

Report

Gender Pay Gap Report

2025 United Kingdom

Introduction

Motorola Solutions U.K. Limited and Airwave Solutions Limited, a Motorola Solutions company, present the 2025 Gender Pay Gap Report with a snapshot date of 5 April 2025. This report demonstrates our commitment to fostering an inclusive culture and proactively addressing the gender pay gap – the difference between the average hourly rate of pay between men and women. It's important to note that gender pay is not the same as equal pay, which is about men and women receiving equal pay for carrying out a similar role or work of equal value.

We continue to grow our U.K. footprint through acquisitions like 3tc, adding a 50-person team of experts dedicated to operational excellence in high-stakes industries. While the current composition of 3tc's workforce has shifted our overall gender pay gap figures this year, we remain committed to driving inclusion as we scale.

At the same time, we're encouraged by the continued progress in our gender pay gap results. For the fifth consecutive year, the median hourly pay gap for Motorola Solutions has narrowed, with women now earning 84p for

every £1 earned by men (up from 82p). Meanwhile, the Airwave entity has maintained its consistency, with the gap holding steady at 85p, mirroring our 2024 performance.

Regarding bonus pay, the Airwave entity has maintained consistency, showing only a slight increase of 0.5% in the mean bonus pay gap and an increase of just over 2% in the median bonus pay gap for 2025. For the Motorola Solutions entity, we saw an increase of 25.5% in the median bonus pay gap compared to 2024, yet the mean bonus pay gap experienced a small reduction of just under 0.5%, remaining consistently smaller than in previous years.

At Motorola Solutions, our company values – Inclusive, Passionate, Accountable, Innovative, Driven and Partners – are the foundation of everything we do. These principles define our culture and guide us in delivering excellence for both our employees and customers. Recognizing that everything starts with our people, we actively cultivate a global employee base of unique backgrounds, perspectives and abilities to expand our talent pool, spark innovation and better serve our communities and each other.

Declaration

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (gender pay gap information) regulations 2017.

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



Ian Waddell
Vice President, International
Managed & Support Services



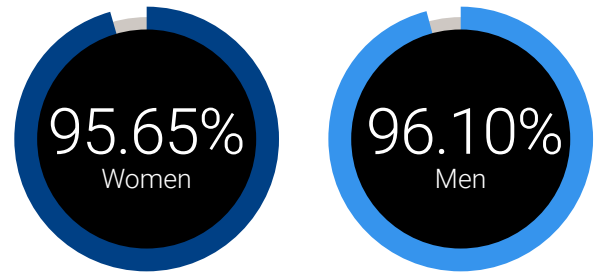
2025 in numbers

Motorola Solutions U.K. Ltd

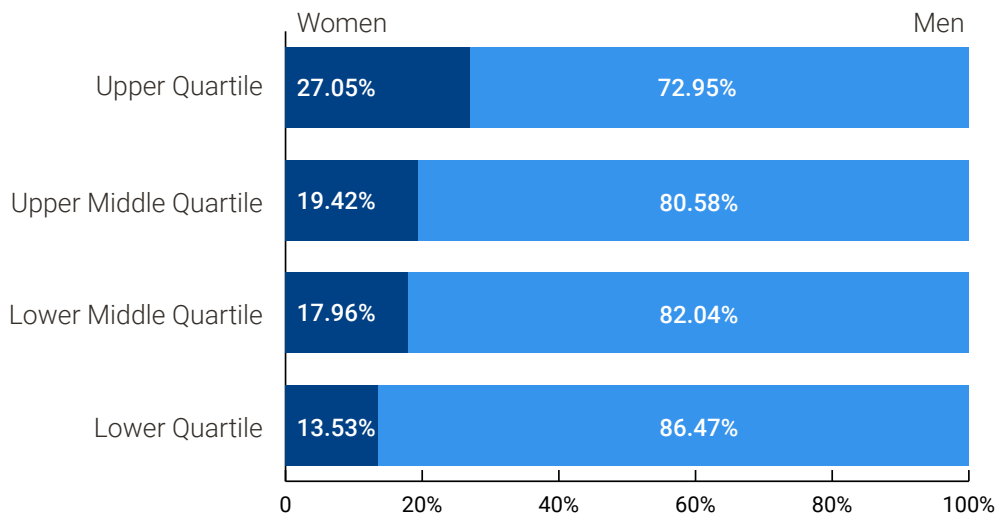
For each £1 earned by men -
2025 84p



Percentage of employees
who received a bonus



Percentage of men and women in each pay quartile



5 year summary of mean pay gap %



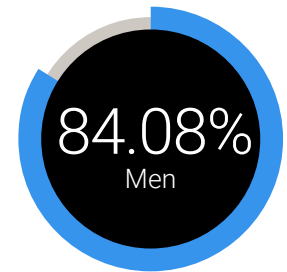
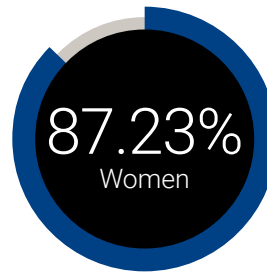
2025 in numbers

Airwave Solutions Ltd

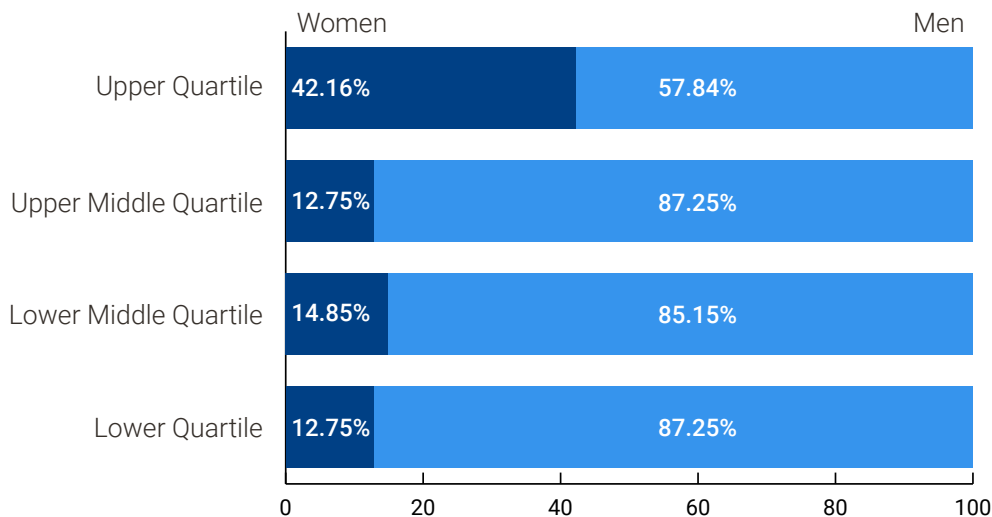
For each £1 earned by men -
2025 85p



Percentage of employees
who received a bonus



Percentage of men and women in each pay quartile



5 year summary of mean pay gap %





Women's Business Council

We proudly offer a dynamic, global Women's Business Council (WBC), open to all employees. Through a focus on mentorship, collaboration, educational opportunities and charitable endeavors, the WBC empowers our workforce to achieve and surpass goals, creating a positive ripple effect both within and outside the company.

As part of our local WBC initiatives, we recently hosted a series of professional development events designed to enhance individual growth and executive presence. This included a specialized DISC behavioral assessment workshop, which provided participants with deep insights into their work styles and taught them how to effectively collaborate with colleagues. To further support professional branding, we also provided corporate headshot sessions, ensuring our employees are represented with high-quality, professional imagery across the business.

Talent Calibrations

To ensure equitable recognition of high-potential talent, we have standardized our global talent calibrations into set biannual review periods. While assessing potential is an integral part of our culture, synchronizing these reviews twice a year across the entire organization ensures a consistent and equal playing field for every employee.

This synchronized framework is impactful for our workforce, including women. By utilizing a structured, data-driven approach to talent identification at specific intervals, we increase visibility with senior leadership and strengthen objective and consistent decision-making. Global calibration sessions help to ensure emerging talent and rising leaders are recognized consistently across teams and regions.

Summary

We are committed to accelerating efforts to attract, retrain and support top talent that includes our women employees across our organization. To achieve this, we are continually reviewing our talent attraction practices and family-friendly policies to ensure they meet the needs of a modern workforce.

A key priority moving forward is to develop a structured return-to-work process, specifically designed to support women transitioning back from maternity leave with the resources and flexibility they need to thrive. We will also continue to invest in current and new initiatives that allow our organization to remain an equitable and inclusive workplace, while strengthening our hiring strategies to attract and retain talent from all backgrounds.



To learn more, visit:
www.motorolasolutions.com



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