key goals:

- Competitive advantage for our business and our customers
- Corporate responsibility to all of our stakeholders
- Economic impact in the communities we serve through job and revenue generation

By including local, agile and diverse suppliers, we drive competition and innovation within our supply chain and the market. Our supply base includes over 800 certified diverse suppliers, including more than 100 diverse service partners across the country, and we are proactively growing our diverse supplier base.
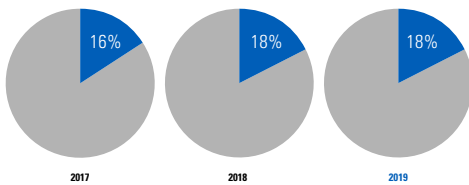
SUPPLY CHAIN

2018 NATIONAL DIVERSITY COUNCIL MEMBERSHIPS

- tech:SCALE (formerly named Technology Industry Group)
- Women's Business Enterprise National Council
- National Minority Supplier Development Council
- National LGBT Chamber of Commerce
- United Hispanic Chamber of Commerce
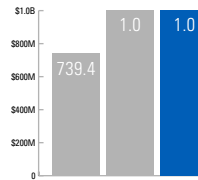- Small Business Administration

SUPPLIER DIVERSITY

16% (2017)	18% (2018)	18% (2019)

Diversity spend

U.S. job creation*: 5,000 / 6,700 / 6,700

Revenue generation*: 739.4 / 1.0 / 1.0

BY INCLUDING LOCAL, AGILE AND DIVERSE SUPPLIERS, WE DRIVE COMPETITION AND INNOVATION WITHIN OUR SUPPLY CHAIN AND THE MARKET.
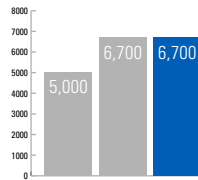
*Reported produced by third party, from Motorola Solutions tier-one U.S. diversity spend, by using Input - Output multipliers published by the U.S. Bureau of Economics Analysis (US BEA). Model estimates the impact of spending $1M in a specific industry in a specific region. Information is aggregated and averaged based on data gathered by the US BEA.

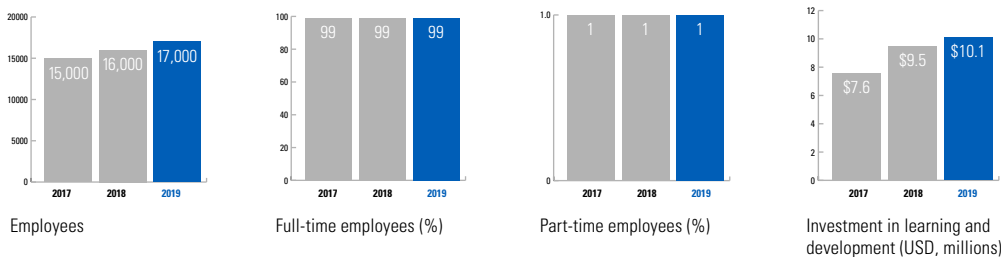| 2019 GOALS	PROGRESS
Strategically utilize and grow Motorola Solutions' diversity spend.	**Achieved:** Increased our internal partnerships and procurement partnerships policies to ensure our teams are providing diverse suppliers with equal opportunities to bid on corporate and customer projects. Our tier-two program has grown in the last year with our top spend suppliers committing to supporting and delivering against our shared diversity goals.
Increase our support of the Supplier Diversity Network and drive supply chain equality within the technology industry.	**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. Our program directly contributed to Motorola Solutions being recognized as a "Best Place to Work for LGBTQ Equality" by the Human Rights Campaign's 2019 Corporate Equality Index (CEI) and 2019 DEI Best Places to Work for People with Disabilities by AADP and Disability:IN.

EMPLOYEES

GLOBAL WORKFORCE

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

GLOBAL WORKFORCE

	2017	2018	2019
Employees	15,000	16,000	17,000
Full-time employees (%)	99	99	99
Part-time employees (%)	1	1	1
Investment in learning and development (USD, millions)	$7.6	$9.5	$10.1

Our intern program has been recognized by WayUp as a Top 100 U.S. Internship Program for the last two years.

INCLUSION AND DIVERSITY

At Motorola Solutions, inclusion is a mindset, and diversity is an outcome.

We view diversity as an innovation-driver that helps us deliver technology that serves as a lifeline for our customers. We take a broad view of diversity, seeking different cultures, opinions and abilities to help us continue building on our 91-year heritage of innovation.

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 2019, added 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.

Additionally, our talent acquisition team plays a key role in bringing diverse candidates into our company by incorporating best practices into our hiring and creating partnerships with diversity organizations. In 2019, we launched an MSI Campus Ambassador program and hosted a series of on-site "Campus Days," allowing college students to experience our culture in person.

In 2020, we continue to invest in programs that help foster an inclusion mindset, such as development programs for high-potential female leaders and an unconscious bias curriculum offered through LinkedIn Learning to our global workforce.

Human Rights Campaign's 2019 Corporate Equality Index (CEI) is the national benchmarking tool on corporate policies and practices for lesbian, gay, bisexual, transgender and queer employees. In the 2019 CEI report, 560 major businesses - spanning nearly every industry and geography - earned a top score of 100% and the distinction of "Best Places to Work for LGBTQ Equality." Motorola Solutions is proud to be one of those companies that received a perfect score.

Motorola Solutions is proud to be recognized as a 2019 Disability Equality Index® (DEI®) Best Places to Work.

EMPLOYEES

29% of worldwide new hires were females compared to our 2018 female population of 25%

34% of new hires in the U.S. were people of color compared to our 2018 people of color population of 30%

30% of promotions into our executive ranks were female

67% of worldwide new hire executives were people of color

52% of our U.S. interns were female or people of color

1.3% increase of people of color in our U.S. population

BUSINESS COUNCILS

Business councils are voluntary, employee-led groups that work to drive inclusion and diversity, enhance company culture and impact business results. Each council is guided by the leadership of a member of the company's executive committee.

As a result of the efforts of these business councils, more than 150 events were hosted across the globe in 2019 with thousands of employees participating.

In addition to promoting a culture of inclusion, an important role of the business councils is employee engagement in the community. In 2019, each council partnered with a strategic community organization to host ongoing volunteer programs. As examples, the Women's Business Council hosted professional clothing drives for Dress for Success and the Veteran's

Business Council supported Veterans Affairs Hospitals serving meals and packing hygiene kits for homeless veterans. The councils also found opportunities to collaborate and recruit volunteers across the company to participate in a Sept. 11 "day of service" with more than 150 employees packing meals in New York City and Chicago to benefit food pantries.

Our Business Councils:

- Global Young Professionals Group
- Multicultural Business Council
- Lesbian, Gay, Bisexual, Transgender and Allies Business Council
- People with Disabilities and Allies Business Council
- Veterans Business Council
- Women's Business Council

INCLUSION AND DIVERSITY SHARK TANK:

Our six business councils participated in an Inclusion and Diversity "Shark Tank" event that provided $125,000 in financial support for various initiatives, including leadership training, university outreach, recruiting partnerships and awareness activities for all Motorola Solutions employees globally.
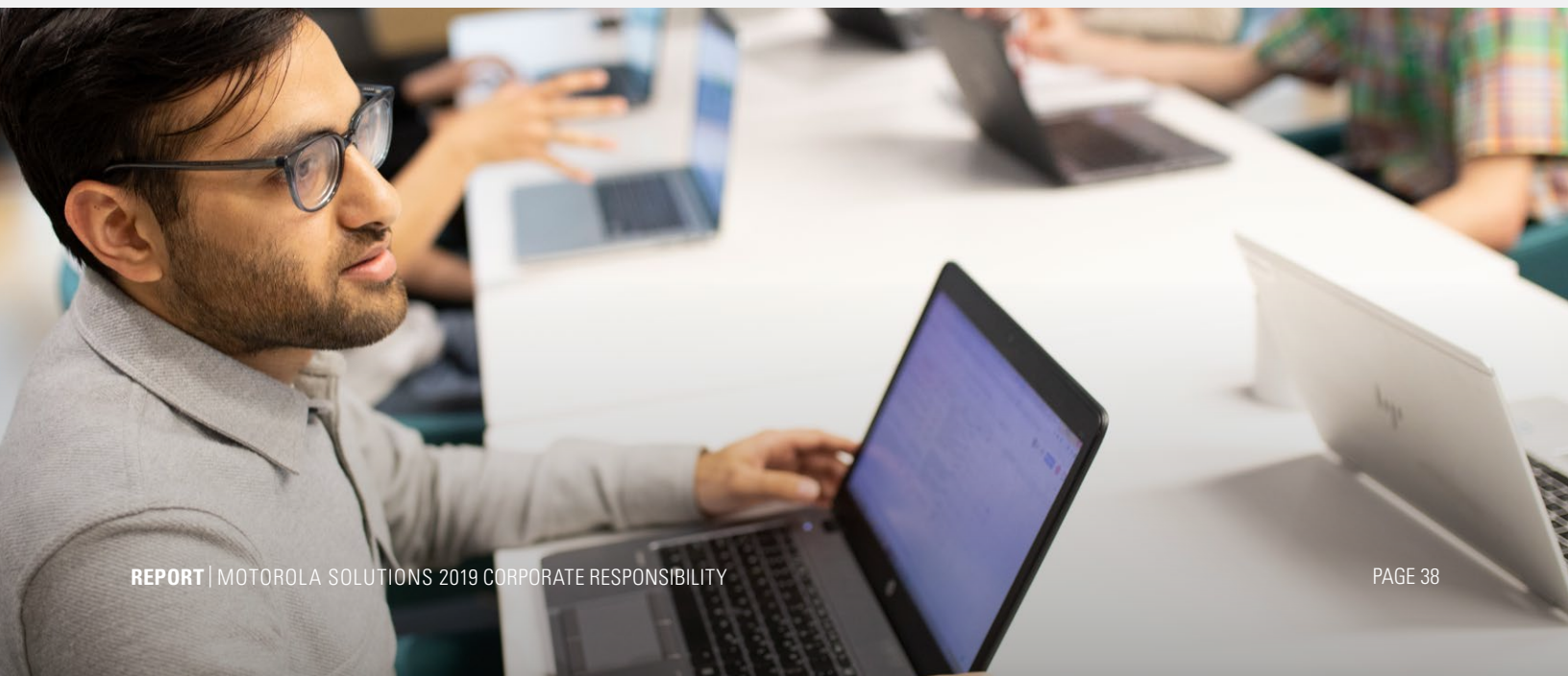
WORKFORCE DEMOGRAPHICS

GLOBAL WORKFORCE BY REGION (%)

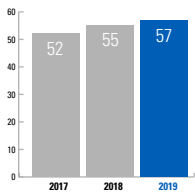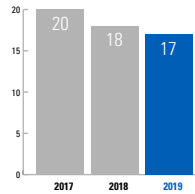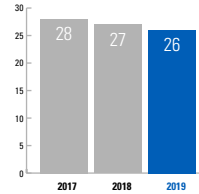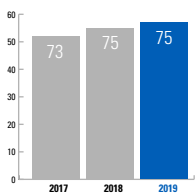| Year	North and Latin America
2017	52
2018	55
2019	57

North and Latin America

Year	Asia Pacific
2017	20
2018	18
2019	17

Asia Pacific

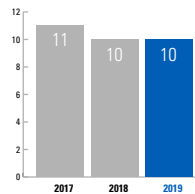| Year	Europe, Middle East and Africa
2017	28
2018	27
2019	26

Europe, Middle East and Africa

SENIOR MANAGEMENT* BY REGION (%)

Year	North and Latin America
2017	73
2018	75
2019	75

North and Latin America

Year	Asia Pacific
2017	11
2018	10
2019	10

Asia Pacific

Year	Europe, Middle East and Africa
2017	16
2018	15
2019	15
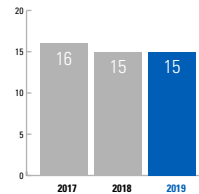
Europe, Middle East and Africa

GLOBAL EMPLOYEES BY GENDER (%)

Year	Male
2017	75
2018	75
2019	74

Male

Year	Female
2017	25
2018	25
2019	26
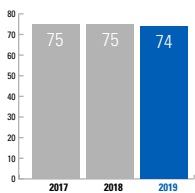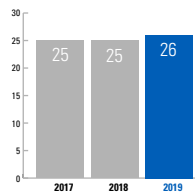
Female

GLOBAL SENIOR MANAGEMENT* BY GENDER (%)

Year	Male
2017	82
2018	80
2019	81

Male

Year	Female
2017	18
2018	20
2019	19
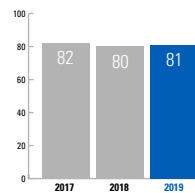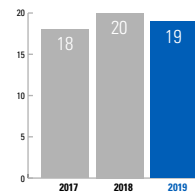
Female

U.S. EMPLOYEES BY RACE

Year	Caucasian
2017	69
2018	70
2019	68

Caucasian

Year	People of Color
2017	31
2018	30
2019	32
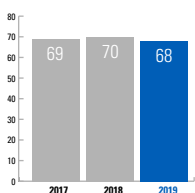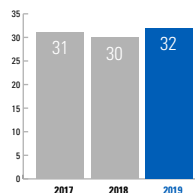
People of Color

U.S. SENIOR MANAGEMENT* BY RACE

Year	Caucasian
2017	79
2018	79
2019	80

Caucasian

Year	People of Color
2017	21
2018	21
2019	20
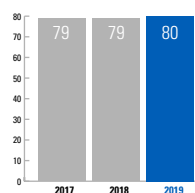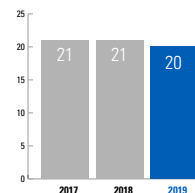
People of Color

*Vice Presidents and Directors.

GENDER DIVERSITY

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

Women Who Lead Speaker Series: The "Women Who Lead" speaker series is another way we demonstrate our commitment to inclusion and diversity at Motorola Solutions.

The event for employees is structured as a fireside chat between Chairman and CEO Greg Brown and an influential female leader. 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.

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

Supporting Women in STEM: In 2019, 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, strengthened its collaborative partnership to promote females pursuing STEM through its engagement with the **Society of Women Engineers (SWE).**

Nearly 100 Motorola Solutions female engineers attended SWE's annual conference for professional development opportunities and also volunteered over 300 hours with women and girls interested in STEM. At a program focused on school-aged girls, the company's interactive STEM booth attracted 500 participants alone, and a booth sponsored by the company and staffed by our volunteer female engineers allowed 800 collegiate and engineering professionals the opportunity to take a professional headshot as they embarked on their job search. In addition, our HR professionals promoted career opportunities for females at Motorola Solutions at the company's career booth.

In 2019, the Foundation awarded $166,000 to SWE. $91,000 was allocated toward scholarships benefiting females pursuing engineering degrees and $75,000 was allocated toward programs supporting engineering education for high school females.

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 with disabilities)
- HirePurpose (employment site and program for veterans)

WE BELIEVE IT IS CRITICALLY IMPORTANT TO SUPPORT THE NEXT GENERATION OF INNOVATORS.

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 conducted eight separate engagement surveys in 2019 focused on identifying employee needs, and they worked to develop action plans to address them.

Motorola Solutions received the following recognitions in 2019:

• Bloomberg Gender Equality Index

• Human Rights Campaign Corporate Equality Index

• ComputerWorld Best Places to Work in IT

• Disability Equality Index Best Places to Work

• WayUp Top 100 U.S. Internship Programs

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 each business function 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.
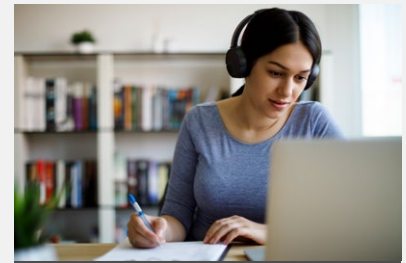
EXPANDED ACCESS TO LINKEDIN LEARNING:

We have increased our investment in learning. Employees and contractors around the globe are now able to access thousands of quality e-learning video courses via a new enterprise-wide LinkedIn Learning offering. LinkedIn Learning offers more than 15,000 online courses taught by real-world professionals in areas related to business, technology and creative fields. Users can choose hour-long courses or a series of shorter videos and can consume the information at their desks or on-the-go.

IGNITE FUTURE LEADERS:

We continue to invest in high-value development opportunities for emerging leaders across our organization. In 2019, more than 170 leaders from all parts of the organization participated in a variety of blended learning programs that included in-person training, self-paced learning and practice activities, all geared toward building their leadership skills.

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.
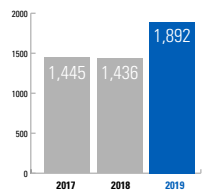
In 2019, 52% of employees in 28 countries participated in our discounted employee stock purchase plan, an increase from 49% in 2018.

IN 2019, 52% OF EMPLOYEES IN 28 COUNTRIES PARTICIPATED IN OUR DISCOUNTED EMPLOYEE STOCK PURCHASE PLAN, AN INCREASE FROM 49% IN 2018.

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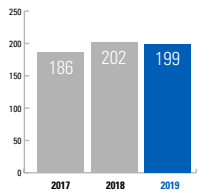
Amount paid to employees through annual sales and incentive plans (USD, millions)

Number of employees awarded restricted stock units, market stock units and stock options
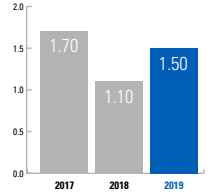
Restricted stock units, market stock units and stock options awarded to employees (million)
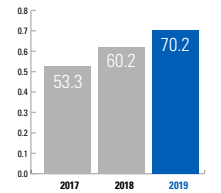
Total value of Motorola Solutions stock purchased through our employee stock purchase plan (USD, millions)

BENEFITS

We provide comprehensive benefits coverage for our U.S. employees such as:

- 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
- Flexible work options
- Assistance for employees going through life-changing events

We align our benefits offerings to market standards in each country in which we operate.

WE ALIGN OUR BENEFITS OFFERINGS TO MARKET STANDARDS IN EACH COUNTRY IN WHICH WE OPERATE.

COMMUNITY

GIVING AND VOLUNTEERING

Our commitment to the community is an important part of our company's 91-year legacy.

We demonstrate this not only through the charitable organizations we support, but through employee engagement and volunteering.

We aim to partner with organizations that are creating safer cities and thriving communities. Community investment by Motorola Solutions and the Motorola Solutions Foundation, the company's charitable giving arm, is focused on:
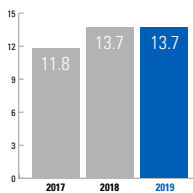
- Technology and engineering education
- Public safety programming
- Disaster relief assistance
- Employee giving and volunteerism

Global Employee Volunteerism & Engagement:
In 2019, the Motorola Solutions Foundation implemented a number of Employee Engagement Committees, made up of employee volunteers, to spearhead local engagement efforts and activities across the globe. In addition, the Foundation launched the rebranding of our employee giving program, the Motorola Matches program, which provides charitable donations for employees' time and donations. Both efforts led to an increase in employee volunteerism of 67% in 2019, with employees logging over 65,000 total volunteer hours.

INCREASE IN EMPLOYEE VOLUNTEERISM OF 67% IN 2019, WITH EMPLOYEES LOGGING OVER 65,000 TOTAL VOLUNTEER HOURS.

MOTOROLA SOLUTIONS FOUNDATION AND CORPORATE GIVING (USD, MILLIONS)

2017: 11.8 2018: 13.7 2019: 13.7

Amount in cash donations

MOTOROLA SOLUTIONS FOUNDATION: GIVING BY CATEGORY

Technology & Engineering Education
2017: 4.7 2018: 5.1 2019: 4.7

Public Safety
2017: 5.5 2018: 6 2019: 4.4
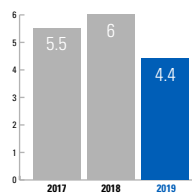
Combined Technology & Engineering Education and Public Safety Programs*
2019: 1
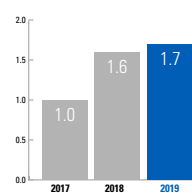
Employee matching gifts/ volunteerism
2017: 1.0 2018: 1.6 2019: 1.7

Community
2017: 0.06 2018: 1 2019: 1
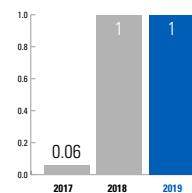
VOLUNTEERING

Employees volunteered
2017: 3,900 2018: 4,600 2019: 6,630
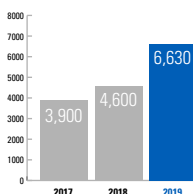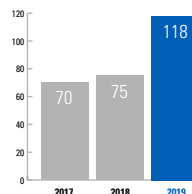
Team volunteer projects
2017: 70 2018: 75 2019: 118
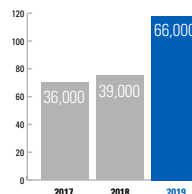
Hours volunteered
2017: 36,000 2018: 39,000 2019: 66,000

*2019 is the first year we are breaking out this category.

2019 GOALS	PROGRESS
Increase employee volunteer hours by 15%.	**Achieved:** Employee volunteer hours goal exceeded with an increase of 67%.
Increase support of programs that focus on both technology & engineering and public safety education, which combines the Foundation's annual grant program's top two funding priorities.	**Achieved:** Funding was increased 95%.
Increased funding to programs that primarily support females in technology & engineering and public safety education.	**Achieved:** In 2019, the Foundation increased funding to programs with female only participants or a strong majority of female participants by 90%.

SOCIAL ENTERPRISE U.K. - CORPORATE CHALLENGE:

In 2019, our U.K. team signed up for the Buy Social Corporate Challenge run by Social Enterprise U.K., a government-endorsed nationwide network that introduces large companies to social enterprises that may be suitable suppliers, to embed corporate responsibility and diversity in their core operations. The U.K. has about 100,000 social enterprises - businesses set up to trade for a social or environmental purpose, from coffee companies creating jobs for homeless people to not-for-profit care services for the elderly. By joining the Challenge, Motorola Solutions identified several social enterprises that the company has already worked with, including Stonewall Equality, Windsor Leadership Trust, the British Red Cross, Embrace Child Victims of Crime and St. John Ambulance.

STRATEGIC GRANTS:

Due to the increase in death by suicide among first responders, support for first responders and their families for mental wellness is a growing focus within public safety. In 2019, the Motorola Solutions Foundation increased support for charitable organizations that support mental wellness and suicide prevention in first responders and their families.

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, 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.

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 on our **website**.

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

AUSTRALIAN BUSH FIRES:

In 2019, 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.
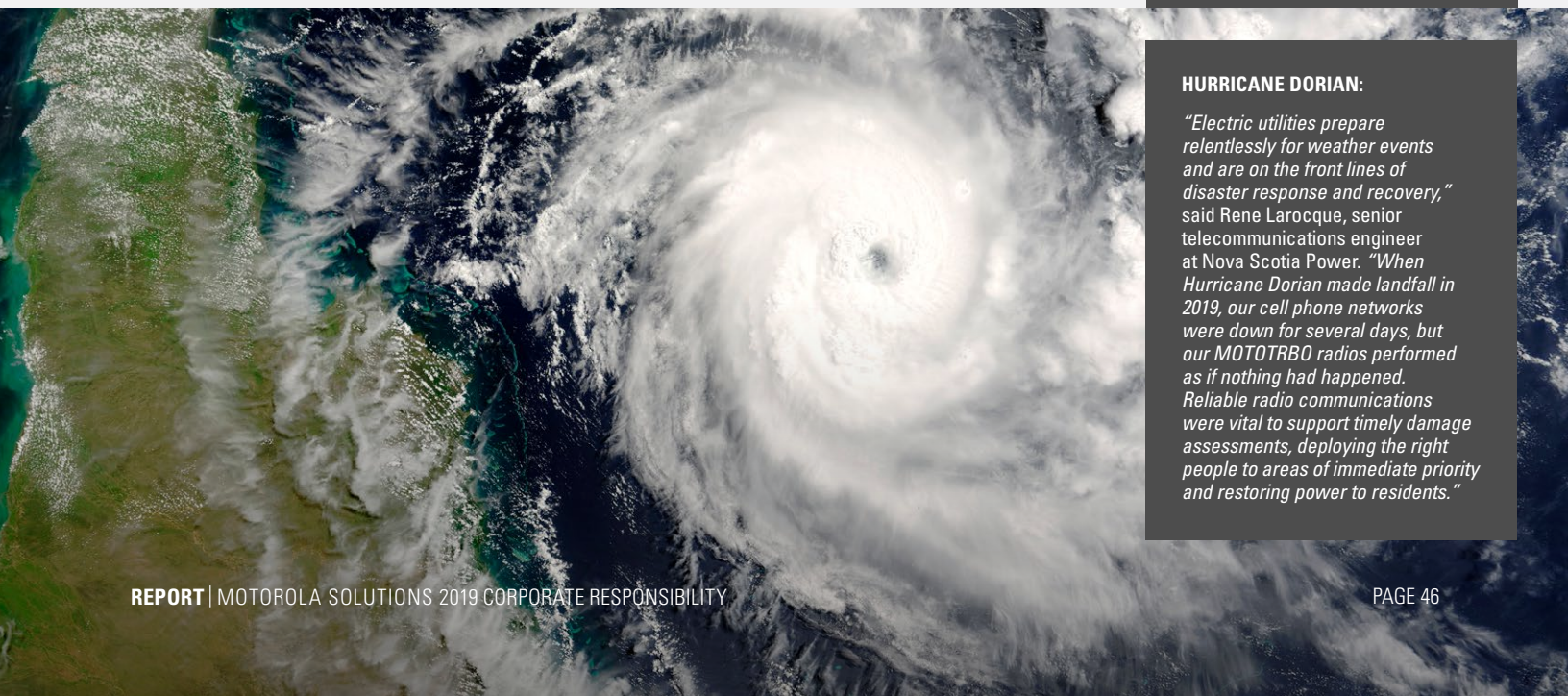
HURRICANE DORIAN:

"Electric utilities prepare relentlessly for weather events and are on the front lines of disaster response and recovery," said Rene Larocque, senior telecommunications engineer at Nova Scotia Power. *"When Hurricane Dorian made landfall in 2019, our cell phone networks were down for several days, but our MOTOTRBO radios performed as if nothing had happened. Reliable radio communications were vital to support timely damage assessments, deploying the right people to areas of immediate priority and restoring power to residents."*

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
	ORGANIZATIONAL PROFILE		
	102-1 Name of Organization	**Our Approach**	**3**
	102-2 Activities, brands, products, and services	**Our Approach**	**3**
	102-8 Information on employees and other workers (a, b, c)*	**Employees:** Global Workforce Inclusion and Diversity Workforce Demographics	**37-39**
	102-9 Supply chain	**Supply Chain:** Suppliers	**30**
	102-11 Precautionary Principle or approach	**Product Stewardship:** Product Design Materials Management	**26-27**
	102-13 Membership of associations	**Governance and Policies:** Political Contributions in the United States	**12**
	STRATEGY		
	Strategy - 102-14 Statement from senior decision-maker	**CEO Letter**	**2**
	ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behavior	**Governance and Policies:** Policies Business Conduct	**7**
	102-17 Mechanisms for advice and concerns about ethics	**Governance and Policies:** Addressing Concerns	**8-9**
	STAKEHOLDER ENGAGEMENT		
102 - General Disclosures (2016)		**Governance and Policies:** Government Affairs and Lobbying	**11**
	102-43 Approach to stakeholder engagement (a)*	**Supply Chain:** Suppliers Risk Assessment Auditing and Improving Conflict Minerals Supplier Diversity	**30-35**
		Employees: Inclusion and Diversity Workforce Demographics Human Capital Development	**37-41**
		Community: Giving and Volunteering	**44-45**
	102-44 Key topics and concerns raised (a, i)*	**Governance and Policies:** Addressing Concerns	**8-9**
	REPORTING PRACTICE		
	102-46 Defining report content and topic Boundaries (a)	**Introduction:** Scope of Report Material Issues	**5**
	102-47 List of material topics	**Introduction:** Material Issues	**5**
	102-50 Reporting period	**Introduction:** Scope of Report	**5**
	102-52 Reporting cycle	**Introduction:** Scope of Report	**5**
	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	**5**
	102-55 GRI content index	**References:** GRI Content Index	**48-50**

GRI Standard	Disclosure	Report Section	Report Page Number
205 - Anti-Corruption (2016)	205-2 Communication and training about anti-corruption policies and procedures (b, e)*	**Governance and Policies:** Business Conduct	**7-8**
302 - Energy (2016)	302-1 Energy consumption within the organization	**Operations and the Environment:** Energy and Climate Impact	**19**
303 - Water (2016)	302-4 Reduction of energy consumption (a)*	**Operations and the Environment:** Real Estate	**18**
	303-1 Water withdrawal by source (a)*	**Operations and the Environment:** Water Use	**22**
305 - Emissions (2016)	305-1 Direct (Scope 1) GHG emissions (a,d)*	**Operations and the Environment:** Energy and Climate Impact	**19**
	305-2 Energy indirect (Scope 2) GHG emissions (a,d)*	**Operations and the Environment:** Energy and Climate Impact	**19**
	305-3 Other indirect (Scope 3) GHG emissions (a, e)*	**Operations and the Environment:** Energy and Climate Impact	**20**
	305-5 Reduction of GHG emissions (a, c, d)*	**Operations and the Environment:** Energy and Climate Impact	**19**
306 - Effluents and Waste (2016)	306-1 Water discharge by quality and destination (a, i)	**Operations and the Environment:** Water Use	**22**
	306-2 Waste by type and disposal method	**Operations and the Environment:** Waste and Recycling	**21**
		Product Stewardship: Product Recycling and Battery Take-Back	**28**
307 - Environmental Compliance (2016)	307-1 Non-compliance with environmental laws and regulations	**Operations and the Environment:** EHS Non-Compliance Incidents	**14**
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	**31 - 33**
401 - Employment (2016)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees (a)*	**Employees:** Benefits	**42**
403 - Occupational Health and Safety (2016)	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities (a, c)*	**Operations and The Environment:** Safety	**15 - 17**
405 - Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees (b, I, iii)*	**Employees:** Global Workforce Inclusion and Diversity Workforce Demographics	**37 - 39**
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	**31 - 33**
415 - Public Policy (2016)	415-1 Political contributions	**Governance and Policies:** Political Contributions in the United States	**12**

*Report includes some of the requirements 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	**7, 10**	**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	**7, 10**	**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	**19**	
TC-SI-130a.1*	(1) Total energy consumed in GJ, (2) percentage grid electricity, (3) percentage renewable	**Operations and Environment:** Energy and Climate Impact	**19**	
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	**22**	
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	**31 - 33**	
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	**Supply Chain:** Conflict Minerals	**34**	
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	**37 - 39**	
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	**37 - 39**	
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	**24 - 26**	
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	**24 - 26**	
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	**24 - 26**	
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	**28**	
TC-HW-410a.4*	Weight of end-of-life products and e-waste recovered, percentage recycled	**Product Stewardship:** Product Recycling and Battery Take-Back	**28**	

*The report includes part of this disclosure

MOTOROLA SOLUTIONS