

Gender Pay Gap Report 2023



MOTOROLA SOLUTIONS

Motorola Solutions U.K. Limited and Airwave Solutions Limited, a Motorola Solutions company, present the 2023 Gender Pay Gap Report, with a snapshot date of 5 April 2023.

Motorola Solutions is committed to fostering an inclusive culture and proactively addressing the gender pay gap. Data is also presented 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 company has continued to acquire new businesses to expand its portfolio. In the U.K. this resulted in 74 new employees joining the company from Ava Security, Calipsa and Barrett Communications, with the new organisations now included in the gender pay gap data. These acquisitions are contributing enormously to our continued success. The gender profile of the new groups were predominantly male, which has impacted this year's overall gender pay gap data.

We are pleased to see that the median hourly pay gap has improved for both the Motorola Solutions and Airwave legal entities compared to 2022 figures. For each £1 earned by men, on average women now earn 80p in Motorola Solutions (up from 77p) and 85p in Airwave (up from 83p). While we are encouraged by this progress we recognise that we need to continue to narrow the gap.

There has also been some significant improvement on the bonus pay gap in the Motorola Solutions legal entity, with mean bonus pay in 2023 being greater for women compared to men. The same pattern is not reflected in the Airwave entity where there is still a significant gap between women and men. We will continue to monitor this through our rewards planning processes.

NB: The gender pay gap is the difference between the average hourly rate of pay between men and women. 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.



Our values



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.

Our people are our most important asset, and the promotion of diversity, equity and inclusion (DEI) is always a top priority and embedded into our business goals. 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.

Our DEI focus areas continue to be: 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.

We are



Inclusive



Innovative



Passionate



Driven



Accountable



Partners

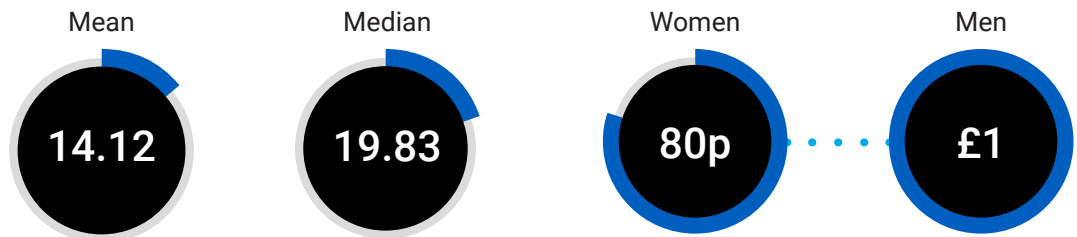


2023 in numbers

Motorola Solutions U.K. Limited

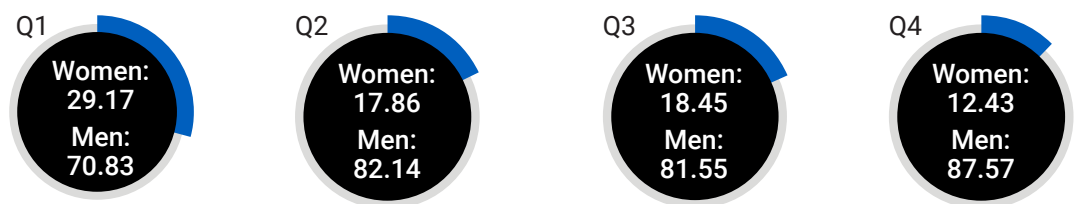
Mean hourly pay difference

Hourly pay gap %



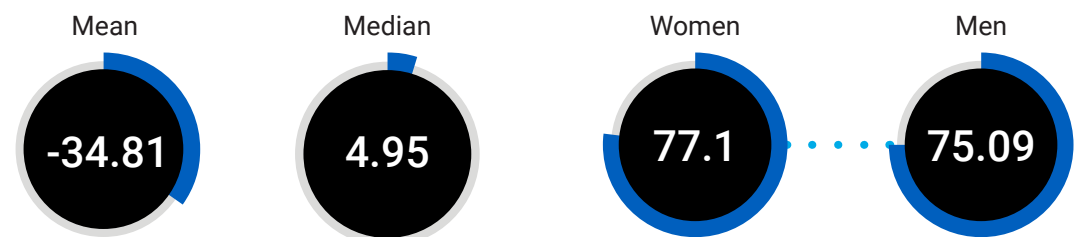
Percentage of men and women in each pay quartile

Pay quartiles by %

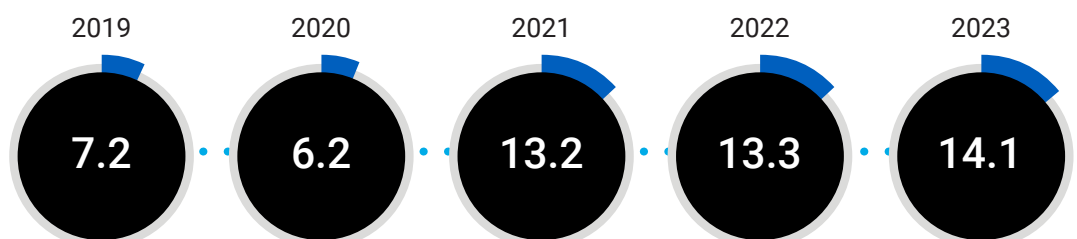


Percentage of employees who received a bonus

Bonus pay gap %



5 year summary of mean pay gap %

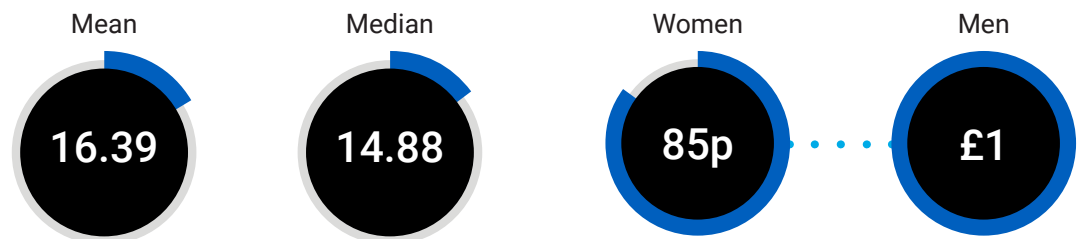


2023 in numbers

Airwave Solutions Limited

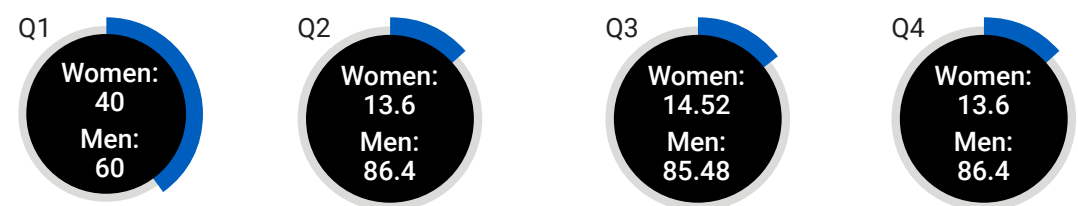
Mean hourly pay difference

Hourly pay gap %



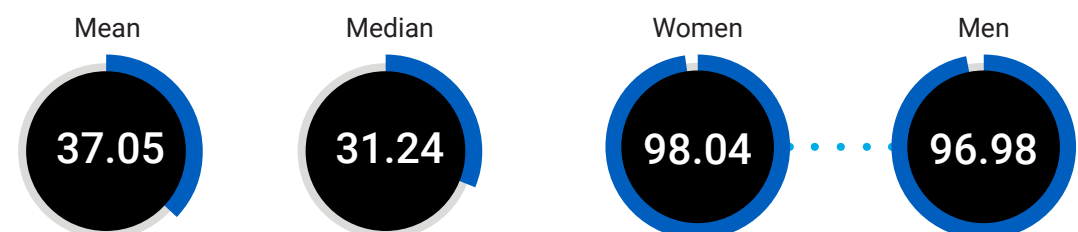
Percentage of men and women in each pay quartile

Pay quartiles by %

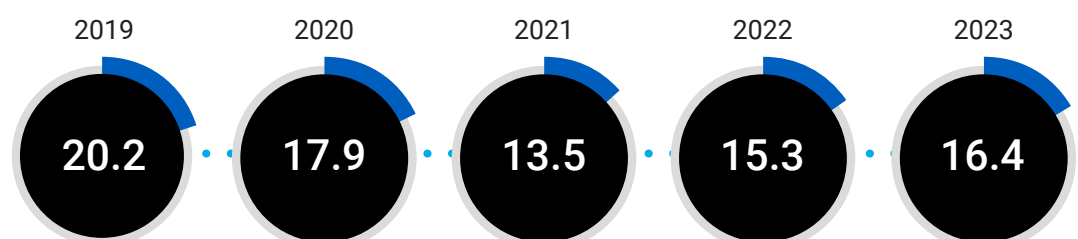


Percentage of employees who received a bonus

Bonus pay gap %



5 year summary of mean pay gap %





Equitable and inclusive culture - new brand narrative

In 2023, Motorola Solutions announced its new brand narrative, 'Solving for safer'.

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

Increasing employee engagement - Peakon survey

Over the last year Motorola Solutions has introduced a new employee survey. Peakon is an employee success platform that converts employee feedback into insights organisations can put to work. The company believes that we can improve employee engagement through managers logging actions in response to feedback received from their teams. The measurement platform helps us to identify where we need to improve and gives insights into how employees are experiencing the company culture.



Ethnicity pay gap data

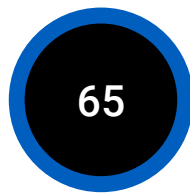
This report is based on data from April 2023. In the Motorola Solutions legal entity the pay gap has widened compared to the previous year. For each £1 earned by white British employees, employees from ethnic minority groups earn 82p (down from 85p the previous year). However, the pay gap in the Airwave legal entity has shown an improvement - for each £1 earned by white British employees, employees from Ethnic Minority groups earn 94p (up from 93p the previous year). When reviewing the data, it is important to note that a significant proportion of employees across the U.K. have still not disclosed their ethnicity. The company will endeavour to make improvements to this in the future in order to improve the statistical reliability of the data.

2023 in numbers

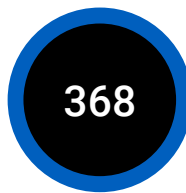
Motorola Solutions U.K. Limited ethnicity data

Employee numbers

Ethnic minorities



Other



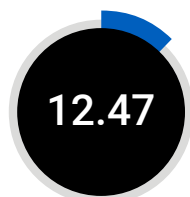
Non disclosed



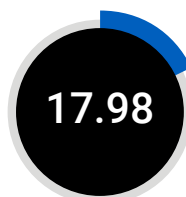
Mean hourly pay difference

Hourly pay gap %

Mean



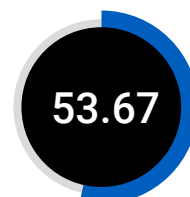
Median



Mean bonus pay difference

Bonus pay gap %

Mean

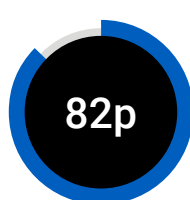


Median



Pay difference per £

Ethnic minorities

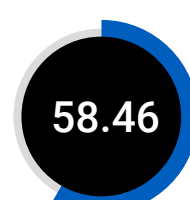


Other/Non disclosed

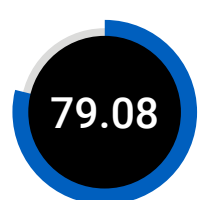


% receiving a bonus

Ethnic minorities



Other/Non disclosed

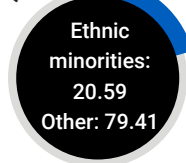


Percentage of ethnic minorities and others in each pay quartile

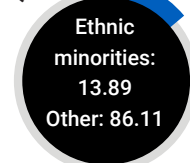
Q1



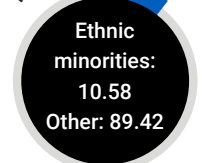
Q2



Q3



Q4

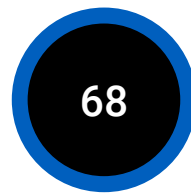


2023 in numbers

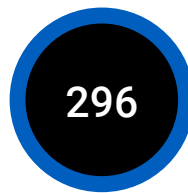
Airwave Solutions Limited ethnicity data

Employee numbers

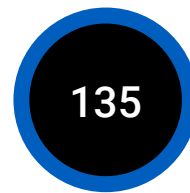
Ethnic minorities



Other



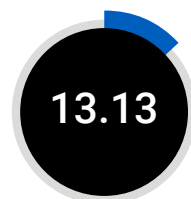
Non disclosed



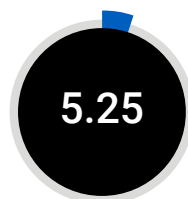
Mean hourly pay difference

Hourly pay gap %

Mean



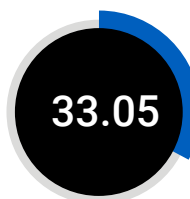
Median



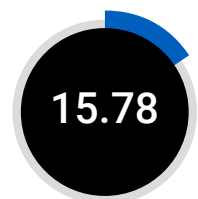
Mean bonus pay difference

Bonus pay gap %

Mean

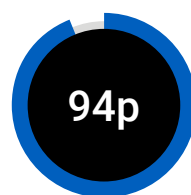


Median



Pay difference per £

Ethnic minorities

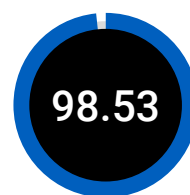


Other/Non disclosed



% receiving a bonus

Ethnic minorities



Other/Non disclosed

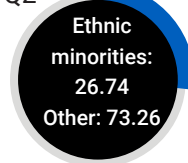


Percentage of ethnic minorities and others in each pay quartile

Q1



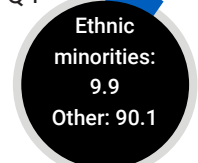
Q2



Q3



Q4



Promoting careers for women - Women's Business Council and STEM events

Motorola Solutions continues to promote networking opportunities for women both internally and externally. The Women's Business Council exists to empower, develop and support the continued success of Motorola Solutions' female employees through programming, mentorship, networking and philanthropic opportunities. We have an active network in the U.K. and this helps to provide support towards personal and career development for all women in the business.

We continue to take part in a range of STEM events, such as the **Women in Business and Tech** (London) - an industry-leading hiring event for women who aspire to thrive in their professional careers, and the **STEM Women Careers** event (Glasgow).

Summary

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 their progress into higher paid roles. We will also continue to prioritise and invest in current and new initiatives to allow Motorola Solutions to remain a diverse, equitable and inclusive workplace and will look at ways we can strengthen our hiring strategies to attract and retain diverse candidates.



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
U.K. Country Manager

A handwritten signature in black ink, appearing to read 'Fergus Mayne'.



Ian Waddell
AVP, International Managed & Support Services

A handwritten signature in black ink, appearing to read 'Ian Waddell'.

For more information, visit
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