



GENDER PAY GAP REPORT 2021



FOR THE FIFTH YEAR, MOTOROLA SOLUTIONS UK LIMITED AND AIRWAVE SOLUTIONS LIMITED, A MOTOROLA SOLUTIONS COMPANY, PRESENT THE 2021 GENDER PAY GAP REPORT, WITH A SNAPSHOT DATE OF 5th APRIL 2021.



Motorola Solutions is committed to fostering an inclusive culture and proactively addressing the Gender Pay Gap. This year, alongside our Gender Pay Gap data, we are also sharing data on our Ethnicity Pay Gap. Although this is not a statutory requirement, we believe that providing transparent data and analysis is an important step on our journey towards greater equality, diversity and inclusion.

The 2021 Gender Pay Gap data is influenced by a number of operational factors. During 2020, Motorola Solutions Inc. participated in acquisitions, which increased the male to female employee ratio, with women making up 21.6% of our workforce. While this impacts the comparative Gender Pay Gap data between 2020 and 2021, important progress has still been made. This progress extends beyond pay and also includes supporting more flexible working for employees, improving the experience for women who are on or returning from maternity leave, and ensuring we consistently recruit the right candidate for the role - regardless of where they are located.

NB: The Gender Pay Gap is the difference between the average hourly rate of pay between male employees and female employees. Gender pay is not the same as equal pay. Equal pay is about men and women receiving equal pay for carrying out a similar role or work of equal value.

MANAGER DECLARATION

At Motorola Solutions, our company values drive everything we do, both for our employees and our customers. More than just words, they are traits that define our culture and represent the fundamental beliefs that we share. We are inclusive, passionate, accountable, innovative, driven and partners. Our Diversity, Equity & Inclusion (DEI) strategy is rooted in our company values and this year, more than ever, we have and will continue to focus on three key areas: Diverse People, Equitable and Inclusive Culture and Global Reach. These focus areas have been embedded into our strategic priorities to help us achieve our DEI vision and business outcomes.



DECLARATION

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Fergus Mayne
UK Country Manager

SIGNED



Moncef Elaoud
Head of UK Software & Services

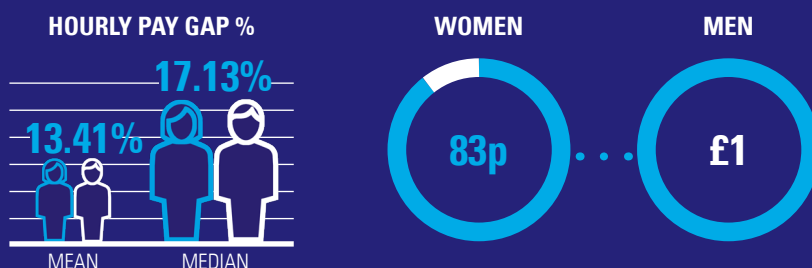
SIGNED



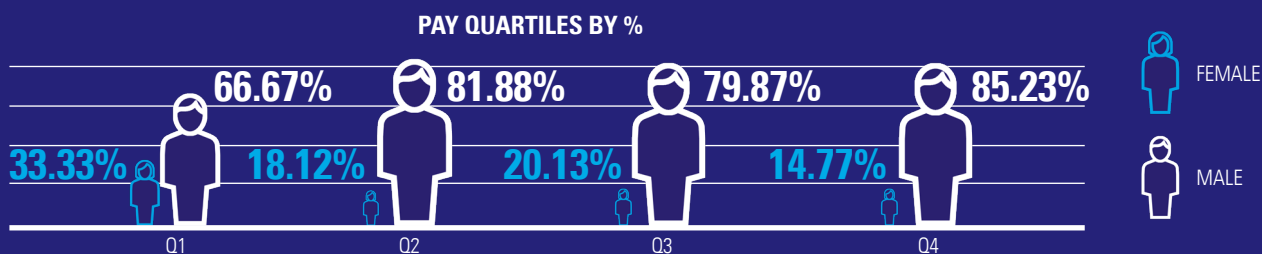
2021 IN NUMBERS

MOTOROLA SOLUTIONS UK LIMITED

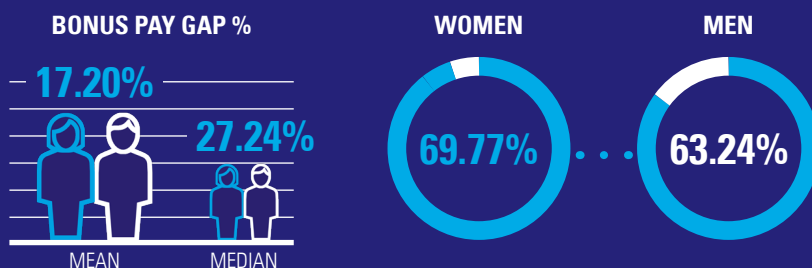
MEAN HOURLY PAY DIFFERENCE



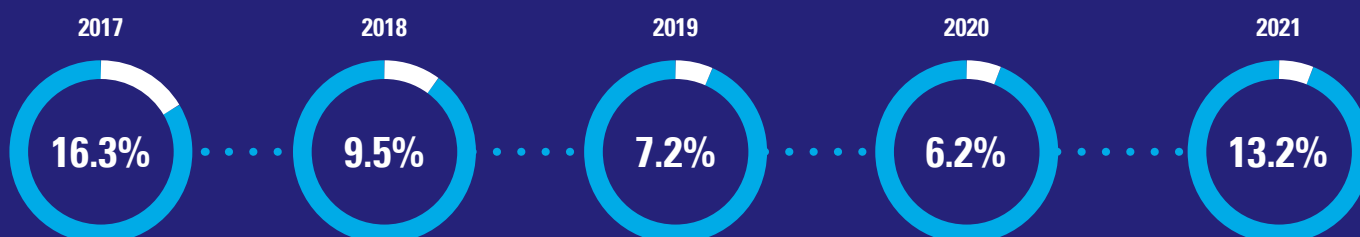
PERCENTAGE OF MALES AND FEMALES IN EACH PAY QUARTILE



PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



5 YEAR SUMMARY OF MEAN PAY GAP

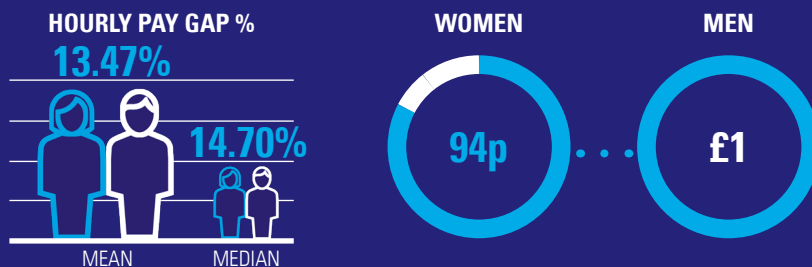




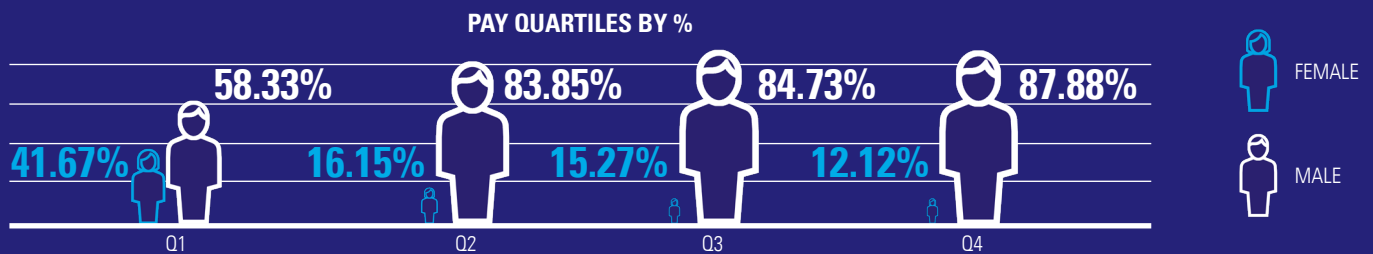
2021 IN NUMBERS

AIRWAVE SOLUTIONS LIMITED

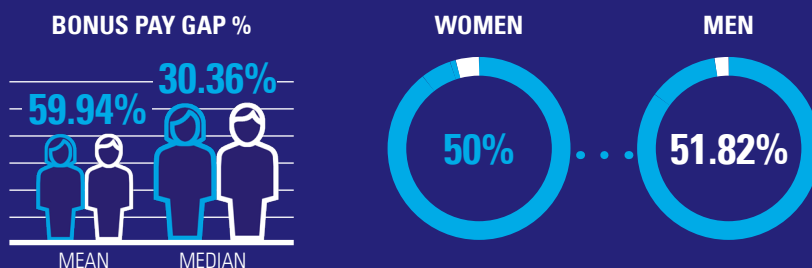
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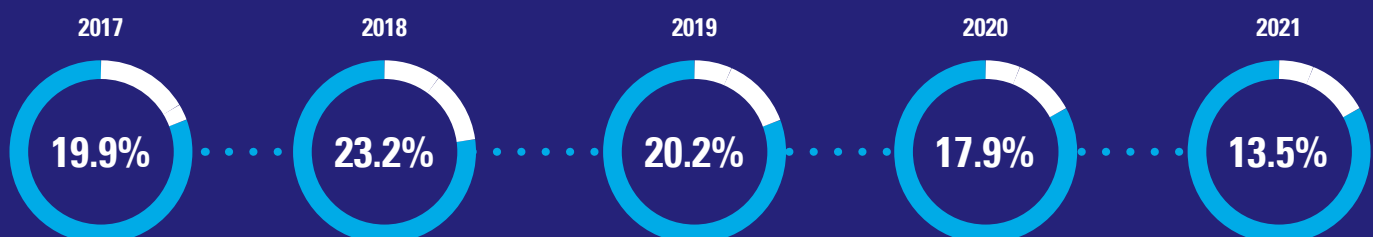
PERCENTAGE OF MALES AND FEMALES IN EACH PAY QUARTILE



PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



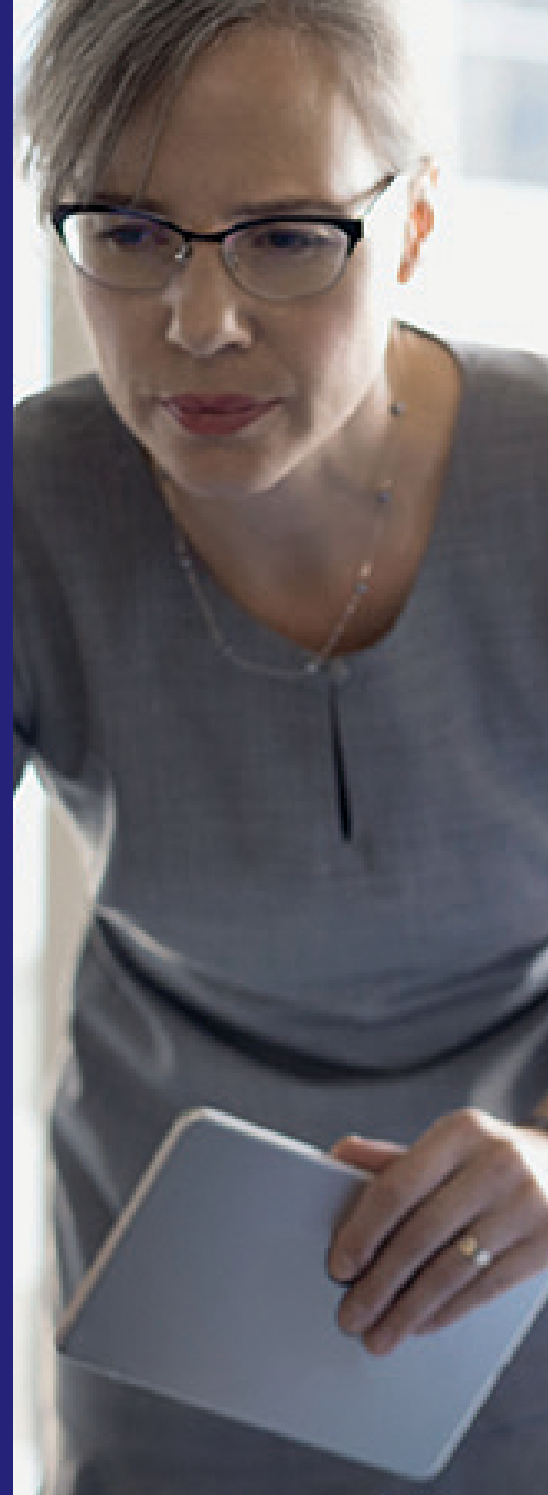
5 YEAR SUMMARY OF MEAN PAY GAP



INCLUSIVE ENVIRONMENT

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Motorola Solutions is committed to driving and fostering an inclusive environment where everyone feels valued and where everyone has equitable access to information and opportunities. We actively seek globally diverse individuals, opinions, cultures and abilities to expand our talent pool, promote innovation and accelerate our company's growth. Our employees make an impact in our workplace that values diversity because they can bring their full selves to work each day. We have dedicated business councils, sponsored by senior executives, which help drive inclusion and diversity and provide opportunities for employees to shape their careers, network across functions, create positive culture change, and assist with recruitment and retention. One of the many initiatives of the UK Women's Business Council, is to offer 'Rise, Inspire, Together Conversations', which allows employees access to some of our key leaders across the organisation, providing the opportunity to meet with and ask them questions. We also enrolled females from the UK onto our Bonfire and Beyond leadership programme, which is designed to support women with growing their careers.



ETHNICITY PAY GAP DATA

This report is based on data from April 2021, which shows Motorola Solutions median ethnicity pay gap is 7.7%. This means that, on average, colleagues who identify as being from a Black, Asian or other ethnic minority (BAME*) group, earn less than their White colleagues. When reviewing the data, it is important to note that a significant proportion of employees across the UK have not shared their ethnicity. This is not currently a contractual requirement, however, we aim to improve on this data during 2022.

*Individuals may choose to identify themselves in different ways, including as Black, Brown, BAME, as 'people of colour'.

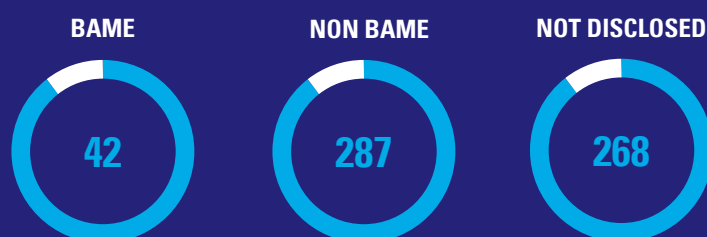


2021 IN NUMBERS

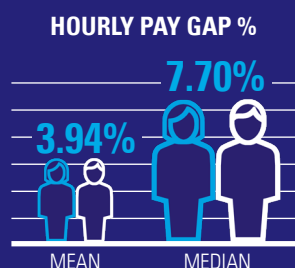
MOTOROLA SOLUTIONS UK LTD

ETHNICITY DATA

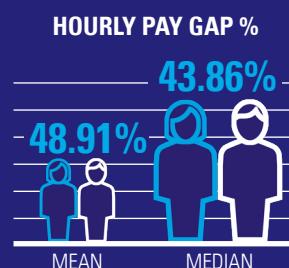
EMPLOYEE NUMBERS



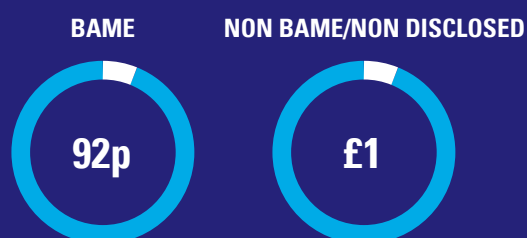
MEAN HOURLY PAY DIFFERENCE



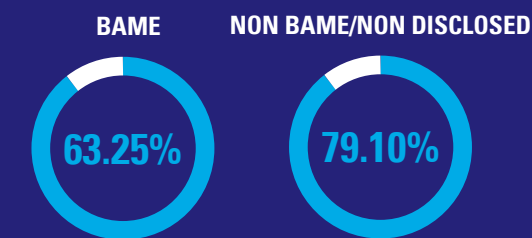
PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



PAY DIFFERENCE PER £



% RECEIVING A BONUS



PERCENTAGE OF MALES AND FEMALES IN EACH PAY QUARTILE



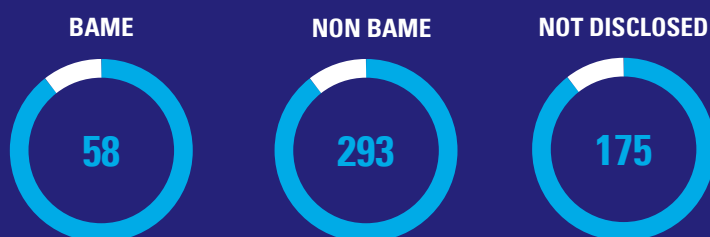


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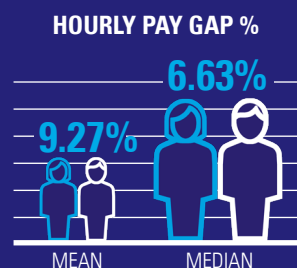
AIRWAVE SOLUTIONS LIMITED

ETHNICITY DATA

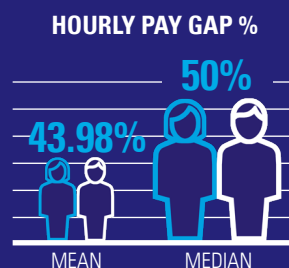
EMPLOYEE NUMBERS



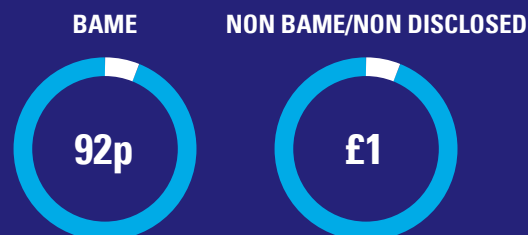
MEAN HOURLY PAY DIFFERENCE



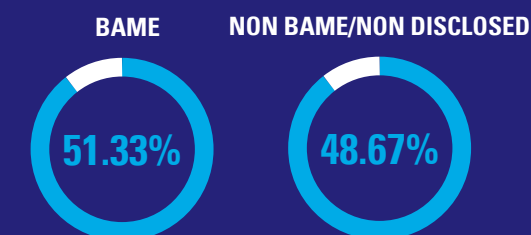
PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



PAY DIFFERENCE PER £



% RECEIVING A BONUS



PERCENTAGE OF MALES AND FEMALES IN EACH PAY QUARTILE



WHAT WE HAVE DONE AND WILL CONTINUE TO DO...



**DIVERSE RANGE OF
BUSINESS COUNCILS**



**DIVERSE AND INCLUSIVE
RECRUITMENT - ADDRESSING
UNCONSCIOUS BIAS IN THE
RECRUITMENT PROCESS**



**ENHANCED FLEXIBLE
WORKING OPPORTUNITIES**



**Brunel
University
London**

**BRUNEL PROFESSIONAL
MENTORING PROGRAMME**



**REWARD AND SALARY
BENCHMARKING**



**INTERNAL MENTORING
AND NETWORKING
OPPORTUNITIES**



**BONFIRE AND BEYOND -
LEADERSHIP PROGRAMME
FOR WOMEN**

SUMMARY

Over the last 12 months we have continued to address the gender imbalance within our organisation. Not dissimilar to other organisations within our sector, we continue to be faced with the challenge of under-representation of women working in STEM industries. We are committed to doing more to attract and retain women to our organisation and will continue to look at how we can better support our female employees'

progress into higher paid roles. As we move into 2022, we will also continue to prioritise and invest in current and new initiatives to ensure Motorola Solutions remains a diverse, equitable and inclusive workplace and will look at ways we can strengthen our hiring strategies to attract and retain more diverse candidates.



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