Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
MSI PENSION PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 09/15/2014

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
MOTOROLA SOLUTIONS, INC.

500 W. MONROE, 43RD FLOOR
CHICAGO, IL 60661

2b Employer Identification Number (EIN)
36-1115800

2c Plan Sponsor's telephone number
224-501-1605

2d Business code (see instructions)
334200

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/02/2026	JUDY L. MYRDACZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

MOTOROLA SOLUTIONS PENSION PLAN COMMITTEE

500 W. MONROE, 43RD FLOOR
CHICAGO, IL 60661

3b Administrator's EIN
36-1115800

3c Administrator's telephone number
224-501-1605

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	22259
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	1786
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1641
b	Retired or separated participants receiving benefits	**6b**	7524
c	Other retired or separated participants entitled to future benefits	**6c**	11890
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	21055
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	959
f	Total. Add lines **6d** and **6e**.	**6f**	22014
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1E 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☐ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
MSI PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MOTOROLA SOLUTIONS, INC.

D Employer Identification Number (EIN)
36-1115800

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	3121708907
b Actuarial value	**2b**	3144360143

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	7276	1493209545	1493209545
b For terminated vested participants	13197	1829445491	1829445491
c For active participants	1786	326085971	326905044
d Total	22259	3648741007	3649560080

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.38 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	20116283
c Target normal cost	**6c**	20116283

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/08/2026
Date

TRISHA BOUSSARI
Type or print name of actuary

26-06986
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC#17755 P.O.BOX 551343
ATLANTA, GA 30355

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	355734070
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	86302048
9	Amount remaining (line 7 minus line 8)	0	269432022
10	Interest on line 9 using prior year's actual return of 0.25 %	0	673580
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.18 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	46085686
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	224019916

Part III Funding Percentages

14	Funding target attainment percentage	14	80.01 %
15	Adjusted funding target attainment percentage	15	80.01 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	84.53 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	20116283
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	729219853	86397651
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	106513934

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	106513934	106513934

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
MSI PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
MOTOROLA SOLUTIONS, INC.

D Employer Identification Number (EIN)
36-1115800

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: MOTOROLA SOLUTIONS RETIREMENT TRUST

b Name of sponsor of entity listed in (a): MOTOROLA SOLUTIONS, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
47-1471035-001	M	3336634000

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
MSI PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
MOTOROLA SOLUTIONS, INC.

D Employer Identification Number (EIN)
36-1115800

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	3121709000	3336634000
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	126080000	130951000

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	3247789000	3467585000
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	3247789000	3467585000

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		391352000
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		391352000
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	171556000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		171556000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		171556000
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		219796000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CROWE LLP **(2)** EIN: 35-0921680

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 584239.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
MSI PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
MOTOROLA SOLUTIONS, INC.

D Employer Identification Number (EIN)
36-1115800

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 47-1471035

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 197

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☒ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 26.0 % Private Equity: 3.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 52.0 %
High-Yield Debt: 10.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 3.0 % Other: 6.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

MSI PENSION PLAN

Chicago, Illinois

FINANCIAL STATEMENTS

December 31, 2025 and 2024

MSI PENSION PLAN
Chicago, Illinois

FINANCIAL STATEMENTS
December 31, 2025 and 2024

CONTENTS

INDEPENDENT AUDITOR'S REPORT 1

FINANCIAL STATEMENTS

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS 4

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS 5

NOTES TO FINANCIAL STATEMENTS 6

INDEPENDENT AUDITOR'S REPORT

Motorola Solutions, Inc.
Motorola Solutions Pension Plan Committee
Chicago, Illinois

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of MSI Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

(Continued)

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

(Continued)

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Crowe LLP

Crowe LLP

Chicago, Illinois
October 2, 2026

MSI PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2025 and 2024
(In Thousands)

	2025	2024
ASSETS:		
Interest in Master Trust at fair value	$ 3,336,634	$ 3,121,709
Net asset held in 401(h) Account	130,951	126,080
	3,467,585	3,247,789
LIABILITIES:		
Amounts related to obligation of 401(h) account	130,951	126,080
NET ASSETS AVAILABLE FOR BENEFITS	$ 3,336,634	$ 3,121,709

See accompanying notes to financial statements.

MSI PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years ended December 31, 2025 and 2024
(In Thousands)

	2025	2024
Additions to net assets attributed to:		
Investment income:		
Participation in net gain of Master Trust	$ 396,110	$ 8,092
Deductions from net assets attributed to:		
Benefits paid directly to participants	160,835	136,429
Administrative and other expenses	20,350	19,443
Total deductions	181,185	155,872
Net increase (decrease)	214,925	(147,780)
Net assets available for benefits:		
Beginning of period	3,121,709	3,269,489
End of period	$ 3,336,634	$ 3,121,709

See accompanying notes to financial statements.

(1) Description of the Plan

The following description of the MSI Pension Plan (the "Plan") is provided for general information purposes only. Participants should refer to the plan document for more complete information.

(a) General

The effective date of the Plan is September 15, 2014 and was created via a spin-off transfer from the Motorola Solutions Pension Plan ("Prior Plan") under IRC Section 414(l).

The Plan is a defined benefit pension plan covering active employees who were employed prior to January 1, 2005, terminated vested employees and certain in-payment annuitants of Motorola Solutions, Inc. (the "Company").

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

In September 2014, the Company entered into a Definitive Purchase Agreement ("the Agreement") by and among Motorola Solutions, The Prudential Insurance Company of America ("PICA"), Prudential Financial, Inc. and State Street Bank and Trust Company, as Independent Fiduciary of the Prior Plan. Under the Agreement, the Prior Plan planned to purchase from PICA a group annuity contract that requires PICA to pay and administer certain future annuity payments to approximately 30,000 of the Company's retirees. In anticipation of the Agreement, the Company established the MSI Pension Plan (the "New Plan") with substantially the same terms as the Prior Plan to accommodate the remaining participants. On December 3, 2014, the Prior Plan closed its planned purchase of a group annuity from PICA. The purchase of the group annuity contract occurred on December 3, 2014 and PICA began paying benefits on January 1, 2015. The final post-closing contract adjustment occurred on May 29, 2015. The Prior Plan was then terminated.

Effective January 1, 2022, the Company established a retirement plan known as the MSI Pension Plan II . The assets of the Plan, along with the assets of the MSI Pension Plan II, are held in a trust account, the Motorola Solutions Retirement Trust ("the Master Trust").

(b) Pension Benefits

Participants in the Plan become eligible for pension benefits at normal retirement age (65). The Plan permits early retirement at ages 55 through 59, with at least 3 years of service, and ages 60 or older, with at least one year of service. Pension benefits are based on compensation, length of service and Social Security benefits. Early retirement pension benefits are reduced if payments start before age 65. The optional forms of pension benefits are life annuity, joint and survivor annuity, or life-ten years certain annuity. Benefits are paid to a married participant in the form of a qualified joint and survivor annuity and to an unmarried participant in the form of a life annuity unless the participant properly waives the qualified joint and survivor annuity or life annuity, as applicable, and elects another form of payment. With a spouse's consent, a married participant can elect a joint and survivor annuity and designate a joint annuitant who is not the participant's spouse. Effective December 1, 2021, the Plan permits in-service withdrawal for participants who are age 59 ½ or older.

(Continued)

(1) Description of the Plan (Continued)

A spouse's consent is also required for a married participant to elect the life-ten years certain annuity, in which benefits are paid as long as the participant lives after retirement, but with a guarantee that at least 120 monthly payments will be made. If the participant dies before the 120 monthly payments are made, the participant's named beneficiary will receive the remaining payments.

Compensation and future benefit accruals under the Plan are frozen for all participants.

(c) Death and Disability Benefits

In the case of a vested participant (or former participant who is not receiving benefits) who dies before the date benefit payments would commence and who has a surviving spouse, the surviving spouse is paid a qualified pre-retirement survivor annuity which is the same benefit that would be payable to the spouse if the participant died while receiving a qualified joint and 50% survivor annuity.

If a participant's employment terminated because of a disability prior to age 65, he or she is eligible to receive monthly disability benefits beginning at age 65, or if later, when payments from the Motorola Solutions Disability Income Plan terminate. The amount of the benefit is calculated in the same manner as a normal retirement benefit (life annuity) except that benefit service is calculated to the later of age 65 or the date long-term disability benefits terminate and final average earnings are determined as of the disability retirement date.

(d) Expenses

Investment expenses and most other administrative expenses are paid by the Master Trust. These expenses include money manager fees, trustee fees, and payments to the Pension Benefit Guaranty Corporation ("PBGC").

(2) Summary of Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America.

(b) Investment Valuation and Income Recognition and Valuation of Derivative Instruments

The Plan and the Master Trust may use derivative financial instruments to add duration to the fixed income portfolio to better match the maturities of investments in the Plan with the stated investment policies for the fixed income portfolio. As of December 31, 2025 and 2024, the Master Trust and the Plan held derivative instruments. Refer to Note 8 for more information.

Investments and derivative instruments are reported at fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes gains and losses on investments bought and sold as well as held during the year.

(Continued)

(2) Summary of Significant Accounting Policies (Continued)

(c) Contribution Funding Policy

Contributions to the Plan are made by the Company to fund pension cost as estimated by actuaries using the standard unit credit cost method, which meets the minimum funding requirement of ERISA, and additional discretionary amounts may be made to the extent these contributions are deductible for income taxes. The Plan met the minimum funding requirement and did not exceed the maximum funding limit under Internal Revenue Service regulations in 2025 and 2024.

(d) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates. The actuarial present value of accumulated plan benefits is particularly subject to change in the near term.

(e) Risk and Uncertainties

Investments and derivative instruments are exposed to various risks such as interest rate, market, liquidity, and credit risks as well as risks associated with global events. Due to the level of risk associated with certain investments and derivative instruments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the values of investments and derivative instruments will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

(f) Benefit Distributions

Benefit payments to participants are recorded upon distribution.

(3) Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable to the service which employees have rendered under the Plan provisions. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees are based on their average compensation during the five highest full years in the last ten years, ending on the date as of which the benefit information is presented (the valuation date). Benefits payable under all circumstances (retirement, death, disability and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date. The actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

(Continued)

(3) Actuarial Present Value of Accumulated Plan Benefits (Continued)

The actuarial present values of accumulated plan benefits, as of December 31, 2024 as determined by the plan actuary are as follows (in thousands):

Participants currently receiving payments	$	1,498,332
Other participants		2,144,734
		3,643,066
Total actuarial present value of accumulated plan benefits*	$	3,643,066

* The above information excludes benefit obligations with respect to the benefits to be provided by Motorola Solutions Post-Employment Health Benefits Plan under the Plan's 401(h) provisions.

Changes in the present value of accumulated plan benefits for the year ending December 31, 2024 are as follows (in thousands):

Actuarial present value of accumulated plan benefits, December 31, 2023	$	3,849,368
Increase (decrease) due to:		
Interest accumulation		189,478
Benefits paid		(136,429)
Assumption changes		(264,335)
Other changes*		4,984
Actuarial present value of accumulated plan benefits, December 31, 2024	$	3,643,066

* The "other changes" component represents normal operation of the Plan. It consists primarily of the increase due to ongoing benefits accruals (if any) and those items of plan experience that are not associated with plan asset performance.

The significant actuarial assumptions underlying the actuarial computation as of December 31, 2024 and 2023 include:

Factor	Assumption
Mortality rates	Amounts-weighted aggregate rates from the Pri-2012 mortality study with white collar adjustments with fully generational projection using AON's Adjusted Scale MP-2021 for Healthy. Amounts-weighted aggregate rates from the Pri-2012 mortality study with white collar adjustments with fully generational projection using AON's Adjusted Scale MP-2021 for Contingent Survivor.
Retirement age – active participants	Graded scale ages 55 to 74 for 2024 and 2023.
Retirement age – terminated vested participants	Graded scale ages 55 to 74 for 2024 and 2023.

(Continued)

(3) Actuarial Present Value of Accumulated Plan Benefits (Continued)

Factor	Assumption
Optional payment form election percentage:	Portable active participants – 35% elect an immediate lump sum, and if deferred, 65% elect a lump sum and 35% elect a single life annuity at commencement for 2024 and 2023. Portable terminated participants in prior year – 15% elect an immediate lump sum; if deferred, 65% elect a lump sum and 35% elect a straight life annuity at deferred commencement, for 2024 and 2023. Portable terminated participants before prior year – 65% elect lump sum at deferred commencement, 35% elect a straight life annuity at deferred commencement for 2024 and 2023. Traditional participants – 45% elect single life annuity, 2.5% elect 10 year certain and life annuity, 30% elect 100% joint and survivor annuity, 5% elect 75% joint and survivor, 17.5% elect 50% joint and survivor for 2024 and 2023.
Interest rate assumption for lump sum payments:	October 2024 417(e) segment rates of 4.42%, 5.04% and 5.46% for 2024. October 2023 417(e) segment rates of 5.77%, 6.14% and 6.19% for 2023.
Settlement Rate:	2024: 5.70% 2023: 5.01%

An actuarial valuation of the Plan's accumulated plan benefits as of December 31, 2025 has not yet been completed.

(4) Certified Information

Certain information related to investments disclosed in the accompanying financial statements, including investments held at December 31, 2025 and 2024, and participation in net gain (loss) of Master Trust for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by The Northern Trust Company (the trustee of the Plan).

(Continued)

(5) Interest In Master Trust

The Plan's investment assets are held in a trust account at the Trustee in an investment account of the Master Trust, established by the Company and administered by the Trustee. Use of the Master Trust permits the commingling of plan assets for investment and administrative purposes. Each participating retirement plan has a divided interest in the Master Trust. The allocation of the Plan's investments within the Master Trust is allocated in accordance with the Plan's investment policy as set by the plan sponsor. The actual percentage of the allocation in each investment type may vary.

The Plan's interest in the Master Trust is credited with the Company's contributions and allocations of Master Trust investment earnings, and charged with benefit payments to plan participants, allocations of Master Trust investment gains and losses, and administrative expenses. Investment earnings and losses and administrative expenses are allocated to the Plan on a monthly basis.

The following table presents the net assets of the Master Trust and the Plan's and the 401(h) Accounts' interest in the Master Trust as of December 31, 2025 (in thousands):

	Master Trust Balances	Plan's Interest in Master Trust's Balances	401(h) Account's Interest in Master Trust's Balances
Assets:			
Investments, at fair value			
Common Stock	$ 24,406	$ 23,484	$ 922
Government and Agency Securities	347,625	323,380	12,691
Corporate Debt	955,041	918,975	36,066
Asset/Mortgage Backed Securities	841	809	32
Mutual Funds	475,961	453,282	17,790
Partnership	300,096	288,763	11,333
Hedge Fund	103,286	99,385	3,901
Derivative, Assets	2,934	2,706	106
Derivative, Liabilities	(19,716)	(18,296)	(718)
Collective Trust	1,315,890	1,193,953	46,858
Total investments at fair Value	3,506,364	3,286,441	128,981
Pending trade sales	91,508	88,017	3,455
Due from broker	7,239	6,966	273
Cash	56,169	52,140	2,046
Total assets	3,661,280	3,433,564	134,755
Pending trade purchase	(100,886)	(96,930)	(3,804)
Net assets of the Master Trust	$ 3,560,394	$ 3,336,634	$ 130,951

(Continued)

(5) Interest In Master Trust (Continued)

The following table presents the net assets of the Master Trust and the Plan's and the 401(h) Accounts' interest in the Master Trust as of December 31, 2024 (in thousands):

	Master Trust Balances	Plan's Interest in Master Trust's Balances	401(h) Account's Interest in Master Trust's Balances
Assets:			
Investments, at fair value			
Common Stock	$ 23,415	$ 22,506	$ 909
Government and Agency Securities	241,873	228,440	9,226
Corporate Debt	941,106	904,572	36,534
Asset/Mortgage Backed Securities	812	780	32
Mutual Funds	505,719	479,906	19,382
Partnership	281,738	270,801	10,937
Hedge Fund	94,167	90,511	3,656
Derivative, Assets	2,049	1,879	76
Derivative, Liabilities	(46,974)	(43,754)	(1,767)
Collective Trust	1,211,366	1,094,544	44,206
Total investments at fair Value	3,255,271	3,050,185	123,191
Pending trade sales	103,949	99,901	4,035
Due from broker	7,311	7,027	284
Cash	71,284	66,656	2,692
Total assets	3,437,815	3,223,769	130,202
Pending trade purchase	(106,327)	(102,060)	(4,122)
Net assets of the Master Trust	$ 3,331,488	$ 3,121,709	$ 126,080

The net investment gain (loss) of the Master Trust for the year ended December 31, 2025 and 2024 is summarized below (in thousands):

	2025	2024
Net appreciation in fair value of investments	$ 405,206	$ 656
Interest and dividend income	227	325
	405,433	981
Less investment expenses	(2,531)	(2,283)
Net investment gain (loss) of the Master Trust	$ 402,902	$ (1,302)

(Continued)

(6) Fair Value Measurements

Fair value is defined as the price that would be received by the Plan and the Master Trust for an asset or paid to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the principal or most advantageous market for the asset or liability. Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs when measuring fair value. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (Level 1 measurements) and gives the lowest priority to unobservable inputs (Level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Quoted prices (unadjusted) for identical instruments in active markets.

Level 2: Quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active and model-derived valuations, in which all significant inputs are observable in active markets.

Level 3: Valuations derived from valuation techniques, in which one or more significant inputs are unobservable.

In some cases, a valuation technique used to measure fair value includes inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

Master Trust investments and derivative instrument liabilities measured at fair value on a recurring basis as of December 31, 2025 are summarized below (in thousands):

	Fair Value Measurements at December 31, 2025 Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Assets				
Common stock	$ 24,406	$ -	$ -	$ 24,406
Government and agency securities	-	347,625	-	347,625
Corporate debt	-	955,041	-	955,041
Asset/Mortgage backed securities	-	841	-	841
Mutual funds	475,961	-	-	475,961
Partnerships	-	47,992	252,104	300,096
Hedge fund	-	103,286	-	103,286
Derivatives	2,934	-	-	2,934
Collective trust funds	1,315,890	-	-	1,315,890
Total	1,819,191	1,454,785	252,104	3,526,080
Liabilities:				
Derivatives	19,716	-	-	19,716
	19,716	-	-	19,716
Total assets at fair value	$ 1,799,475	$ 1,454,785	$ 252,104	$ 3,506,364

(Continued)

(6) Fair Value Measurements (Continued)

Master Trust investments and derivative instrument liabilities measured at fair value on a recurring basis as of December 31, 2024 are summarized below (in thousands):

	Fair Value Measurements at December 31, 2024 Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Assets				
Common stock	$ 23,415	$ -	$ -	$ 23,415
Government and agency securities	-	241,873	-	241,873
Corporate debt	-	941,106	-	941,106
Asset/Mortgage backed securities	-	812	-	812
Mutual funds	505,719	-	-	505,719
Partnerships	-	71,655	210,083	281,738
Hedge fund	-	94,167	-	94,167
Derivatives	2,049	-	-	2,049
Collective trust funds	1,211,366	-	-	1,211,366
Total	1,742,549	1,349,613	210,083	3,302,245
Liabilities:				
Derivatives	46,974	-	-	46,974
	46,974	-	-	46,974
Total assets at fair value	$ 1,695,575	$ 1,349,613	$ 210,083	$ 3,255,271

The net assets in the 401(h) account (in thousands) total $130,951 and $126,080 as of December 31, 2025 and 2024, respectively, including the receivable and payable as disclosed in Note 5.

The following are descriptions of the valuation methods and assumptions used for the Plan and the Master Trust's investments.

The fair values of publicly traded common stocks as well as mutual funds are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

The fair values of participating units held in collective trust funds are based on their net asset values, as reported by the managers of the collective trust, and as supported by the value of underlying securities and by the unit prices of actual purchase and sale transactions occurring as of or close to the financial statement date. All collective trust funds call for daily redemption except for four collective trust funds that require either one month or a quarterly prior written notice. (Level 1 inputs).

(Continued)

(6) Fair Value Measurements (Continued)

The fair values of derivatives are valued using last trade date price (Level 1 inputs).

The fair values of government securities, agency securities and asset/mortgage-backed securities are determined based on recent bid prices (Level 2 inputs).

The fair values of corporate debt instruments are valued based on yields currently available on comparable securities of issuers with similar credit ratings (Level 2 inputs).

The fair values of the Plan's liability, amounts related to the obligation of the 401(h) account, have been determined to approximate their carrying values, which reflect the fair value of the investments in the 401(h) account, which have been individually described above.

The fair values of limited partnerships are estimated utilizing the net asset valuations provided by the funds and their administrators.

The Pacific Asset Management Bank Loan Fund, LP focuses on the larger, rated issuers and provides a margin of safety and downside risk protection relative to the smaller issuers within the bank loan universe. The investment manager seeks to construct a selective portfolio, generally consisting of 80-150 bank loan issuers. A limited partner may withdraw all or any portion of its capital account as of the first business day of each calendar month by providing written notice to the general partner by no later than the 10th business day of the prior month (Level 2 inputs).

The Private Equity Managers Offshore SCSP focus on realizing long-term compounded returns through private equity in excess of those available through conventional investments in the public equity markets. A limited partner may withdraw all or any portion of its capital account within 120 days (Level 3 inputs).

The Private Credit Managers Offshore LP focus on realizing long-term compounded returns with exposure to private credit via commitments to underlying funds with credit mandates that range from yield- to capital appreciation-oriented strategies. A limited partner may withdraw all or any portion of its capital account within 120 days (Level 3 inputs).

The Master Trust has $187 million in future capital commitments to the partnerships as of December 31, 2025.

The fair values of the hedge funds that are not traded in an active market have been estimated using the net asset value per share of the investments, as reported by the fund managers in the audited fund investment statement. The Pension Plan Committee analyzes the investment valuation methods used by the fund managers, as reported in the audited financial statements. The objective of the Goldman Sachs Multi-strategy portfolio Motorola LTD fund is to target attractive long-term risk-adjusted absolute return with lower volatility than the broad equity markets by investing in the equity long/short, event driven, relative value and tactical trading sectors through a portfolio of investment vehicles managed by trading advisors (Level 2 inputs).

(Continued)

(6) Fair Value Measurements (Continued)

The Master Trust had no outstanding funding commitments to the hedge funds as of December 31, 2025 and 2024.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan and the Master Trust believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Changes in Fair Value of Level 3 Assets

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

The Plan evaluates the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits.

During 2025, the Plan purchased and sold $59,075,000 and $17,054,000 in partnership investments, respectively. During 2024, the Plan purchased and sold $52,727,000 and $1,795,000 in partnership investments, respectively. There were no transfers in or out of level 3 investments.

(7) 401(h) Account

A separate account has been established and maintained in the Plan for the net assets related to the medical-benefit component 401(h) account. In accordance with IRC Section 401(h), the Plan's investments in the 401(h) account may not be used for, or diverted to, any purpose other than providing health benefits for retirees and their beneficiaries. Assets held by the 401(h) account are detailed in Note 5. Any assets transferred to the 401(h) account from the defined benefit pension plan in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year must be transferred out of the account to the pension plan. The related obligations for health benefits are not included in the Plan's obligations in the statement of accumulated plan benefits but are obligations of the Motorola Solutions Post-Employment Health Benefits Plan (Retiree Health Plan). Plan participants do not contribute to the 401(h) account. Employer contributions or qualified transfers to the 401(h) accounts are determined annually and are at the discretion of the Company. Certain of the Plan's net assets are restricted to fund a portion of post-retirement health benefits for retirees and their beneficiaries in accordance with IRC Section 401(h).

Eligibility for the benefits under this amendment for participants, spouses, and other dependents is determined under the provisions of the Retiree Health Plan.

These participants and their dependents will not have a vested benefit under the Retiree Health Plan. The benefits will be paid only if funds exist to make these payments.

(Continued)

(7) 401(h) Account (Continued)

The Company intends to make reasonable actuarially determined contributions to a separate medical benefits account to provide funding for the medical benefits. These benefits will be subordinate to the retirement benefits provided by the Plan. Separate records of both benefit payments and contributions under the Retiree Health Plan are maintained by the trustee of the Plan. Transfers are made out of the Plan to the Retiree Health Plan for benefit payments. Total transfers out of the Plan to the Retiree Health Plan for health benefit payments for 2025 and 2024 were $10,720,945 and $11,969,368, respectively.

(8) Derivative Instruments

The Plan and the Master Trust may use derivative financial instruments to add duration to the fixed income portfolio to better match the maturities of investments in the Plan and the Master Trust with the stated investment policies for the fixed income portfolio. The Plan's and the Master Trust's derivatives primarily consist of futures and swaps. Risks of entering into futures contracts and swaps include the possibility that there may be an illiquid market or that a change in the value of the contract may not correlate with changes in the value of the underlying securities. The statement of net assets available for benefits reflects the fair value of the derivative instrument assets and liabilities.

Using derivative financial instruments means the Plan and the Master Trust are assuming counterparty credit risk. Counterparty credit risk relates to the loss the Plan and the Master Trust could incur if a counterparty defaulted on a derivative contract with an uncollateralized unrealized gain. Counterparty risk is mitigated by daily margin calls and collateral movements. The realized and unrealized gain or loss on futures and swaps was not material to the Master Trust as of December 31, 2025 and 2024. The investments had a notional value of $336,943,016 and $288,219,959 at December 31, 2025 and 2024, respectively.

(9) Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

In the event the Plan terminates, the retirement benefits accrued to each participant will become fully vested and the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions, taking into account those paid out before termination.

2. Benefits payable to former employees or their beneficiaries that commenced at least three years prior to termination, or which would have commenced at such time if the participant had retired.

3. Other vested benefits insured by the PBGC up to the applicable limits (discussed below).

4. All other vested benefits (that is vested benefits not insured by the PBGC).

5. All other benefits under the Plan excluding the accumulated plan benefits to be provided under the Plan's 401(h) provisions.

(Continued)

(9) Plan Termination (Continued)

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Should the Plan terminate at some future time, all participants will receive benefits, depending on the sufficiency, at that time, of the Plan's net assets. It will also depend on the level of benefits guaranteed by the PBGC and any additional contributions that may be required by the Company.

(10) Tax Status

The Plan received a favorable determination letter dated December 15, 2016, from the Internal Revenue Service regarding the Plan's federal income tax status. The Plan qualifies under the provisions of Section 401(a) of the IRC, as amended. The trust is exempt from federal income taxes pursuant to Section 501(a) of the IRC. While the Plan has been amended since receiving this determination, the plan administrator believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes that the Plan is no longer subject to income tax examinations for years prior to 2022.

(11) Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for pension benefits per the financial statements to the Form 5500 (in thousands):

	December 31	
	2025	2024
Net assets available for benefits per the financial statements	$ 3,336,634	$ 3,121,709
Net assets held in 401(h) account included as assets in Form 5500	130,951	126,080
Net assets per the Form 5500	$ 3,467,585	$ 3,247,789

The net assets of the 401(h) account included in Form 5500 are not available to pay pension benefits but can be used only to pay health benefits.

(Continued)

(11) Reconciliation of Financial Statements to Form 5500 (Continued)

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to the Form 5500 (in thousands) for the year ended December 31, 2025:

Increase in net assets available for benefits per the financial statements	$	214,925
Change in net assets held in 401(h) account		4,871
Net income per the Form 5500	$	219,796

(12) Party-in-Interest Transactions

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Certain Master Trust assets are investments issued or managed by The Northern Trust Company, the custodian and trustee of the Master Trust and Goldman Sachs, the Plan's investment manager; therefore, these transactions qualify as party-in-interest transactions. These transactions are not, however, considered prohibited transactions under Section 408(b) of the ERISA regulations. The Plan paid certain administrative fees to the trustee, third-party administrator, the auditor, and various investment managers which qualify as party-in-interest transactions. Certain professional fees for the administration of the Plan were paid by the Company. Various administrative functions are performed by officers or employees of the Company. No such officer or employee received direct compensation from the Plan.

(13) Subsequent Event

Plan management has evaluated subsequent events for recognition and disclosure through October 2, 2026, which is the date the financial statements were available to be issued.

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Number of Participants and Average Accrued Benefit

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39										
40-44		11	37 $10,682	3						
45-49		22 $5,918	170 $14,066	64 $18,204	1					
50-54		14	149 $12,102	199 $18,533	60 $24,135	1				
55-59	1	18	108 $9,885	120 $17,420	201 $29,078	69 $35,052				
60-64		6	54 $8,751	76 $16,912	103 $27,385	124 $40,938	42 $40,190	2		
65-69		2	14	18	17	27 $33,784	23 $40,092	7		
70+			5	1	1	1	3	2		

N-1,786

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Optional Payment Form Election Percentage	
Portable Active Participants	35% elect an immediate lump sum; if deferred, 65% elect a lump sum and 35% elect a single life annuity at deferred commencement
Portable Participants Terminated in Prior Year	15% elect an immediate lump sum; if deferred, 65% elect a lump sum and 35% elect a single life annuity at deferred commencement
Portable Participants Terminated Before Prior Year	65% elect a lump sum at deferred commencement; 35% elect a straight life annuity at deferred commencement
Traditional Participants	45% elect single life annuity, 2.5% elect 10 year certain and life annuity, 30% elect 100% joint and survivor annuity, 5% elect 75% joint and survivor, 17.5% elect 50% joint and survivor
Lump Sum Conversion Interest Rate	Same as funding interest rates above for lump sums
Lump Sum Conversion Mortality	Current IRC section 417(e) table for lump sums
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	1994 GAR projected to 2002 with scale AA

Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	See Table 2
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii)
Withdrawal Rates	See Table 3
Disability Rates	N/A (retirement and withdrawal rates are inclusive of incidences of disability)
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	
Portable Participants	It is assumed that 100% of males and 100% of females have an eligible spouse, male participants are two years older than their spouses, and female participants are one year younger than their spouses.
Traditional Participants	It is assumed that 70% of males and 60% of females have an eligible spouse, male participants are two years older than their spouses, and female participants are one year younger than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of $280,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Expected Return on Assets	
2023 Plan Year	7.00%, limited to 5.74%
2024 Plan Year	6.80%, limited to 5.59%
2025 Plan Year	7.20%, limited to 5.50%
Trust Expenses Included in Target Normal Cost	Based on prior year's actual plan administrative expense (excluding PBGC premiums) to the extent they are expected to occur in the current year, plus the expected PBGC premiums for the current year.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Actuarial Assumptions and Methods

Table 1

Retirement Rates — Actives

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	6.00%
59	6.00%
60	6.00%
61	10.00%
62	10.00%
63	10.00%
64	15.00%
65	15.00%
66	15.00%
67	15.00%
68	15.00%
69	15.00%
70	15.00%
71	15.00%
72	15.00%
73	15.00%
74+	100.00%

Table 2

Retirement Rates — Terminated Vested Participants

Age	Rate
55	2.00%
56	2.00%
57	2.00%
58	2.00%
59	2.00%
60	2.00%
61	5.00%
62	5.00%
63	5.00%
64	25.00%
65	35.00%
66	25.00%
67	15.00%
68	15.00%
69	15.00%
70	15.00%
71	15.00%
72	30.00%
73	30.00%
74+	100.00%

Table 3

Withdrawal Rates — Male and Female

Age	Rate
< 40	6.00%
40 – 54	6.00%
55+	0.00%

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) _____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
MSI PENSION PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 09/15/2014

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

Motorola Solutions, Inc.

500 W. Monroe, 43rd Floor

Chicago IL 60661

2b Employer Identification Number (EIN) 36-1115800

2c Plan Sponsor's telephone number 224-501-1605

2d Business code (see instructions) 334200

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Judy L Myrd	10/2/2026	Judy L. Myrdacz
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

MOTOROLA SOLUTIONS PENSION PLAN COMMITTEE

500 W. MONROE, 43RD FLOOR

CHICAGO IL 60661

3b Administrator's EIN: 36-1115800

3c Administrator's telephone number: 224-501-1605

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	22,259
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	1,786
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1,641
b	Retired or separated participants receiving benefits	**6b**	7,524
c	Other retired or separated participants entitled to future benefits	**6c**	11,890
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	21,055
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	959
f	Total. Add lines **6d** and **6e**.	**6f**	22,014
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1E 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☐ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
MSI PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MOTOROLA SOLUTIONS, INC.

D Employer Identification Number (EIN)
36-1115800

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	3,121,708,907
b Actuarial value	**2b**	3,144,360,143

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	7,276	1,493,209,545	1,493,209,545
b For terminated vested participants	13,197	1,829,445,491	1,829,445,491
c For active participants	1,786	326,085,971	326,905,044
d Total	22,259	3,648,741,007	3,649,560,080

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.38%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	20,116,283
c Target normal cost	**6c**	20,116,283

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

TRISHA BOUSSARI TB
Signature of actuary

09/08/2026
Date

TRISHA BOUSSARI
Type or print name of actuary

2606986
Most recent enrollment number

AON CONSULTING, INC.
Firm name

847-295-5000
Telephone number (including area code)

MSC#17755 P.O.BOX 551343

ATLANTA GA 30355
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	355,734,070
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	86,302,048
9	Amount remaining (line 7 minus line 8)	0	269,432,022
10	Interest on line 9 using prior year's actual return of 0.25%	0	673,580
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.18%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	46,085,686
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	224,019,916

Part III Funding Percentages

14	Funding target attainment percentage	14	80.01%
15	Adjusted funding target attainment percentage	15	80.01%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	84.53%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):		
a Target normal cost (line 6c)	**31a**	20,116,283
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	729,219,853	86,397,651
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	106,513,934

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	106,513,934	106,513,934

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 15 — Reconciliation of Differences Between Valuation Results and Amounts Used to Calculate AFTAP

The Adjusted Funding Target Attainment Percentage (AFTAP) for the Plan Year beginning January 1, 2025 was initially certified at 80.00% on September 24, 2025.

The AFTAP for the Plan Year beginning January 1, 2025 was recertified at 80.01% following the Plan Sponsor's election on December 12, 2025 to waive a portion of the Plan's prefunding balance.

The recertification reflected the following adjustment relative to the valuation results originally used to determine the AFTAP:

Item	Original Certification	Recertification
Date AFTAP Certified	9/24/2025	1/14/2026
Prefunding Balance Used for AFTAP Purposes	$224,712,079	$224,019,916
Other Adjustments	None	None
AFTAP	80.00%	80.01%

No changes were made to the funding target, actuarial value of assets, funding standard carryover balance, or any other assumptions or methods used to determine the AFTAP. The recertified AFTAP of 80.01% is the AFTAP reported on Schedule SB Line 15.

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	6.00%	0.8306	2.92
59.5	6.00%	0.7807	2.79
60.5	6.00%	0.7339	2.66
61.5	10.00%	0.6899	4.24
62.5	10.00%	0.6209	3.88
63.5	10.00%	0.5588	3.55
64.5	15.00%	0.5029	4.87
65.5	15.00%	0.4275	4.20
66.5	15.00%	0.3634	3.62
67.5	15.00%	0.3089	3.13
68.5	15.00%	0.2625	2.70
69.5	15.00%	0.2231	2.33
70.5	15.00%	0.1897	2.01
71.5	15.00%	0.1612	1.73
72.5	15.00%	0.1370	1.49
73.5	15.00%	0.1165	1.28
74	100.00%	0.0990	7.33
	Weighted Average		64.30

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Optional Payment Form Election Percentage	
Portable Active Participants	35% elect an immediate lump sum; if deferred, 65% elect a lump sum and 35% elect a single life annuity at deferred commencement
Portable Participants Terminated in Prior Year	15% elect an immediate lump sum; if deferred, 65% elect a lump sum and 35% elect a single life annuity at deferred commencement
Portable Participants Terminated Before Prior Year	65% elect a lump sum at deferred commencement; 35% elect a straight life annuity at deferred commencement
Traditional Participants	45% elect single life annuity, 2.5% elect 10 year certain and life annuity, 30% elect 100% joint and survivor annuity, 5% elect 75% joint and survivor, 17.5% elect 50% joint and survivor
Lump Sum Conversion Interest Rate	Same as funding interest rates above for lump sums
Lump Sum Conversion Mortality	Current IRC section 417(e) table for lump sums
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	1994 GAR projected to 2002 with scale AA

Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	See Table 2
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(1)(iii)
Withdrawal Rates	See Table 3
Disability Rates	N/A (retirement and withdrawal rates are inclusive of incidences of disability)
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	
Portable Participants	It is assumed that 100% of males and 100% of females have an eligible spouse, male participants are two years older than their spouses, and female participants are one year younger than their spouses.
Traditional Participants	It is assumed that 70% of males and 60% of females have an eligible spouse, male participants are two years older than their spouses, and female participants are one year younger than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of $280,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Expected Return on Assets	
2023 Plan Year	7.00%, limited to 5.74%
2024 Plan Year	6.80%, limited to 5.59%
2025 Plan Year	7.20%, limited to 5.50%
Trust Expenses Included in Target Normal Cost	Based on prior year's actual plan administrative expense (excluding PBGC premiums) to the extent they are expected to occur in the current year, plus the expected PBGC premiums for the current year.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Actuarial Assumptions and Methods

Table 1

Retirement Rates — Actives

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	6.00%
59	6.00%
60	6.00%
61	10.00%
62	10.00%
63	10.00%
64	15.00%
65	15.00%
66	15.00%
67	15.00%
68	15.00%
69	15.00%
70	15.00%
71	15.00%
72	15.00%
73	15.00%
74+	100.00%

Table 2

Retirement Rates — Terminated Vested Participants

Age	Rate
55	2.00%
56	2.00%
57	2.00%
58	2.00%
59	2.00%
60	2.00%
61	5.00%
62	5.00%
63	5.00%
64	25.00%
65	35.00%
66	25.00%
67	15.00%
68	15.00%
69	15.00%
70	15.00%
71	15.00%
72	30.00%
73	30.00%
74+	100.00%

Table 3

Withdrawal Rates — Male and Female

Age	Rate
< 40	6.00%
40 – 54	6.00%
55+	0.00%

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, Part V — Summary of Plan Provisions

Plan History

Motorola, Inc. established the Supplementary Contributory Retirement Plan (SCRP) effective January 1, 1958. The SCRP was a career average defined benefit plan requiring employee contributions of 5 percent of annual salary in excess of $7,500. The normal annual retirement benefit at age 65 was the greater of 45 percent of employee contributions or 2.25 percent of annual salary in excess of $7,500 for each year of participation. For those participants employed prior to January 1, 1958, the SCRP also provided a past service annual benefit equal to ½ percent of January 1, 1958, annual earnings in excess of $7,500, multiplied by the number of years of service to that date, excluding the first year.

Effective January 1, 1978, the SCRP was amended and restated, and the name of the plan was changed to "Motorola, Inc. Pension Plan". For service prior to January 1, 1978, the revised plan retains the same benefits accrued to December 31, 1977 under the SCRP. Employee contributions made under the SCRP remain in the fund. The Motorola, Inc. Pension Plan does not require or allow employee contributions.

The benefit formula was changed to provide an annual pension of 40 percent of the first $20,000 plus 35 percent of the excess over $20,000 of the five-year final average of annual earnings, reduced by 50 percent of primary annual Social Security. This is based on 35 years of service after January 1, 1978, increased or decreased pro rata if service after January 1, 1978 is more or less than 35 years.

Effective January 1, 1988, the Motorola, Inc. Pension Plan was amended and restated. The benefit formula was changed to eliminate the $20,000 breakpoint for service after January 1, 1988. Thus, the benefit formula was improved to provide 75 percent of five-year final average of annual earnings reduced by 50 percent of primary annual Social Security for years of benefit service after December 31, 1987, adjusted pro rata based on 35 years of service. In addition, the years of service required to be 100 percent vested in the pension plan benefit was reduced from 10 years to five years.

Effective January 1, 1989, the plan was amended to allow coverage to eligible Codex and TRW employees on a future service basis for benefit accruals. Also, the plan was changed to comply with the Tax Reform Act of 1986 which limits compensation to $200,000 (to be indexed in the future).

Effective July 1, 1990, the plan was amended to allow coverage to eligible Computer X employees on a future service basis for benefit accruals.

Effective January 1, 1992, UDS employees became covered under the plan on a future service basis for benefit accruals.

Effective January 1, 1997, the Section 401(a)(17) pay limit increased from $150,000 to $160,000.

Effective January 1, 1998, the Section 415 limit increased from $125,000 to $130,000.

Effective January 1, 1999, the Section 415 limit increased from $130,000 to $135,000.

Effective January 1, 2000, the Section 401(a)(17) pay limit increased from $160,000 to $170,000, and the pay definition was changed from base pay to total pay.

Effective July 1, 2000, the plan was amended to change the benefit formula for all employees who become new participants after June 30, 2000. The new formula provides a single life annuity that is the actuarial equivalent of a lump sum benefit equal to the product of the five-year final average of annual earnings and a benefit percent. The benefit percent is the sum of 4 percent for each year of benefit service earned with five or fewer years of vesting service, 5 percent for each year of benefit service earned with more than five but no more than 10 years of vesting service, 6 percent for each year of benefit service earned with more than 10 but no more than 15 years of vesting service, and 7 percent for each year of benefit service earned with more than 15 years of vesting service. Active employees who were participants on June 30, 2000 were given a one-time choice to receive future benefit accruals under the new ("Portable") benefit formula or the old ("Traditional") benefit formula. Those who elected the Portable formula had their accrued benefits under the old formula as of June 30, 2000 converted to a lump sum amount.

Effective January 1, 2001, Motorola Broadband Communication Sector employees began participating in the Portable Plan for future service. Certain BCS employees were granted additional Portable Plan accruals to bridge their transition into the Motorola Plan.

Effective September 1, 2001, Motorola divested the Integrated Information System Group.

Effective December 31, 2001, the General Instrument Corporation Pension Plan was merged into the Motorola, Inc. Pension Plan.

Effective January 1, 2002, Motorola amended their pay definition to exclude incentive pay.

Due to EGTRRA, the 2002 Section 415 limit on benefits paid from a defined benefit plan was increased from $140,000 to $160,000; the 2002 401(a)(17) pay limit increased from $180,000 to $200,000.

To reflect Revenue Ruling 2001-62, the lump sum mortality table was changed from 83GATT to 94GAR effective January 1, 2004.

Effective January 1, 2004, employees hired on or after January 1, 2005, do not participate in the plan.

Effective January 1, 2004, the Section 415 limit on benefits paid from a defined benefit plan was increased from $160,000 to $165,000; the Section 401(a)(17) pay limit increased from $200,000 to $205,000.

Effective December 1, 2004, Motorola divested the Freescale group.

Effective January 1, 2005, the Section 415 limit on benefits paid from a defined benefit plan was increased from $165,000 to $170,000; the Section 401(a)(17) pay limit increased from $205,000 to $210,000. The actuarial equivalence definition for optional payment forms was changed to 94GAR Mortality (weighted 50 percent male) and 6 percent interest.

Effective January 1, 2006, the Section 415 limit on benefits paid from a defined benefit plan was increased from $170,000 to $175,000; the Section 401(a)(17) pay limit increased from $210,000 to $220,000.

Effective January 1, 2007, the Section 415 limit on benefits paid from a defined benefit plan was increased from $175,000 to $180,000; the Section 401(a)(17) pay limit increased from $220,000 to $225,000.

Effective February 20, 2007, the benefit formula was changed to use modified average earnings.

Effective January 1, 2008, the Section 415 limit on benefits paid from a defined benefit plan was increased from $180,000 to $185,000; the Section 401(a)(17) pay limit increased from $225,000 to $230,000.

Effective January 1, 2009, the Section 415 limit on benefits paid from a defined benefit plan was increased from $185,000 to $195,000; the Section 401(a)(17) pay limit increased from $230,000 to $245,000.

Effective March 1, 2009, compensation and benefit accruals were frozen.

Effective January 1, 2010, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2011, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2012, the Section 415 limit on benefits paid from a defined benefit plan was increased from $195,000 to $200,000.

Effective January 1, 2012, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2013, the Section 415 limit on benefits paid from a defined benefit plan was increased from $200,000 to $205,000.

Effective January 1, 2013, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2014, the Section 415 limit on benefits paid from a defined benefit plan was increased from $205,000 to $210,000.

Effective January 1, 2014, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective July 31, 2014, eligible deferred vested Traditional and GI Plan participants may elect a lump sum that is the actuarial equivalent of a single life annuity during the Window Election period commencing on October 2, 2014 and ending on November 7, 2014. The aggregate benefits that may be paid for this Window shall not exceed one billion dollars. The plan sponsor made an election under IRC section 412(d)(2) to reflect the impact of amendment as of January 1, 2014.

Effective September 15, 2014, all active participants, all inactive participants with deferred benefits (including participants with a portion of their benefit in payment status), and recent retirees and beneficiaries (who started payments after December 1, 2013) were spun-off from the Motorola Solutions Pension Plan to the MSI Pension Plan.

Subsequent to the spinoff, the Motorola Solutions Pension Plan was amended to terminate with a termination date of December 31, 2014. In connection with the plan termination, all assets were distributed to plan participants on December 31, 2014 via annuity purchase.

Effective January 1, 2015, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2016, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2017, the Section 415 limit on benefits paid from a defined benefit plan was increased from $210,000 to $215,000.

Effective January 1, 2017, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2018, the Section 415 limit on benefits paid from a defined benefit plan was increased from $215,000 to $220,000.

Effective January 1, 2018, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2019, the Section 415 limit on benefits paid from a defined benefit plan was increased from $220,000 to $225,000.

Effective January 1, 2019, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective September 17, 2019, the plan was amended to provide voluntary lump sum election windows for deferred vested Traditional and GI Plan participants and retirees and beneficiaries. Eligible participants may elect a lump sum during the Window Election period commencing on September 17, 2019 and ending on October 31, 2019.

Effective January 1, 2020, the Section 415 limit on benefits paid from a defined benefit plan was increased from $225,000 to $230,000.

Effective January 1, 2020, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2021, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective December 1, 2021, the plan was amended to provide an in-service distribution option for actively employed participants who reach age 59-1/2.

Effective as of the end of the day on December 31, 2021, accrued benefits of participants listed on the participant exhibit to the MSI Pension Plan II were transferred to MSI Pension Plan II in a de minimis spin-off transfer under IRC section 414(l).

Effective January 1, 2022, the Section 415 limit on benefits paid from a defined benefit plan was increased from $230,000 to $245,000.

Effective January 1, 2022, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2023, the Section 415 limit on benefits paid from a defined benefit plan was increased from $245,000 to $265,000.

Effective January 1, 2023, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2023, with respect to distributions required to be made after December 31, 2022, the Required Beginning Date for participants who are not 5 percent owners was changed to the April 1 of the calendar year following the year in which they attained age 72 (if turn 72 after December 31, 2021 and before January 1, 2023), 73 (if turn 73 after December 31, 2022 and before January 1, 2033), or 75 (if turn 74 after December 31, 2022). If participants are still employed by the plan sponsor after those dates, the Required Beginning Date is April 1 of the calendar year following the calendar year in which they retire.

Effective January 1, 2024, the Section 415 limit on benefits paid from a defined benefit plan was increased from $265,000 to $275,000.

Effective January 1, 2024, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2024, the limit for automatic cash-outs was increased from $5,000 to $7,000.

Effective January 1, 2025, the Section 415 limit on benefits paid from a defined benefit plan was increased from $275,000 to $280,000.

Effective January 1, 2025, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Current Plan Provisions

The plan provisions in effect on January 1, 2025 are summarized below:

Effective Date	Supplementary Contributory Retirement Plan (SCRP) effective January 1, 1958. Motorola, Inc. Pension Plan revised January 1, 1978. Amended and restated January 1, 1988. Amended July 1, 2000. Amended January 1, 2002. Amended January 1, 2004 to close the plan to new hires. Amended February 20, 2007. Amended and restated January 1, 2008. Amended and restated January 1, 2011. MSI Pension Plan effective September 15, 2014.
Eligibility for Participation	One year of service and hired before January 1, 2005.
Normal Retirement	
Eligibility	Age 65.
Traditional Plan Benefit	
Eligibility	An individual who, as of June 30, 1999, is either (1) a participant earning benefit service or on leave of absence or (2) an employee eligible to become a participant upon completion of one year of service, and who elects to have the benefit determined under the Traditional Plan.
Benefit	A monthly benefit equal to the sum of (1) and (2) below: (1) One-twelfth (1/12) of the benefit accrued as of December 31, 1977 expressed as a benefit commencing at age 65. (2) An amount equal to (a) plus (b) reduced by (c) below: (a) For service between January 1, 1978 and December 31, 1987, the sum of 40% of the first $1,666.67 plus 35% of the excess over $1,666.67 of final average earnings, multiplied by a fraction, the numerator of which is months of benefit service between January 1, 1978 and December 31, 1987 and the denominator of which is 420. (b) For service after December 31, 1987, 75% of final average earnings, multiplied by a fraction, the numerator of which is months of benefit service after December 31, 1987 and the denominator of which is 420.

(c) 50% of the Social Security benefit, multiplied by a fraction of the numerator of which is months of benefit service since January 1, 1978 (not in excess of 420) and the denominator of which is 420, but not to exceed 50% of the retirement benefit without Social Security offset.

Effective January 1, 2008, the benefit is the greater of the December 31, 2007 benefit accrued under the above formulas and the benefit calculated under the above formulas but with modified average earnings substituted for final average earnings.

Effective March 1, 2009 compensation and benefit accruals were frozen.

Portable Plan Benefit

Eligibility

Participants who did not elect to have their benefit determined under the Traditional Plan, or who were unable to make an election because their first hour of benefit service was on or after July 1, 1999.

Benefit

A lump sum benefit equal to the sum of (a) and (b) below:

(1) For benefit service beginning July 1, 2000, a lump sum amount equal to the product of final average earnings and a benefit percent that is equal to the sum of the following:

(a) 4% for each year of benefit service earned while the participant has five or fewer years of vesting service.

(b) 5% for each year of benefit service earned while the participant has more than five, but no more than 10 years of vesting service.

(c) 6% for each year of benefit service earned while the participant has more than 10, but no more than 15 years of vesting service.

(d) 7% for each year of benefit service earned while the participant has more than 15 years of vesting service.

(2) The lump sum actuarial equivalent of the Traditional Plan benefit accrued as of June 30, 2000, if any. Pay increases and benefit service after July 1, 2000 do not affect this portion of the benefit.

	Effective January 1, 2008, the benefit is the greater of the December 31, 2007 benefit accrued under the above formulas and the benefit calculated under the above formulas but with modified average earnings substituted for final average earnings. Effective March 1, 2009 compensation and benefit accruals were frozen.
Early Retirement	
Eligibility	The earlier of age 60, or age 55 and three years of vesting service.
Traditional Plan Benefit	Normal retirement benefit reduced by 1/180th for each month first payment precedes normal retirement age, to a maximum of 60 months and further reduced by 1/360th for each month first payment precedes age 60.
Portable Plan Benefit	Lump sum of accrued benefit. Benefits for participants under the Portable formula are actuarially reduced for early retirement.
Late Retirement	
Eligibility	Age 65.
Traditional and Portable Plan Benefit	The late retirement benefit is determined as the greater of the benefit based on all pay and benefit service as of the actual retirement date or the actuarial equivalent of the benefit that would have been payable at normal retirement, determined at the earlier of the actual commencement date and the required beginning date. Actuarial equivalence is determined using the RR 2001-62 mortality table and a 6% interest rate. For benefits commencing after the required beginning date, retroactive payments are made to the required beginning date. The delayed payments are accumulated using the one-year Treasury rate for each December 1. If over 65 on December 31, 1987, the benefit payable is the greater of: (1) The benefit that would have been received at normal retirement age, actuarially increased to account for age on December 31, 1987 plus benefit earned for benefit service after December 31, 1987; or (2) The normal retirement benefit based on benefit service as of actual retirement date.

Disability Retirement

Eligibility	Entitled to disability benefits under Title II provisions of the Social Security Act.
Traditional Plan Benefit	Normal retirement benefit commencing as of normal retirement date or, if later, when LTD benefits cease, based on modified average earnings (final average earnings for benefits commencing prior to January 1, 2008) on the date of disability and benefit service which he would have had at normal retirement age or, if later, when LTD benefits cease. Participant may elect to commence benefit as early as age 55. If so, benefit is reduced as for early retirement and benefit service ends at commencement of benefit.
Portable Plan Benefit	Same provisions as Traditional plan, but participant need not be age 55 to commence.

In-Service Distribution

Eligibility	Age 59-1/2 or older and is an Employee
Traditional Plan Benefit	Same provisions as Normal, Early, or Late Retirement, based on age at commencement
Portable Plan Benefit	Same provisions as Normal, Early, or Late Retirement, based on age at commencement

Deferred Vested Retirement

Eligibility	Three years of vesting service.
Traditional Plan Benefit	Normal retirement benefit accrued to date of termination, reduced by 1/180th for each month first payment precedes normal retirement age, to a maximum of 60 months and further reduced by 1/360th for each month first payment precedes age 60.
Portable Plan Benefit	Normal retirement benefit accrued to date of termination as a lump sum. Benefits for participants under the Portable formula are actuarially reduced for early retirement.

Preretirement Spouse's Annuity

Eligibility	Any vested participant (active or terminated) with service after August 23, 1984.
Traditional Plan Benefit	For a participant who dies after eligible for early retirement, the benefit is an immediate annuity to the surviving spouse equal to 50% of the monthly benefit the participant would have been entitled to had he retired the day before his death and elected the 50% joint and survivor option. For all other vested participants, the benefit is a deferred annuity to the surviving spouse equal to 50% of the monthly benefit the participant would have been entitled to had he terminated employment on the earlier of his actual termination date or the date of his death, survived to early retirement age, elected the 50% joint and survivor option, and then died the following day.
Portable Plan Benefit	Survivors receive a lump sum of the participants accrued benefit. The survivor may elect to receive this benefit at any time after the participant's death. The participant may designate a non-spouse beneficiary.
Normal Form of Annuity	Reduced 50% joint and survivor if married, otherwise a life annuity.
Optional Forms of Payment	100%, 75% and 50% joint and survivor options, and 10-year certain and life option. Portable Plan participants (except for those commencing an In-Service Distribution) may also elect a lump sum that is the actuarial equivalent of a single life annuity.
Social Security Benefit	The monthly amount of benefit which a retired or terminated participant would receive at age 65 (or age at retirement if later), assuming modified average earnings (final average earnings for benefits commencing prior to January 1, 2008) and past earnings equivalent to average national wages determined by the Social Security Administration and no future earnings after retirement or termination.
Final Average Earnings	For years prior to 2008, highest monthly average of earnings paid to an employee in any five years within the last 10 years. Years before 1977 are disregarded.

Modified Average Earnings	For 2008 and later, highest monthly earnings paid to an employee in any five years within the 10 years immediately preceding January 1, 2008 plus earnings in each calendar year of participation on or after January 1, 2008, the sum of which is divided by the sum of the number of pre-January 1, 2008 years of vesting service (maximum five) plus the number of full and partial calendar years of participation on or after January 1, 2008. No credit is given for compensation after March 1, 2009.
Earnings	Employee's direct compensation including sales incentive payments, payments from the Field Sales and Engineering Incentive Plan, Motorola Executive Incentive Plan payments, commissions, shift differentials, overtime, and salary deferrals under Sections 125, 129, and 401(k) of the code, but excluding Motorola Executive Incentive Plan payments prior to January 1, 2000 and after January 1, 2002, overseas allowances, and bonuses.
Employee Contributions	None required after January 1, 1978.
Participant Accumulation	Employee contributions prior to January 1, 1978 with interest less any refunds or benefit payments. Interest is credited at a rate of 3% for January 1, 1958 to December 31, 1971; 4.25% for January 1, 1972 to December 31, 1975; 5% for January 1, 1976 to December 31, 1987; and 120% of the Federal mid-term rate thereafter.
Year of Service	Twelve consecutive month period with 1,000 hours worked.
Vesting Service	One year of vesting service for each year of service.
Benefit Service	Completed years and months from the later of January 1, 1978 or date of hire, maximum of 35 years after December 31, 1987. No credit is given for benefit service after March 1, 2009.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes:

- Effective January 1, 2024, the limit for automatic cash-outs was increased from $5,000 to $7,000.
- Effective January 1, 2025, the Section 415 limit on benefits paid from a defined benefit plan was increased from $275,000 to $280,000.
- Effective January 1, 2025, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the unlimited expected return on assets from 6.80 percent to 7.20 percent.

This assumption change was made to better reflect anticipated future plan experience. It did not reduce the funding shortfall; as such, approval of the Commissioner is not required

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Number of Participants and Average Accrued Benefit

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39										
40-44		11	37 $10,682	3						
45-49		22 $5,918	170 $14,066	64 $18,204	1					
50-54		14	149 $12,102	199 $18,533	60 $24,135	1				
55-59	1	18	108 $9,885	120 $17,420	201 $29,078	69 $35,052				
60-64		6	54 $8,751	76 $16,912	103 $27,385	124 $40,938	42 $40,190	2		
65-69		2	14	18	17	27 $33,784	23 $40,092	7		
70+			5	1	1	1	3	2		

N-1,786

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	6,856,224	34,344,025	126,567,580	167,767,829
2026	8,182,560	49,226,886	125,387,365	182,796,811
2027	10,929,603	63,756,052	124,071,961	198,757,616
2028	13,450,046	78,849,504	122,620,043	214,919,593
2029	16,224,003	93,220,331	121,006,271	230,450,605
2030	18,223,474	107,459,357	119,203,200	244,886,031
2031	20,601,859	119,391,853	117,178,237	257,171,949
2032	23,689,127	130,554,731	114,965,571	269,209,429
2033	23,344,627	140,339,798	112,511,697	276,196,122
2034	27,424,034	148,592,695	109,816,549	285,833,278
2035	28,809,484	155,526,021	106,882,193	291,217,698
2036	29,764,943	160,416,384	103,680,123	293,861,450
2037	31,624,883	163,112,614	100,193,136	294,930,633
2038	31,329,878	164,586,453	96,407,711	292,324,042
2039	30,126,981	164,600,547	92,327,023	287,054,551
2040	31,821,795	163,892,514	87,958,198	283,672,507
2041	30,720,345	161,086,335	83,317,019	275,123,699
2042	29,625,961	157,256,954	78,428,646	265,311,561
2043	28,984,061	152,657,022	73,327,935	254,969,018
2044	26,542,594	146,974,489	68,059,074	241,576,157
2045	26,507,121	140,951,080	62,674,987	230,133,188
2046	23,237,863	134,106,751	57,236,181	214,580,795
2047	21,648,226	127,190,049	51,808,628	200,646,903
2048	19,584,641	120,221,650	46,461,808	186,268,099
2049	18,230,109	113,014,767	41,265,796	172,510,672
2050	16,455,999	105,655,661	36,287,593	158,399,253
2051	15,329,667	97,952,409	31,587,677	144,869,753
2052	13,941,678	90,135,313	27,216,617	131,293,608
2053	12,895,183	82,577,598	23,212,692	118,685,473
2054	11,508,898	74,851,218	19,600,620	105,960,736
2055	10,448,050	67,641,304	16,391,093	94,480,447
2056	9,272,704	60,625,775	13,581,739	83,480,218
2057	8,267,818	53,918,687	11,158,526	73,345,031
2058	7,290,514	47,618,794	9,098,019	64,007,327
2059	6,381,855	41,667,243	7,370,100	55,419,198

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	5,524,602	36,154,271	5,940,227	47,619,100
2061	4,727,956	31,081,467	4,771,812	40,581,235
2062	3,998,994	26,471,466	3,828,159	34,298,619
2063	3,342,203	22,333,520	3,074,015	28,749,738
2064	2,759,600	18,663,223	2,476,833	23,899,656
2065	2,250,788	15,446,406	2,007,507	19,704,701
2066	1,813,250	12,659,788	1,640,721	16,113,759
2067	1,442,736	10,274,569	1,355,032	13,072,337
2068	1,133,743	8,256,700	1,132,687	10,523,130
2069	879,910	6,568,021	959,267	8,407,198
2070	674,476	5,170,375	823,290	6,668,141
2071	510,651	4,027,494	715,772	5,253,917
2072	381,880	3,103,174	629,767	4,114,821
2073	282,098	2,365,124	559,964	3,207,186
2074	205,849	1,782,137	502,331	2,490,317

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 463,822,942	January 1, 2019	9	$ 62,656,632
Shortfall	$ 1,393,032	January 1, 2020	10	$ 173,471
Shortfall	$ (101,677,940)	January 1, 2021	11	$ (11,786,799)
Shortfall	$ (121,569,791)	January 1, 2022	12	$ (13,224,963)
Shortfall	$ 375,460,196	January 1, 2023	13	$ 38,588,165
Shortfall	$ (97,972,536)	January 1, 2024	14	$ (9,567,338)
Shortfall	$ 209,763,950	January 1, 2025	15	$ 19,558,483

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 15 — Reconciliation of Differences Between Valuation Results and Amounts Used to Calculate AFTAP

The Adjusted Funding Target Attainment Percentage (AFTAP) for the Plan Year beginning January 1, 2025 was initially certified at 80.00% on September 24, 2025.

The AFTAP for the Plan Year beginning January 1, 2025 was recertified at 80.01% following the Plan Sponsor's election on December 12, 2025 to waive a portion of the Plan's prefunding balance.

The recertification reflected the following adjustment relative to the valuation results originally used to determine the AFTAP:

Item	Original Certification	Recertification
Date AFTAP Certified	9/24/2025	1/14/2026
Prefunding Balance Used for AFTAP Purposes	$224,712,079	$224,019,916
Other Adjustments	None	None
AFTAP	80.00%	80.01%

No changes were made to the funding target, actuarial value of assets, funding standard carryover balance, or any other assumptions or methods used to determine the AFTAP. The recertified AFTAP of 80.01% is the AFTAP reported on Schedule SB Line 15.

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	6.00%	0.8306	2.92
59.5	6.00%	0.7807	2.79
60.5	6.00%	0.7339	2.66
61.5	10.00%	0.6899	4.24
62.5	10.00%	0.6209	3.88
63.5	10.00%	0.5588	3.55
64.5	15.00%	0.5029	4.87
65.5	15.00%	0.4275	4.20
66.5	15.00%	0.3634	3.62
67.5	15.00%	0.3089	3.13
68.5	15.00%	0.2625	2.70
69.5	15.00%	0.2231	2.33
70.5	15.00%	0.1897	2.01
71.5	15.00%	0.1612	1.73
72.5	15.00%	0.1370	1.49
73.5	15.00%	0.1165	1.28
74	100.00%	0.0990	7.33
	Weighted Average		64.30

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	6,856,224	34,344,025	126,567,580	167,767,829
2026	8,182,560	49,226,886	125,387,365	182,796,811
2027	10,929,603	63,756,052	124,071,961	198,757,616
2028	13,450,046	78,849,504	122,620,043	214,919,593
2029	16,224,003	93,220,331	121,006,271	230,450,605
2030	18,223,474	107,459,357	119,203,200	244,886,031
2031	20,601,859	119,391,853	117,178,237	257,171,949
2032	23,689,127	130,554,731	114,965,571	269,209,429
2033	23,344,627	140,339,798	112,511,697	276,196,122
2034	27,424,034	148,592,695	109,816,549	285,833,278
2035	28,809,484	155,526,021	106,882,193	291,217,698
2036	29,764,943	160,416,384	103,680,123	293,861,450
2037	31,624,883	163,112,614	100,193,136	294,930,633
2038	31,329,878	164,586,453	96,407,711	292,324,042
2039	30,126,981	164,600,547	92,327,023	287,054,551
2040	31,821,795	163,892,514	87,958,198	283,672,507
2041	30,720,345	161,086,335	83,317,019	275,123,699
2042	29,625,961	157,256,954	78,428,646	265,311,561
2043	28,984,061	152,657,022	73,327,935	254,969,018
2044	26,542,594	146,974,489	68,059,074	241,576,157
2045	26,507,121	140,951,080	62,674,987	230,133,188
2046	23,237,863	134,106,751	57,236,181	214,580,795
2047	21,648,226	127,190,049	51,808,628	200,646,903
2048	19,584,641	120,221,650	46,461,808	186,268,099
2049	18,230,109	113,014,767	41,265,796	172,510,672
2050	16,455,999	105,655,661	36,287,593	158,399,253
2051	15,329,667	97,952,409	31,587,677	144,869,753
2052	13,941,678	90,135,313	27,216,617	131,293,608
2053	12,895,183	82,577,598	23,212,692	118,685,473
2054	11,508,898	74,851,218	19,600,620	105,960,736
2055	10,448,050	67,641,304	16,391,093	94,480,447
2056	9,272,704	60,625,775	13,581,739	83,480,218
2057	8,267,818	53,918,687	11,158,526	73,345,031
2058	7,290,514	47,618,794	9,098,019	64,007,327
2059	6,381,855	41,667,243	7,370,100	55,419,198

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	5,524,602	36,154,271	5,940,227	47,619,100
2061	4,727,956	31,081,467	4,771,812	40,581,235
2062	3,998,994	26,471,466	3,828,159	34,298,619
2063	3,342,203	22,333,520	3,074,015	28,749,738
2064	2,759,600	18,663,223	2,476,833	23,899,656
2065	2,250,788	15,446,406	2,007,507	19,704,701
2066	1,813,250	12,659,788	1,640,721	16,113,759
2067	1,442,736	10,274,569	1,355,032	13,072,337
2068	1,133,743	8,256,700	1,132,687	10,523,130
2069	879,910	6,568,021	959,267	8,407,198
2070	674,476	5,170,375	823,290	6,668,141
2071	510,651	4,027,494	715,772	5,253,917
2072	381,880	3,103,174	629,767	4,114,821
2073	282,098	2,365,124	559,964	3,207,186
2074	205,849	1,782,137	502,331	2,490,317

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, Part V — Summary of Plan Provisions

Plan History

Motorola, Inc. established the Supplementary Contributory Retirement Plan (SCRP) effective January 1, 1958. The SCRP was a career average defined benefit plan requiring employee contributions of 5 percent of annual salary in excess of $7,500. The normal annual retirement benefit at age 65 was the greater of 45 percent of employee contributions or 2.25 percent of annual salary in excess of $7,500 for each year of participation. For those participants employed prior to January 1, 1958, the SCRP also provided a past service annual benefit equal to ½ percent of January 1, 1958, annual earnings in excess of $7,500, multiplied by the number of years of service to that date, excluding the first year.

Effective January 1, 1978, the SCRP was amended and restated, and the name of the plan was changed to "Motorola, Inc. Pension Plan". For service prior to January 1, 1978, the revised plan retains the same benefits accrued to December 31, 1977 under the SCRP. Employee contributions made under the SCRP remain in the fund. The Motorola, Inc. Pension Plan does not require or allow employee contributions.

The benefit formula was changed to provide an annual pension of 40 percent of the first $20,000 plus 35 percent of the excess over $20,000 of the five-year final average of annual earnings, reduced by 50 percent of primary annual Social Security. This is based on 35 years of service after January 1, 1978, increased or decreased pro rata if service after January 1, 1978 is more or less than 35 years.

Effective January 1, 1988, the Motorola, Inc. Pension Plan was amended and restated. The benefit formula was changed to eliminate the $20,000 breakpoint for service after January 1, 1988. Thus, the benefit formula was improved to provide 75 percent of five-year final average of annual earnings reduced by 50 percent of primary annual Social Security for years of benefit service after December 31, 1987, adjusted pro rata based on 35 years of service. In addition, the years of service required to be 100 percent vested in the pension plan benefit was reduced from 10 years to five years.

Effective January 1, 1989, the plan was amended to allow coverage to eligible Codex and TRW employees on a future service basis for benefit accruals. Also, the plan was changed to comply with the Tax Reform Act of 1986 which limits compensation to $200,000 (to be indexed in the future).

Effective July 1, 1990, the plan was amended to allow coverage to eligible Computer X employees on a future service basis for benefit accruals.

Effective January 1, 1992, UDS employees became covered under the plan on a future service basis for benefit accruals.

Effective January 1, 1997, the Section 401(a)(17) pay limit increased from $150,000 to $160,000.

Effective January 1, 1998, the Section 415 limit increased from $125,000 to $130,000.

Effective January 1, 1999, the Section 415 limit increased from $130,000 to $135,000.

Effective January 1, 2000, the Section 401(a)(17) pay limit increased from $160,000 to $170,000, and the pay definition was changed from base pay to total pay.

Effective July 1, 2000, the plan was amended to change the benefit formula for all employees who become new participants after June 30, 2000. The new formula provides a single life annuity that is the actuarial equivalent of a lump sum benefit equal to the product of the five-year final average of annual earnings and a benefit percent. The benefit percent is the sum of 4 percent for each year of benefit service earned with five or fewer years of vesting service, 5 percent for each year of benefit service earned with more than five but no more than 10 years of vesting service, 6 percent for each year of benefit service earned with more than 10 but no more than 15 years of vesting service, and 7 percent for each year of benefit service earned with more than 15 years of vesting service. Active employees who were participants on June 30, 2000 were given a one-time choice to receive future benefit accruals under the new ("Portable") benefit formula or the old ("Traditional") benefit formula. Those who elected the Portable formula had their accrued benefits under the old formula as of June 30, 2000 converted to a lump sum amount.

Effective January 1, 2001, Motorola Broadband Communication Sector employees began participating in the Portable Plan for future service. Certain BCS employees were granted additional Portable Plan accruals to bridge their transition into the Motorola Plan.

Effective September 1, 2001, Motorola divested the Integrated Information System Group.

Effective December 31, 2001, the General Instrument Corporation Pension Plan was merged into the Motorola, Inc. Pension Plan.

Effective January 1, 2002, Motorola amended their pay definition to exclude incentive pay.

Due to EGTRRA, the 2002 Section 415 limit on benefits paid from a defined benefit plan was increased from $140,000 to $160,000; the 2002 401(a)(17) pay limit increased from $180,000 to $200,000.

To reflect Revenue Ruling 2001-62, the lump sum mortality table was changed from 83GATT to 94GAR effective January 1, 2004.

Effective January 1, 2004, employees hired on or after January 1, 2005, do not participate in the plan.

Effective January 1, 2004, the Section 415 limit on benefits paid from a defined benefit plan was increased from $160,000 to $165,000; the Section 401(a)(17) pay limit increased from $200,000 to $205,000.

Effective December 1, 2004, Motorola divested the Freescale group.

Effective January 1, 2005, the Section 415 limit on benefits paid from a defined benefit plan was increased from $165,000 to $170,000; the Section 401(a)(17) pay limit increased from $205,000 to $210,000. The actuarial equivalence definition for optional payment forms was changed to 94GAR Mortality (weighted 50 percent male) and 6 percent interest.

Effective January 1, 2006, the Section 415 limit on benefits paid from a defined benefit plan was increased from $170,000 to $175,000; the Section 401(a)(17) pay limit increased from $210,000 to $220,000.

Effective January 1, 2007, the Section 415 limit on benefits paid from a defined benefit plan was increased from $175,000 to $180,000; the Section 401(a)(17) pay limit increased from $220,000 to $225,000.

Effective February 20, 2007, the benefit formula was changed to use modified average earnings.

Effective January 1, 2008, the Section 415 limit on benefits paid from a defined benefit plan was increased from $180,000 to $185,000; the Section 401(a)(17) pay limit increased from $225,000 to $230,000.

Effective January 1, 2009, the Section 415 limit on benefits paid from a defined benefit plan was increased from $185,000 to $195,000; the Section 401(a)(17) pay limit increased from $230,000 to $245,000.

Effective March 1, 2009, compensation and benefit accruals were frozen.

Effective January 1, 2010, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2011, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2012, the Section 415 limit on benefits paid from a defined benefit plan was increased from $195,000 to $200,000.

Effective January 1, 2012, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2013, the Section 415 limit on benefits paid from a defined benefit plan was increased from $200,000 to $205,000.

Effective January 1, 2013, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2014, the Section 415 limit on benefits paid from a defined benefit plan was increased from $205,000 to $210,000.

Effective January 1, 2014, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective July 31, 2014, eligible deferred vested Traditional and GI Plan participants may elect a lump sum that is the actuarial equivalent of a single life annuity during the Window Election period commencing on October 2, 2014 and ending on November 7, 2014. The aggregate benefits that may be paid for this Window shall not exceed one billion dollars. The plan sponsor made an election under IRC section 412(d)(2) to reflect the impact of amendment as of January 1, 2014.

Effective September 15, 2014, all active participants, all inactive participants with deferred benefits (including participants with a portion of their benefit in payment status), and recent retirees and beneficiaries (who started payments after December 1, 2013) were spun-off from the Motorola Solutions Pension Plan to the MSI Pension Plan.

Subsequent to the spinoff, the Motorola Solutions Pension Plan was amended to terminate with a termination date of December 31, 2014. In connection with the plan termination, all assets were distributed to plan participants on December 31, 2014 via annuity purchase.

Effective January 1, 2015, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2016, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2017, the Section 415 limit on benefits paid from a defined benefit plan was increased from $210,000 to $215,000.

Effective January 1, 2017, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2018, the Section 415 limit on benefits paid from a defined benefit plan was increased from $215,000 to $220,000.

Effective January 1, 2018, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2019, the Section 415 limit on benefits paid from a defined benefit plan was increased from $220,000 to $225,000.

Effective January 1, 2019, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective September 17, 2019, the plan was amended to provide voluntary lump sum election windows for deferred vested Traditional and GI Plan participants and retirees and beneficiaries. Eligible participants may elect a lump sum during the Window Election period commencing on September 17, 2019 and ending on October 31, 2019.

Effective January 1, 2020, the Section 415 limit on benefits paid from a defined benefit plan was increased from $225,000 to $230,000.

Effective January 1, 2020, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2021, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective December 1, 2021, the plan was amended to provide an in-service distribution option for actively employed participants who reach age 59-1/2.

Effective as of the end of the day on December 31, 2021, accrued benefits of participants listed on the participant exhibit to the MSI Pension Plan II were transferred to MSI Pension Plan II in a de minimis spin-off transfer under IRC section 414(l).

Effective January 1, 2022, the Section 415 limit on benefits paid from a defined benefit plan was increased from $230,000 to $245,000.

Effective January 1, 2022, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2023, the Section 415 limit on benefits paid from a defined benefit plan was increased from $245,000 to $265,000.

Effective January 1, 2023, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2023, with respect to distributions required to be made after December 31, 2022, the Required Beginning Date for participants who are not 5 percent owners was changed to the April 1 of the calendar year following the year in which they attained age 72 (if turn 72 after December 31, 2021 and before January 1, 2023), 73 (if turn 73 after December 31, 2022 and before January 1, 2033), or 75 (if turn 74 after December 31, 2022). If participants are still employed by the plan sponsor after those dates, the Required Beginning Date is April 1 of the calendar year following the calendar year in which they retire.

Effective January 1, 2024, the Section 415 limit on benefits paid from a defined benefit plan was increased from $265,000 to $275,000.

Effective January 1, 2024, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Effective January 1, 2024, the limit for automatic cash-outs was increased from $5,000 to $7,000.

Effective January 1, 2025, the Section 415 limit on benefits paid from a defined benefit plan was increased from $275,000 to $280,000.

Effective January 1, 2025, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Current Plan Provisions

The plan provisions in effect on January 1, 2025 are summarized below:

Effective Date	Supplementary Contributory Retirement Plan (SCRP) effective January 1, 1958. Motorola, Inc. Pension Plan revised January 1, 1978. Amended and restated January 1, 1988. Amended July 1, 2000. Amended January 1, 2002. Amended January 1, 2004 to close the plan to new hires. Amended February 20, 2007. Amended and restated January 1, 2008. Amended and restated January 1, 2011. MSI Pension Plan effective September 15, 2014.
Eligibility for Participation	One year of service and hired before January 1, 2005.
Normal Retirement	
Eligibility	Age 65.
Traditional Plan Benefit	
Eligibility	An individual who, as of June 30, 1999, is either (1) a participant earning benefit service or on leave of absence or (2) an employee eligible to become a participant upon completion of one year of service, and who elects to have the benefit determined under the Traditional Plan.
Benefit	A monthly benefit equal to the sum of (1) and (2) below: (1) One-twelfth (1/12) of the benefit accrued as of December 31, 1977 expressed as a benefit commencing at age 65. (2) An amount equal to (a) plus (b) reduced by (c) below: (a) For service between January 1, 1978 and December 31, 1987, the sum of 40% of the first $1,666.67 plus 35% of the excess over $1,666.67 of final average earnings, multiplied by a fraction, the numerator of which is months of benefit service between January 1, 1978 and December 31, 1987 and the denominator of which is 420. (b) For service after December 31, 1987, 75% of final average earnings, multiplied by a fraction, the numerator of which is months of benefit service after December 31, 1987 and the denominator of which is 420.

(c) 50% of the Social Security benefit, multiplied by a fraction of the numerator of which is months of benefit service since January 1, 1978 (not in excess of 420) and the denominator of which is 420, but not to exceed 50% of the retirement benefit without Social Security offset.

Effective January 1, 2008, the benefit is the greater of the December 31, 2007 benefit accrued under the above formulas and the benefit calculated under the above formulas but with modified average earnings substituted for final average earnings.

Effective March 1, 2009 compensation and benefit accruals were frozen.

Portable Plan Benefit

Eligibility

Participants who did not elect to have their benefit determined under the Traditional Plan, or who were unable to make an election because their first hour of benefit service was on or after July 1, 1999.

Benefit

A lump sum benefit equal to the sum of (a) and (b) below:

(1) For benefit service beginning July 1, 2000, a lump sum amount equal to the product of final average earnings and a benefit percent that is equal to the sum of the following:

(a) 4% for each year of benefit service earned while the participant has five or fewer years of vesting service.

(b) 5% for each year of benefit service earned while the participant has more than five, but no more than 10 years of vesting service.

(c) 6% for each year of benefit service earned while the participant has more than 10, but no more than 15 years of vesting service.

(d) 7% for each year of benefit service earned while the participant has more than 15 years of vesting service.

(2) The lump sum actuarial equivalent of the Traditional Plan benefit accrued as of June 30, 2000, if any. Pay increases and benefit service after July 1, 2000 do not affect this portion of the benefit.

	Effective January 1, 2008, the benefit is the greater of the December 31, 2007 benefit accrued under the above formulas and the benefit calculated under the above formulas but with modified average earnings substituted for final average earnings. Effective March 1, 2009 compensation and benefit accruals were frozen.
Early Retirement	
Eligibility	The earlier of age 60, or age 55 and three years of vesting service.
Traditional Plan Benefit	Normal retirement benefit reduced by 1/180th for each month first payment precedes normal retirement age, to a maximum of 60 months and further reduced by 1/360th for each month first payment precedes age 60.
Portable Plan Benefit	Lump sum of accrued benefit. Benefits for participants under the Portable formula are actuarially reduced for early retirement.
Late Retirement	
Eligibility	Age 65.
Traditional and Portable Plan Benefit	The late retirement benefit is determined as the greater of the benefit based on all pay and benefit service as of the actual retirement date or the actuarial equivalent of the benefit that would have been payable at normal retirement, determined at the earlier of the actual commencement date and the required beginning date. Actuarial equivalence is determined using the RR 2001-62 mortality table and a 6% interest rate. For benefits commencing after the required beginning date, retroactive payments are made to the required beginning date. The delayed payments are accumulated using the one-year Treasury rate for each December 1. If over 65 on December 31, 1987, the benefit payable is the greater of: (1) The benefit that would have been received at normal retirement age, actuarially increased to account for age on December 31, 1987 plus benefit earned for benefit service after December 31, 1987; or (2) The normal retirement benefit based on benefit service as of actual retirement date.

Disability Retirement

Eligibility	Entitled to disability benefits under Title II provisions of the Social Security Act.
Traditional Plan Benefit	Normal retirement benefit commencing as of normal retirement date or, if later, when LTD benefits cease, based on modified average earnings (final average earnings for benefits commencing prior to January 1, 2008) on the date of disability and benefit service which he would have had at normal retirement age or, if later, when LTD benefits cease. Participant may elect to commence benefit as early as age 55. If so, benefit is reduced as for early retirement and benefit service ends at commencement of benefit.
Portable Plan Benefit	Same provisions as Traditional plan, but participant need not be age 55 to commence.

In-Service Distribution

Eligibility	Age 59-1/2 or older and is an Employee
Traditional Plan Benefit	Same provisions as Normal, Early, or Late Retirement, based on age at commencement
Portable Plan Benefit	Same provisions as Normal, Early, or Late Retirement, based on age at commencement

Deferred Vested Retirement

Eligibility	Three years of vesting service.
Traditional Plan Benefit	Normal retirement benefit accrued to date of termination, reduced by 1/180th for each month first payment precedes normal retirement age, to a maximum of 60 months and further reduced by 1/360th for each month first payment precedes age 60.
Portable Plan Benefit	Normal retirement benefit accrued to date of termination as a lump sum. Benefits for participants under the Portable formula are actuarially reduced for early retirement.

Preretirement Spouse's Annuity

Eligibility	Any vested participant (active or terminated) with service after August 23, 1984.
Traditional Plan Benefit	For a participant who dies after eligible for early retirement, the benefit is an immediate annuity to the surviving spouse equal to 50% of the monthly benefit the participant would have been entitled to had he retired the day before his death and elected the 50% joint and survivor option. For all other vested participants, the benefit is a deferred annuity to the surviving spouse equal to 50% of the monthly benefit the participant would have been entitled to had he terminated employment on the earlier of his actual termination date or the date of his death, survived to early retirement age, elected the 50% joint and survivor option, and then died the following day.
Portable Plan Benefit	Survivors receive a lump sum of the participants accrued benefit. The survivor may elect to receive this benefit at any time after the participant's death. The participant may designate a non-spouse beneficiary.
Normal Form of Annuity	Reduced 50% joint and survivor if married, otherwise a life annuity.
Optional Forms of Payment	100%, 75% and 50% joint and survivor options, and 10-year certain and life option. Portable Plan participants (except for those commencing an In-Service Distribution) may also elect a lump sum that is the actuarial equivalent of a single life annuity.
Social Security Benefit	The monthly amount of benefit which a retired or terminated participant would receive at age 65 (or age at retirement if later), assuming modified average earnings (final average earnings for benefits commencing prior to January 1, 2008) and past earnings equivalent to average national wages determined by the Social Security Administration and no future earnings after retirement or termination.
Final Average Earnings	For years prior to 2008, highest monthly average of earnings paid to an employee in any five years within the last 10 years. Years before 1977 are disregarded.

Modified Average Earnings	For 2008 and later, highest monthly earnings paid to an employee in any five years within the 10 years immediately preceding January 1, 2008 plus earnings in each calendar year of participation on or after January 1, 2008, the sum of which is divided by the sum of the number of pre-January 1, 2008 years of vesting service (maximum five) plus the number of full and partial calendar years of participation on or after January 1, 2008. No credit is given for compensation after March 1, 2009.
Earnings	Employee's direct compensation including sales incentive payments, payments from the Field Sales and Engineering Incentive Plan, Motorola Executive Incentive Plan payments, commissions, shift differentials, overtime, and salary deferrals under Sections 125, 129, and 401(k) of the code, but excluding Motorola Executive Incentive Plan payments prior to January 1, 2000 and after January 1, 2002, overseas allowances, and bonuses.
Employee Contributions	None required after January 1, 1978.
Participant Accumulation	Employee contributions prior to January 1, 1978 with interest less any refunds or benefit payments. Interest is credited at a rate of 3% for January 1, 1958 to December 31, 1971; 4.25% for January 1, 1972 to December 31, 1975; 5% for January 1, 1976 to December 31, 1987; and 120% of the Federal mid-term rate thereafter.
Year of Service	Twelve consecutive month period with 1,000 hours worked.
Vesting Service	One year of vesting service for each year of service.
Benefit Service	Completed years and months from the later of January 1, 1978 or date of hire, maximum of 35 years after December 31, 1987. No credit is given for benefit service after March 1, 2009.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes:

- Effective January 1, 2024, the limit for automatic cash-outs was increased from $5,000 to $7,000.
- Effective January 1, 2025, the Section 415 limit on benefits paid from a defined benefit plan was increased from $275,000 to $280,000.
- Effective January 1, 2025, the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) changed to the applicable rates for the current plan year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 463,822,942	January 1, 2019	9	$ 62,656,632
Shortfall	$ 1,393,032	January 1, 2020	10	$ 173,471
Shortfall	$ (101,677,940)	January 1, 2021	11	$ (11,786,799)
Shortfall	$ (121,569,791)	January 1, 2022	12	$ (13,224,963)
Shortfall	$ 375,460,196	January 1, 2023	13	$ 38,588,165
Shortfall	$ (97,972,536)	January 1, 2024	14	$ (9,567,338)
Shortfall	$ 209,763,950	January 1, 2025	15	$ 19,558,483

Schedule SB Attachment (Form 5500) —2025 Plan Year
MSI Pension Plan
EIN: 36-1115800 PN: 003

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the unlimited expected return on assets from 6.80 percent to 7.20 percent.

This assumption change was made to better reflect anticipated future plan experience. It did not reduce the funding shortfall; as such, approval of the Commissioner is not required