



# 2023 Diversity, Equity and Inclusion

Annual Report

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# DEI at Motorola Solutions

At Motorola Solutions, we proudly work to build an inclusive culture and diverse workplace, and to embed diversity, equity and inclusion (DEI) into all of our business practices. Our DEI strategy is rooted in our six company values – Inclusive, Innovative, Passionate, Driven, Accountable and Partners – and is driven by three key focus areas: diverse people, equitable and inclusive culture and global reach.

In 2023, our Office of DEI crafted clear and succinct DEI vision and mission statements to serve as the company's North Star for DEI work. The vision statement sets our aspirational goal as a corporation. Lofty and future-facing, it defines the path we intend to follow. The mission statement sets the direction for the Office of DEI, offering a purpose and providing the lens through which we prioritize our time and efforts.

Our vision: **Our commitment to inclusion enables every employee to feel that they can thrive**, our customers to feel seen and their needs met, our partners to recognize and share our values and our communities to feel supported.

Our mission: The Office of DEI is the **leading steward of Motorola Solutions' "Inclusive" core value**. A strategic partner to every area of the business and to our leadership, we help shape culture and create equitable opportunities for every employee to thrive.

## Our focus areas:



**Diverse people:** Build a diverse, high-performing team that is as unique as the communities that Motorola Solutions serves



**Equitable & inclusive culture:** Foster a culture of belonging where all Motorola Solutions employees feel welcome, celebrated and connected to our shared purpose and are able to thrive



**Global reach:** Weave DEI into the fabric of who we are globally – ensuring equitable access to DEI programming while continuously infusing DEI into our business and community impact initiatives



# Workplace representation

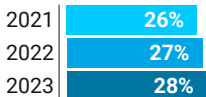


At Motorola Solutions, we strive to continuously provide transparent reporting to foster an inclusive workforce. Below is our workplace representation data as of Dec. 31, 2023. We also disclose our consolidated U.S. Equal Employment Opportunity (EEO-1) data on our website.

## Gender

### Global employees by gender

#### Women

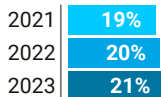


#### Men



### Global directors by gender

#### Women

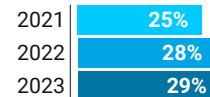


#### Men



### Global vice presidents by gender

#### Women



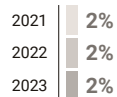
#### Men



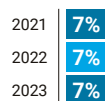
## Race and ethnicity

### U.S. employees by race and ethnicity

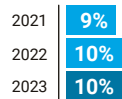
#### Other\*



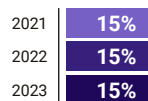
#### Black or African American



#### Hispanic or Latinx



#### Asian

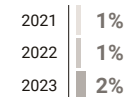


#### White

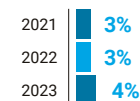


### U.S. directors by race and ethnicity

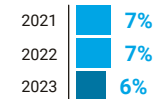
#### Other\*



#### Black or African American



#### Hispanic or Latinx



#### Asian

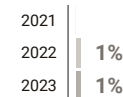


#### White

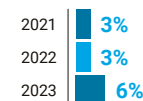


### U.S. vice presidents by race and ethnicity

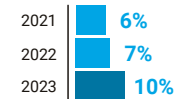
#### Other\*



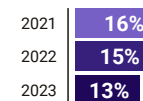
#### Black or African American



#### Hispanic or Latinx



#### Asian



#### White



## Region

### Global workforce by region

#### North America



#### International

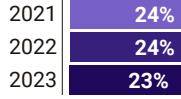


### Global directors by region

#### North America



#### International

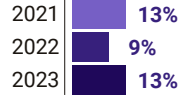


### Global vice presidents by region

#### North America



#### International



## Additional U.S. representative data

We are working to better understand our diverse workforce through our voluntary Self-ID initiative. The following data has been collected through these efforts. We recognize that we have significant work ahead to ensure we have comprehensive data that reflects the actual populations of these communities.

**0.97%**  
LGBTQ+

**7.07%**  
People with disabilities

**6.23%**  
Veterans

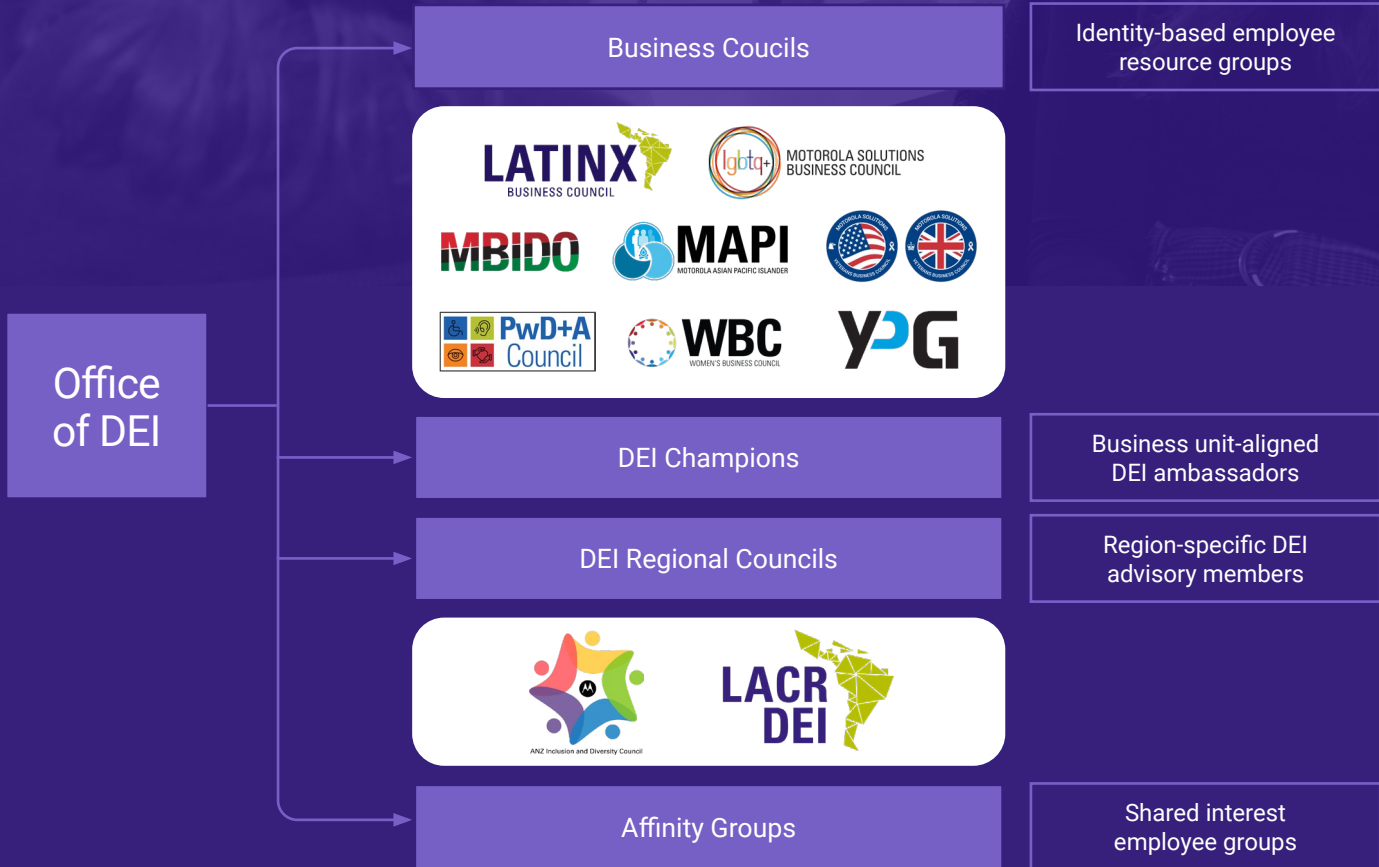
Percentages may not add up due to rounding.

\* Includes two or more races, Native Americans, Pacific Islanders, Native Hawaiians and Alaska Natives.



# Our DEI volunteer community

Our numerous DEI volunteer groups aim to weave DEI into the fabric of who we are globally through their dedication to and participation in DEI initiatives and programming. They are passionate DEI advocates and strategic development partners who help the Office of DEI extend our message, enabling us to collectively reach new heights with inclusion and belonging.



## Business councils

Our business councils are voluntary, employee-led groups that help us drive DEI strategy by spearheading opportunities for employees to shape their careers, network across functions, create positive culture change, advocate for underrepresented populations and assist with recruitment and retention. The eight councils, and their many regional chapters, are open to all employees and currently boast more than 2,000 members. Each council is led by two co-presidents, sponsored and guided by executive leadership and comprises various subcommittees.





### LatinX Business Council

The LatinX business council is focused on increasing representation, advancement and inclusion of LatinX and Hispanic Motorola Solutions employees and their allies through recruitment, development, engagement, volunteerism and outreach events.

LatinX collaborated with the Video & Software organization to create a language and cultural exchange program to match native English speakers with English as a second language (ESL) team members to provide growth opportunities and meaningful connections.



### Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQ+) Business Council

The LGBTQ+ business council provides support, advocacy and networking opportunities while actively helping to attract, retain and develop LGBTQ+ people and increase ally engagement through education and raising awareness.

The LGBTQ+ business council hosted multiple Pride Month events in both English and Spanish, and attended the Out and Equal Workplace Summit for the first time.



### Motorola Asian Pacific Islander (MAPI) Business Council

The MAPI Business Council is focused on creating and expanding awareness, engaging in interactive discussions and celebrating and educating employees about Asian and Pacific Islander (API) heritage.

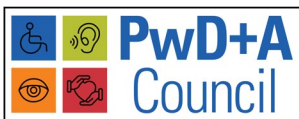
MAPI developed a global council structure with new chapters in India, Canada and Singapore, while engaging with employees for cultural celebrations such as Diwali and Lunar New Year.



### Motorola Black Inclusion and Diversity Organization (MBIDO)

MBIDO is focused on attraction and retention, professional development and the creation and sustainability of a supportive environment for employees who identify as Black or part of the African diaspora.

MBIDO hosted numerous events for Black History Month, piloted a peer-to-peer mentoring program that fosters monthly conversations around diversity and inclusion topics, and hosted an "Equity in Innovation" session where employees learned about the patent process and developed new ideas.



### People with Disabilities and Allies (PwD+A) Council:

The People with Disabilities and Allies Council is dedicated to ensuring accessibility, increasing education and awareness of different disabilities and promoting an environment that enables current and prospective employees to thrive.

The PwD+A Council hosted events in the U.S. and Poland where employees completed disability experiences using virtual reality to show the importance of being open to the needs of all people



### Veterans Business Council (VBC)

The Veterans Business Council increases awareness of the skills, experience and value veterans provide in the workplace with a focus on veteran recruitment, engagement and development opportunities.

The VBC completed multiple volunteer projects in support of both active duty service members and veterans in need, and continued to support the Department of Defence (DoD) Skillbridge program which provides hiring managers early access to military members looking for on-the-job training.





### Women's Business Council (WBC):

The Women's Business Council empowers, develops and elevates women who work at Motorola Solutions by providing communities and connections to enable success while remaining focused on meeting the company's business objectives.

The WBC developed a new mentorship program for their members and celebrated Women's History Month centered around its theme, "Embrace Equity."



### Young Professionals Group (YPG):

The Young Professionals Group builds the networks and careers of young professionals at Motorola Solutions through engaging events and initiatives, whether young in age or young at heart.

YPG organized career panels to highlight professional advancement paths, planned quarterly earnings calls to help employees build financial acumen and hosted localized social and volunteering events to promote networking and relationship building.



## DEI champions

Our DEI Champion Teams consist of employee volunteers that spearhead events and initiatives that further DEI objectives within each area of the business. Established in 2021, our seven DEI Champion Teams drive the adoption of DEI strategies throughout the company and provide feedback on opportunities for inclusion-focused programming as ambassadors of the Office of DEI. From adopting inclusive language guidelines, to developing employee recognition programs, our DEI Champions are crucial to infusing inclusion into all aspects of our business.

## DEI regional councils

Our DEI Regional Councils in Australia and New Zealand, as well as in Latin America and the Caribbean, serve as localized resources addressing region-specific DEI topics. In 2023, the Australia and New Zealand Council completed a comprehensive review of HR policies to ensure they were inclusive of all people and formally applied for a Reconciliation Action Plan. The Latin America and Caribbean Council assisted with governmental certifications related to gender equality and trained local employees on inclusive communication.

## Affinity groups

Affinity groups are voluntary, employee-led groups where employees with shared hobbies and passions can come together to create connections and build relationships. In 2023, more than 15 affinity groups hosted engaging employee initiatives, from the CanSurvive cancer support group sharing personal stories during Movember to the Generation A first generation professionals group hosting personal finance webinars.







# Creating a culture of inclusion

## Living out our Inclusive core value

At Motorola Solutions, we're committed to creating an inclusive environment for all employees. We adopted Inclusive as a core value in 2021 to emphasize our commitment to fostering an inclusive culture, sustaining a diverse workforce and ensuring equitable practices across the company. In 2023, we launched GO ALL INclusive, an initiative aimed at celebrating and promoting Motorola Solutions' Inclusive core value by highlighting ways in which all employees could reflect, recognize and reward inclusive behaviors. As part of this initiative, we shared resources and training materials, and our business councils and DEI volunteer groups hosted cultural events and highlighted ways employees could create more inclusive environments.

## What It Means to Be a Motorolan

In November 2023, we proudly announced our new brand narrative, 'Solving for safer.' This message articulates who we are, what we do and where we're going, further cementing the importance of our iconic brand's work every day. It's a narrative that Motorolans around the world can identify with, believe in and support each and every day – regardless of where they're from, their role or tenure. Our new brand narrative creates an immense sense of belonging and tells the world that our entire workforce is united under one core idea, bridging our present to our future – always, solving for safer.

We know that without our people, all of this would not be possible. Alongside our new brand narrative, we refreshed

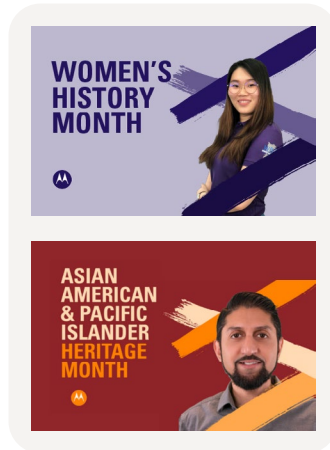
our employee value proposition (EVP) – What It Means to Be a Motorolan. To inform our EVP, better understand employee sentiment and what makes Motorola Solutions a destination place to work, we conducted a series of focus groups and interviews with hundreds of employees across a variety of functions and locations around the world.

By defining "What It Means to Be A Motorolan," we answered the question "what's in it for me?". Beyond the experiences our employees expect, such as competitive pay and benefits, our EVP outlines what makes being a Motorolan so special so we can continue to attract, retain and inspire the best and brightest minds. As Motorolans, we: **work in a people-first culture, innovate what's next and pursue our passion and potential.**



## DEI storytelling

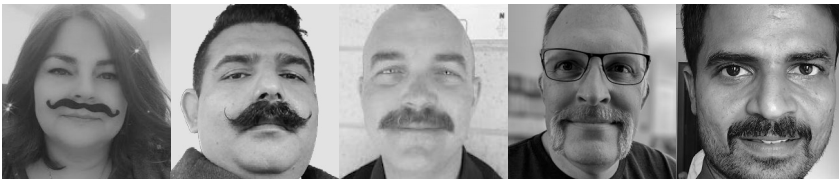
We believe that everything starts with our people, and that by honoring the backgrounds and experiences that shape us, we further promote belonging amongst all our employees. Leveraging the power of storytelling and a robust communications strategy, we celebrate the individual identities that make up our workforce. We know that sharing these stories, and embracing how our differences make us stronger, ultimately helps us attract and retain the best, most diverse talent.



## November

The company sponsored the first annual Movember campaign to raise awareness and funds for men's health issues, including mental health and suicide prevention, prostate cancer and testicular cancer. Additionally, throughout the month of November, employees shared cancer survivor stories, hosted health webinars on cancer prevention and diagnosis and took part in mustache growth and move challenges to raise funds for the Movember Foundation.

The program was an overwhelming success, with more than 700 employees participating in both the "Grow a Mo" and "Move for Mental Health" challenges, which resulted in the Motorola Solutions Foundation issuing a \$25,000 USD donation to the Movember Foundation.



## New company holidays

We proudly added two new holidays to the 2024 U.S. and Canadian holiday calendars:

- **U.S.:** Juneteenth (June 19) was designated as a paid company holiday for all U.S. employees and added to the U.S. Holiday Calendar beginning in 2024. Juneteenth commemorates the emancipation of the remaining enslaved people of African descent in the U.S.
- **Canada:** National Day for Truth and Reconciliation (observed annually on Sept. 30) was designated a paid company holiday for all employees in Canada and added to the Canadian Holiday Calendar beginning in 2024. This day honors the more than 150,000 Indigenous children who were forcibly taken from their homes to undergo cultural assimilation and manual labor in federally run Indian Residential Schools.

Observing Juneteenth in the U.S. and National Day for Truth and Reconciliation in Canada is a small but important step forward in not only acknowledging the significance of these events in our history, but in honoring both the contributions of Black Americans to American society, and the strength and resilience of the Indigenous people in Canada.



For Movember, we turn our attention to men's health, raising awareness around intervention when it comes to cancer detection. For me, it was inspiring to see Motorola Solutions raise awareness around screening, detection and intervention for cancer. Seeing so many of my colleagues participating – from growing a "mo", attending a panel discussion or sharing their personal stories – made me proud to call myself a Motorola Solutions employee.

– Matt Dailida, CanSurvive contributor

# Our partnerships to support underrepresented communities

We are committed to attracting and retaining top talent through the development of inclusive recruiting pipelines, which include strategic DEI partnerships with several diverse organizations. We've continued to identify and expand our presence at industry conferences which provide opportunities to develop internal talent and strengthen our candidate pools. As one example, in 2023, we entered into a partnership with Out and Equal, the premier nonprofit organization working on LGBTQ+ workplace equality, inclusion and belonging. Additionally, our investments in apprenticeship programs remain steadfast, including the Project Bulldog initiative in partnership with the Department of Defense (DoD) SkillBridge program which provides our hiring managers early access to military members who are looking for on-the-job training opportunities while they transition to the civilian workforce.

## 2023 partnerships



## 2023 conference highlights

### NSBE 2023

We continued to partner with the National Society of Black Engineers (NSBE) through our presence at their 49th Annual NSBE Convention in Kansas City, MO. As one of the largest student-run organizations in the U.S., NSBE supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. At NSBE, we hosted a workshop titled "How to Nail Your First Year as a Professional," and connected with prospective candidates and industry professionals.

My participation in NSBE filled my cup personally, professionally and socially. As a Black woman, it is extremely important for me to share my own STEM journey in a way that encourages and motivates young people to fulfill their dreams.

– Rasheedah Edwards, NSBE attendee





## 2023 conference highlights

### WE23 national convention

The Society of Women Engineer's WE23 – the world's largest conference for women in engineering and technology – drew more than 18,000 attendees who engaged in networking, gained career insights and connected with industry leaders on innovation. With more than 350 employees from around the world attending, Motorola Solutions was one of the top sponsors with the most attendees. We also had a strong presence at the career fair, collecting more than 1,500 resumes.

## 2023 company recognition

- **Fortune's** World's Most Admired Companies
- **Forbes World's** Top Companies for Women 2023
- **Newsweek's** America's Greatest Workplaces for Diversity
- **Built In Chicago's** 100 Best Places to Work in Chicago
- **Disability Equality Index** Best Places to Work
- Scored of 95 (out of 100) in the **Human Rights Campaign's** 2023-2024 Corporate Equality Index



I was extremely honored and thrilled to lead the largest SWE contingent from Motorola Solutions to date. WE23 delivered on its promise of incredible networking, outstanding professional development and extraordinary inspiration, which we hope to turn into impactful actions.

– Prajakta Kolhe, global SWE lead



# Giving back to our communities



The **Motorola Solutions Foundation**, the charitable and philanthropic arm of Motorola Solutions, has a long-standing **commitment to providing access and opportunity to underrepresented and underserved populations** in technology/engineering education and first responder programs. Through volunteerism, strategic grants and disaster relief, the Foundation is solving for safer cities and equitable, thriving communities.

In 2023, employees' generosity surpassed company records, with **nearly 100,000 hours volunteered** and more than 500 employee-created volunteer events worldwide, **generating \$3.2 million USD in value for charitable organizations** around the world. For the full-year 2023, the Foundation issued nearly \$1.3 million in matching gifts to thousands of causes for employee charitable donations through its "Donations for Donors" program, many of which support underserved communities.

Through its annual grants program, the Foundation directed **\$10.3 million in strategic grants to organizations benefiting first responder programs and technology and engineering education** with a focus on underrepresented and underserved communities. 60% of the Foundation's grants to technology and engineering education programs directly supported women, including programs from the SWE, AnnieCannons, Girlstart, University College London, Fundacja Edukacyjna Perspektywy (Perspektywy Educational Foundation) and many other organizations that

introduce, educate and inspire women within technology and engineering education. The Foundation also increased its funding to programs that promote diversity among first responders by 18% as compared to 2022.

To further extend its impact, the Foundation introduced two new programs: the **Bright Minds, Bold Futures Scholarship**, which awarded \$100,000 USD in scholarships to 37 deserving students from underserved and underrepresented communities in Chicago pursuing technology and engineering careers, and the **Grant Partner Summit on First Responder Wellness**, which convened 17 organizations from across North America to promote collaboration and learn best practices.

As natural and manmade disasters continued to impact our world, Motorola Solutions employees and the Foundation coalesced, collectively donating **more than \$650,000 USD** to organizations such as the American Red Cross, Direct Relief and others **to support relief efforts in Gaza, Hawaii, Israel, Libya, Morocco, Syria and Turkey.**



Lastly, the Motorola Solutions Foundation was awarded **Benevity's Community Impact Award** which celebrates the inclusive and creative ways brands are making a difference in the world through their giving, volunteering and community investment programs.

For more information on diversity, equity and inclusion at Motorola Solutions, visit [www.motorolasolutions.com/dei](http://www.motorolasolutions.com/dei)



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