

Report

Gender Pay Gap Report

2025 Ireland

About the Gender Pay Gap Report in Ireland and how the figures are calculated.

What is the Gender Pay Gap?

The gender pay gap (GPG) refers to the difference in average hourly earnings between men and women across an organisation, regardless of job role, seniority or experience. It does not measure equal pay for equal work. Instead, it highlights how pay is distributed between genders overall, calculated through a calculation of gross earnings by men and women and the difference in pay using median (midpoint) and mean (average) figures.

Even when men and women are paid equally for the same role, a gender pay gap can still exist — often due to differences in representation at senior levels or in higher-paying roles.

Representation is an industry-wide challenge, and Motorola Solutions Ireland is fully committed to upholding equal pay as a core business principle.

How is it different from equal pay?

Equal pay ensures that men and women receive the same compensation for performing the same or equivalent work. Under Employment Equality legislation, it is unlawful to pay someone less based solely on gender. The GPG, however, looks at broader patterns in pay across the entire workforce and is not a measure of compliance with equal pay laws.

What is the mean pay gap?

The mean pay gap is the difference between the average hourly earnings of men and women. It's calculated by adding up all hourly pay for each gender and dividing by the number of employees, then comparing the two averages. In the context of GPG reporting, the mean GPG is the difference between women's mean hourly pay and men's mean hourly pay.

What is the median pay gap?

The median pay gap compares the middle point of hourly earnings for men and women. It's less affected by very high or very low salaries and is often considered a more accurate reflection of typical pay differences. In the context of GPG reporting, the median GPG is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

Comparing median and mean GPG

Mean and median GPG offer different perspectives to understand an organisation's pay practices.

- Mean highlights overall disparity, including the impact of outliers.
- Median gives a clearer picture of what most employees earn and is less influenced by extreme values.

What are quartile bands?

Quartile bands divide all employees into four equal groups based on hourly pay — from the lowest to the highest earners, it looks at the proportion of men and women employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.



Introduction

Motorola Solutions Ireland Limited presents the 2025 Gender Pay Gap Report, with a snapshot date of 30 June 2025.

Motorola Solutions is committed to fostering an inclusive culture and proactively addressing the gender pay gap.

The report is done in accordance with Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025.

Our 2025 gender pay gap data should be viewed in the context of our rapid growth phase. Operations officially launched in July 2024 with a single employee, expanding to 77 by year-end. Bonus eligibility in 2025 was based on earnings from January to December 2024, which inherently limited bonus access and skewed the data. To establish a successful research and development facility in Ireland, internal knowledge transfer was necessary, leading to the relocation of several senior male stakeholders (who were in higher quartiles) to Ireland.

Despite a higher proportion of women receiving bonuses (70.27% vs. 54.05% of men), the mean bonus gap was 87.86%. This indicates that men received significantly larger bonuses on average, partly due to the relocation of long-term employees to Ireland. This trend reflects broader patterns in role distribution and seniority, as evidenced in our quartile analysis, where representation of women declines sharply from 37.84% in the lowest pay quartile to just 10.81% in the highest.

This year's results underscore not an issue of pay equity within comparable roles, but rather a challenge in representation — particularly within technology and

leadership positions where female talent remains underrepresented in the wider labour market. A higher proportion of men have been in the industry longer, holding more senior positions and higher-paying roles.

We recognise that closing the gender pay gap requires intentional action, and our long-term strategy will see incremental changes over time. We are committed to creating pathways for women to progress into higher-paying and leadership roles, and to ensuring our reward systems are fair, transparent and inclusive.

It is essential to note that in the technology sector there are fewer women graduating with science, technology, engineering and mathematics (STEM) qualifications compared to young men. As a result, the graduate pool from which companies recruit is not gender-balanced. The report, [“From Awareness to Action: STEPS at 25 Advocating for Engineering Outreach,”](#) released in conjunction with the 25th anniversary of Engineers Ireland’s educational outreach programme, STEPS, shows that just 9.8% of graduates in Ireland come from engineering disciplines, almost half the global average. Additionally, only 4% of women graduates come from engineering disciplines, while statistics from the [Higher Education Authority](#) show that women students account for only 25% of those enrolled in engineering and construction courses at third level. Women make up around 12% of the current engineering workforce.



Ireland Gender Pay Gap 2025 Data

Number of employees



25%

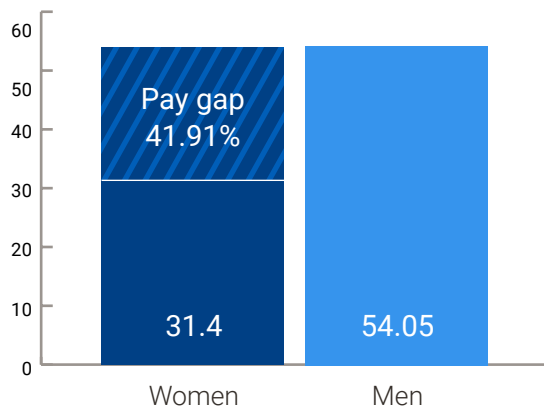
Women



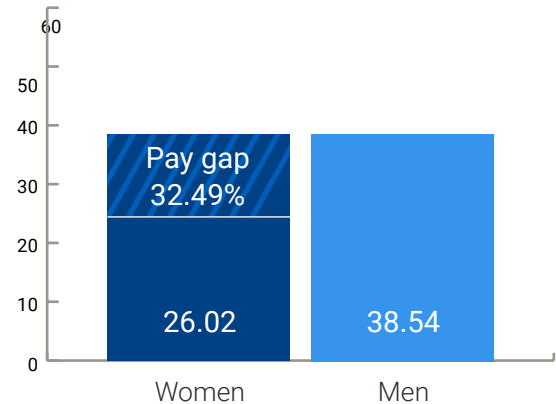
75%

Men

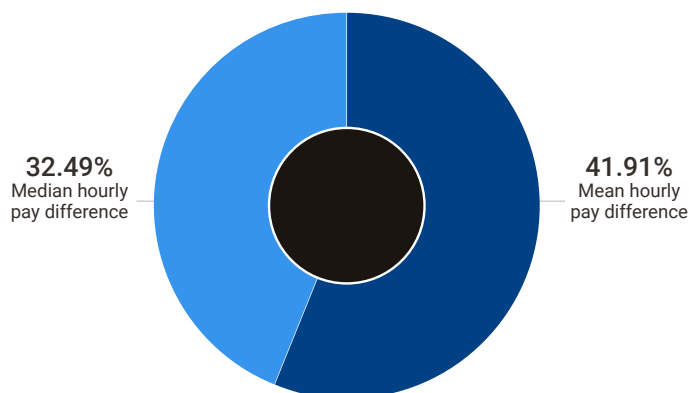
Mean hourly pay



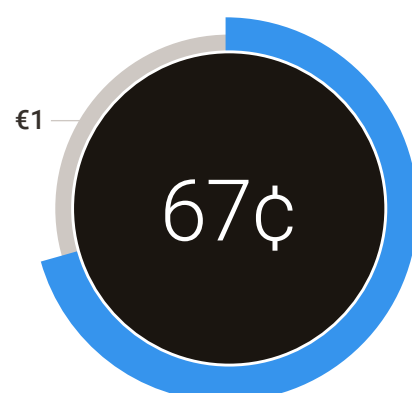
Median hourly pay




Hourly pay gap %



For each Euro earned





Steps Motorola Solutions Ireland is taking to address the gender pay gap

At Motorola Solutions, our company values drive everything we do, both for our employees and our customers. They define our culture and represent the fundamental beliefs that we share. We are Inclusive, Innovative, Passionate, Driven, Accountable and Partners.

We believe that everything starts with our people, and we actively seek globally diverse individuals, opinions, cultures and abilities to expand our talent pool, drive innovation and support our customers, communities and each other.

Although we have been operating for just over a year, we have already taken a number of initiatives aimed at addressing the gender pay gap.

Our talent acquisition team continues to create strategies for developing a talent pipeline for now and for the future. We publish inclusive job descriptions leveraging available tools using gender decoders.

We proudly offer both a local and global Women's Business Council (WBC), open to all employees. Through fostering connections, mentorship and collaboration, educational opportunities and charitable endeavors, we empower our workforce to achieve and surpass our goals, creating a far-reaching and positive ripple effect both within and beyond our four walls. As part of our local WBC efforts, we recently hosted two of our female corporate vice presidents at our Cork location. They engaged directly

with our engineers in a session that highlighted career progression, leadership and the invaluable role of mentorship, providing insights and inspiration drawn from their personal experiences.

In 2025, we proudly relaunched our Women's Global Mentorship Program, a powerful initiative designed to connect all employees across our global Motorola Solutions community. This program provides invaluable access to mentorship across all of our global sites. By linking mentees with experienced female leaders, including vice presidents and senior engineers, we aim to cultivate the next generation of leaders and foster a more inclusive future. The program is built on a uniquely structured yet flexible framework, helping participants tailor their experience through personalized goal-setting and focused development in four key areas:

- Self-discovery
- Identity formation
- Strategic self-marketing
- Impactful professional networking



In 2025, we sent two of our talented female representatives to the Society of Women's Engineers (SWE) 2025 networking event. This engagement underscored our shared commitment to empowering employees to achieve their full potential as engineers and leaders, while actively promoting engineering and technology as a powerful force for good. At Motorola Solutions, we believe that empowering women and all employees in STEM strengthens innovation and drives progress for our company.

Motorola Solutions has registered participants in the American Chambers' Women in Global Organisations Peer Mentoring Programme, further supporting professional development through cross-industry mentoring and peer support.

We believe that closing the gender pay gap starts with reshaping representation in education. In 2025, our female engineers launched an educational initiative within our local community, with a bold vision to grow through 2026 and beyond. Through engaging presentations delivered to secondary school students, they aim to spark curiosity and open doors to careers in STEM for the next generation. This effort is about planting seeds of possibility earlier, empowering students to make informed decisions about their academic paths. We understand that this won't transform the industry overnight; progress will be

gradual, but establishing these fundamental steps is essential. These endeavors lay the foundation for lasting change, as Motorola Solutions is dedicated to fostering transformation one conversation, one student and one mentor at a time. To further this commitment, we're also developing a mentorship programme in Cork for 2026, which will connect female engineering students in third-level education with mentors who can guide, empower and champion their journey to graduation, especially considering the [20% drop out rate](#) for engineering colleges. Together, our mission is to be a part of the change and build a future where opportunity is driven by passion and potential — not limited by gender.

Only a year into our operation, Motorola Solutions Ireland is proud to announce a partnership supporting career pathways through the iFIT Tech Apprenticeship. This two-year software development program is designed for recent second-level school graduates and mature learners seeking to retrain or transition into the tech industry. This "earn while you learn" model provides participants with economic independence and a structured pathway to high-quality employment in the technology sector. We are committed to offering a robust internal mentoring program that empowers apprentices with the guidance, support and confidence needed to thrive in their new career path.

Declaration

The report is done in accordance with Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2025

About Motorola Solutions

Safety and security are at the heart of everything we do at Motorola Solutions. We build and connect technologies to help protect people, property and places. Our solutions foster the collaboration that's critical for safer communities, safer schools, safer hospitals, safer businesses, and ultimately, safer nations.



Fergus Mayne
Vice President, Europe Sales
U.K. & Ireland Country Manager



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