

Report

# Pay Transparency Report

Motorola Solutions Canada Inc.  
British Columbia  
2024

# Introduction

At Motorola Solutions, our values drive everything we do, both for our employees and our customers. These shared beliefs define our culture and set our standards. Central to this culture is our approach to pay, which is built on a steadfast commitment to transparency and equity. We recognize that equitable pay is the foundation of an inclusive workplace, helping ensure every team member feels appreciated and valued.

This report reflects our commitment in two ways. It meets the requirements of the [British Columbia Pay Transparency Act and Pay Transparency Regulation](#), and it advances our own promise to build an inclusive culture while actively addressing the gender pay gap.

| EMPLOYER DETAILS    |                                                      |
|---------------------|------------------------------------------------------|
| Employer            | Motorola Solutions Canada Inc.                       |
| Address             | 8133 Warden Avenue, Markham, ON                      |
| Reporting year      | 2024                                                 |
| Reporting period    | Jan. 1, 2024 - Dec. 31, 2024                         |
| NAICS code          | 54 - Professional, Scientific and Technical services |
| Number of employees | 300 - 999                                            |

## Data used in this report

This report offers a clear comparison of the mean and median compensation earned by men and women across our workforce. We've organized the analysis into three categories: hourly wages, overtime pay and bonus pay.

**Data privacy notice:** In compliance with the Pay Transparency Act and our commitment to safeguarding individual privacy, we've excluded specific gender categories from this disclosure where statistical representation was too low to meet established privacy requirements.

## Explanatory notes

- **Mean hourly pay gap:** The difference in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
- **Median hourly pay gap:** The difference in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.
- **Mean overtime pay:** The overtime pay when averaged for each group.
- **Median overtime pay:** The middle point of overtime pay for each group.
- **Mean bonus pay:** The bonus pay when averaged for each group.
- **Median bonus pay:** The middle point of bonus pay for each group.
- **Pay quartile:** The method of dividing a workforce into four equal-sized groups based on their hourly pay rates, from lowest to highest.



# 2024 in numbers

Motorola Solutions Canada Inc.

## Hourly pay

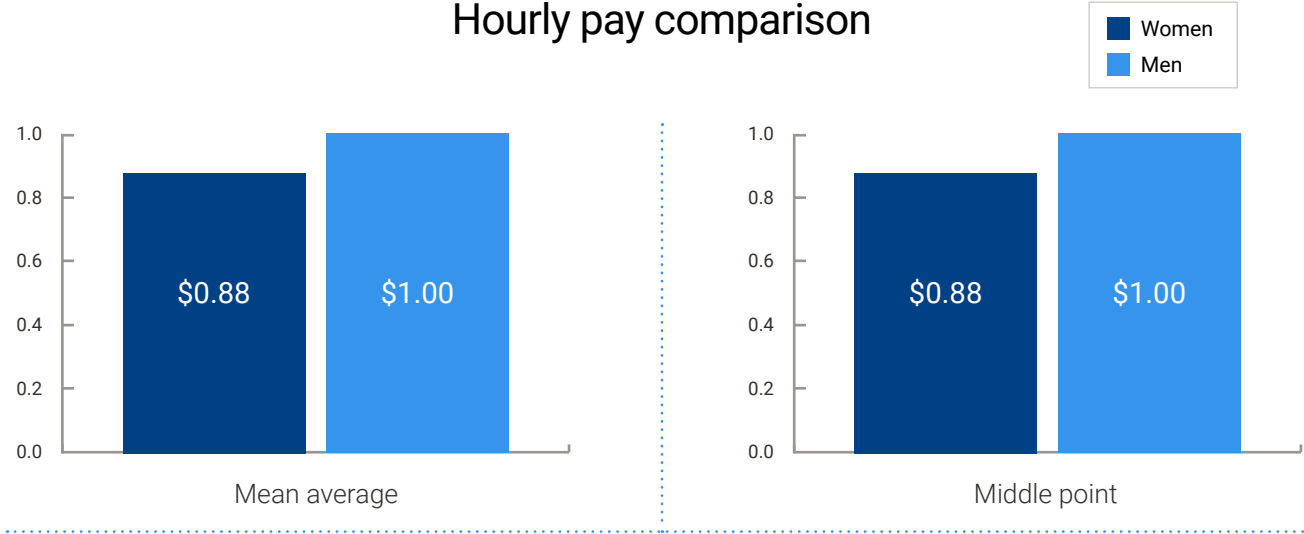
### Mean hourly pay gap

Women's average hourly wages are 12% less than men's. For every dollar men earn in average hourly wages, women earn 88 cents.

### Median hourly pay gap

Women's median hourly wages are 12% lower than men's. For every dollar men earn in median hourly wages, women earn 88 cents.

Hourly pay comparison



## Overtime pay

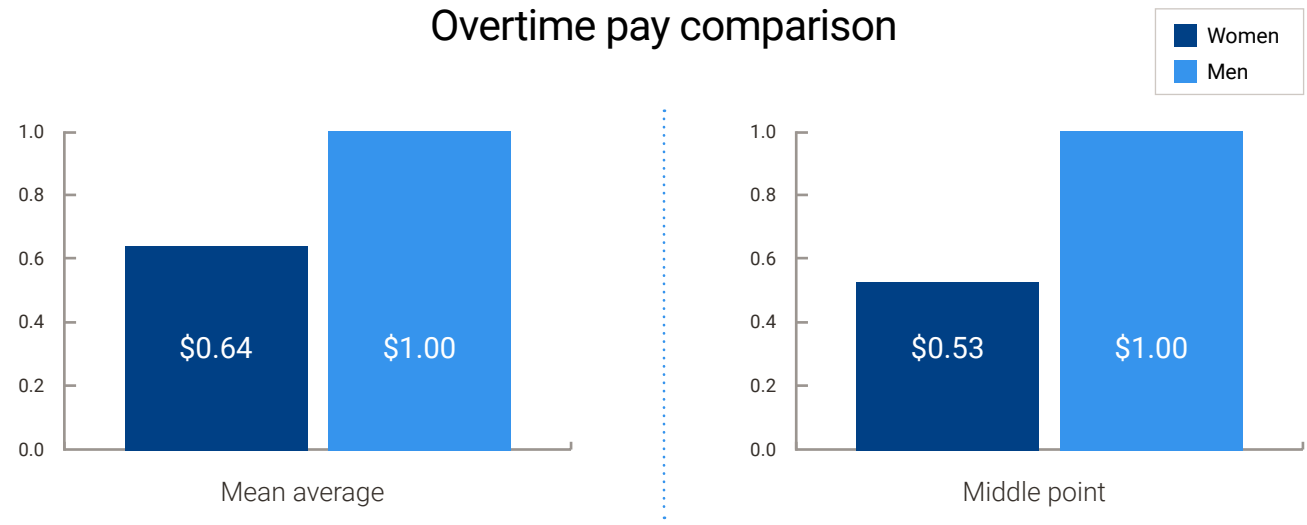
### Mean overtime pay

Women's average overtime pay is **36%** lower than men's. For every dollar men earn in average overtime pay, women earn **64** cents.

### Median overtime pay

Women's median overtime pay is **47%** lower than men's. For every dollar men earn in average overtime pay, women earn **53** cents.

## Overtime pay comparison



## Bonus pay

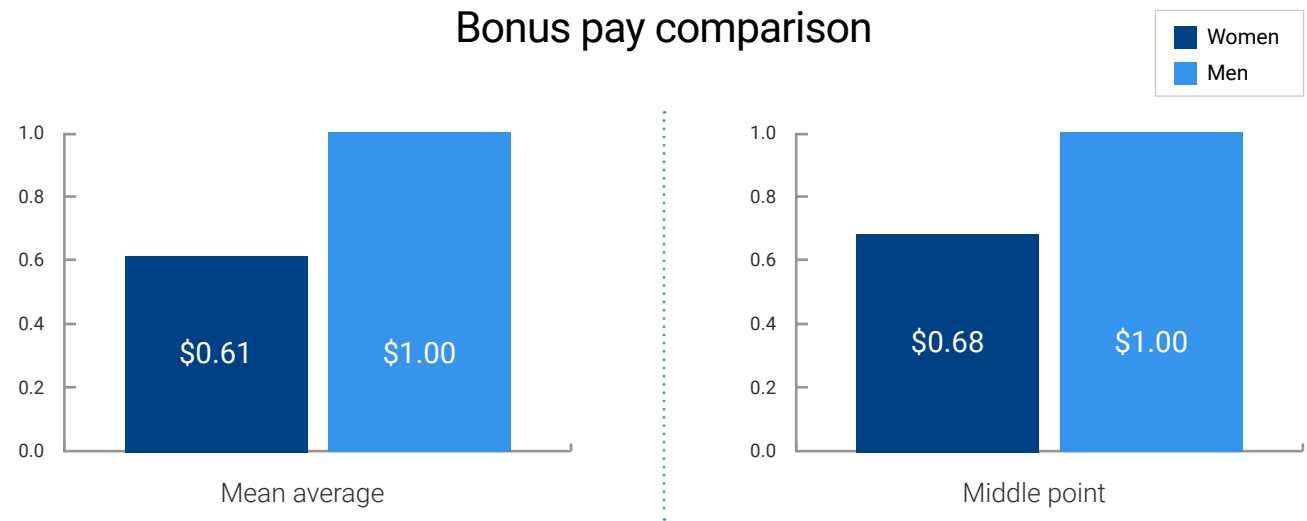
### Mean bonus pay

Women's average bonus pay is **39%** lower than men's. For every dollar men earn in average bonus pay, women earn **61** cents.

### Median bonus pay

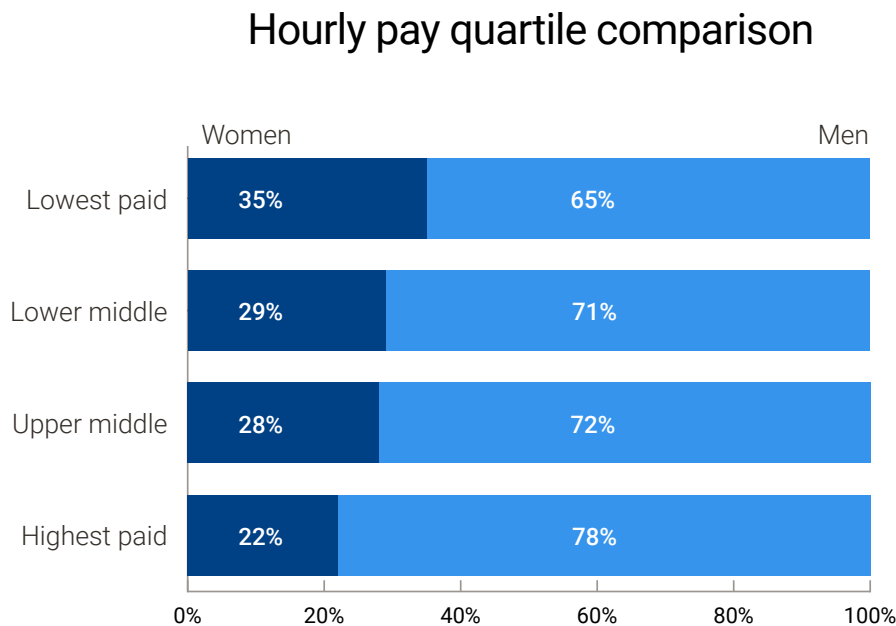
Women's median overtime pay is **32%** lower than men's. For every dollar men earn in average median bonus pay, women earn **68** cents.

## Bonus pay comparison



Percentage of each gender category in each pay quartile

This graph outlines the percentage of men and women within four equal-sized groups based on their hourly pay. At Motorola Solutions Canada Inc., women hold 22% of the highest paid roles and 35% of the lowest paid roles. We reduced the number of quartiles shown to protect gender categories that included fewer than 10 employees.



## Summary

At Motorola Solutions Inc., pay transparency is a continuous commitment to our people. This report serves as a vital step in that journey, providing a transparent view of our current compensation landscape, including key insights into our hourly, overtime and bonus pay structures.

We recognize the importance of these findings in identifying areas for improvement, and we remain steadfast in our pursuit of equitable compensation practices. Moving forward, we are actively reviewing our policies to ensure every employee has a fair and equal opportunity to thrive.

### Declaration

In alignment with the provisions of British Columbia’s Pay Transparency Act and Pay Transparency Regulation, Motorola Solutions Inc. is pleased to publish our **2024 Gender Pay Gap Report for British Columbia**. This report reflects our ongoing commitment to transparency, equity, and the core principles of our global culture.



To learn more, visit:  
[www.motorolasolutions.com](http://www.motorolasolutions.com)



Motorola Solutions, Inc. 500 West Monroe Street, Chicago, IL 60661 U.S.A. [motorolasolutions.com](http://motorolasolutions.com)

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