

U.K. Report

Gender Pay Gap Report 2024



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 technologies support public safety agencies and enterprises alike, enabling the collaboration that's critical for safer communities, safer schools, safer hospitals and safer businesses.

Motorola Solutions U.K. Limited and Airwave Solutions Limited, a Motorola Solutions company, present the 2024 Gender Pay Gap Report, with a snapshot date of **5 April 2024**.

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

The company continues to acquire new businesses to expand its portfolio. In the U.K. this resulted in over 70 new employees joining the company from Silent Sentinel, a provider of specialised, long-range cameras based in Ware, Hertfordshire. The Silent Sentinel gender profile is 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 the Motorola Solutions entity and has remained steady for the Airwave entity compared to 2023. For each £1 earned by men, on average women now earn 82p in Motorola Solutions (up from 80p) and remains at 85p in Airwave (the same as 2023).

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 Airwave legal entity with the mean bonus pay gap in 2024 reducing by over 12 percentage points. There is also a small reduction in the median bonus pay gap in the Airwave legal entity by just over 1%. The same pattern is not reflected in the Motorola Solutions entity where the mean and median bonus pay gap has widened compared to 2023, but both are still significantly smaller compared with the data from previous years.



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.

At Motorola Solutions, we believe that everything starts with our people. We're building an inclusive culture that empowers every Motorola to bring their unique skills, perspectives and talents, and supports them as they explore their passions to collectively deliver on the promise of a safer world. Our commitment to inclusion, a core corporate value, enables every employee to thrive, customers to feel understood, partners to align with our values and communities to feel supported.

We are



Inclusive



Innovative



Passionate



Driven



Accountable



Partners

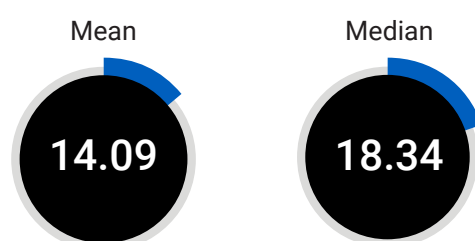




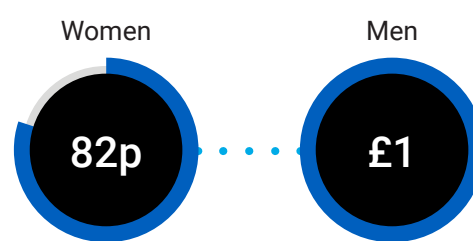
2024 in numbers

Motorola Solutions U.K. Limited

Hourly pay difference %

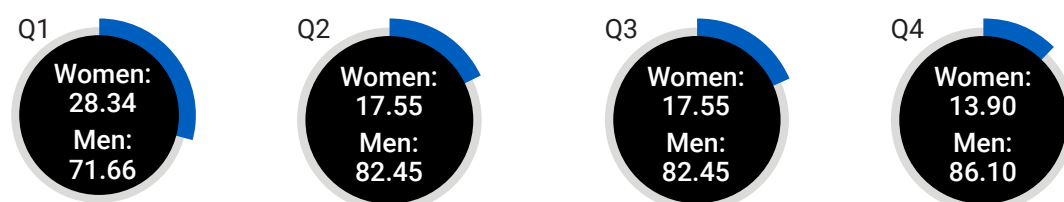


For each £1 earned by men

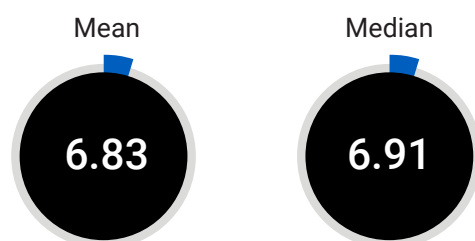


Percentage of men and women in each pay quartile

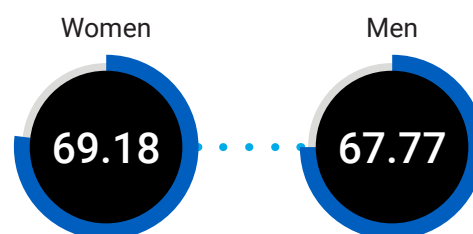
Pay quartiles by %



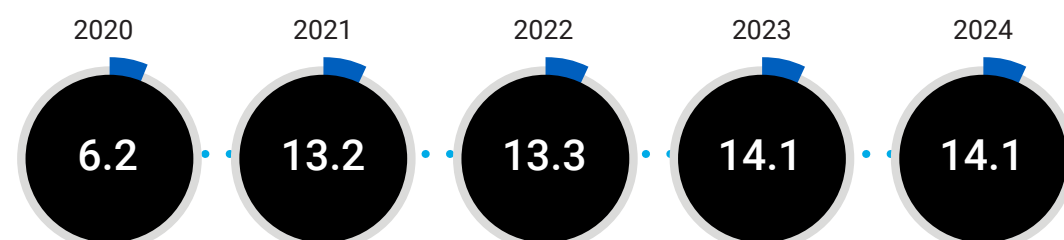
Bonus pay gap %



Percentage of employees who received a bonus



5 year summary mean pay gap %

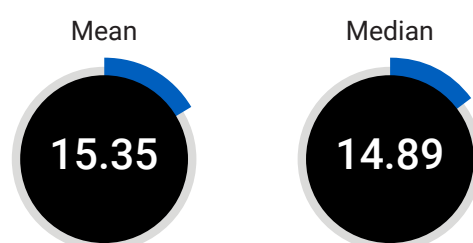




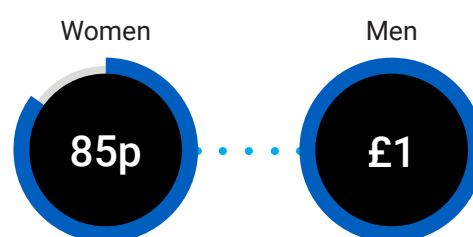
2024 in numbers

Airwave Solutions Limited

Hourly pay difference %

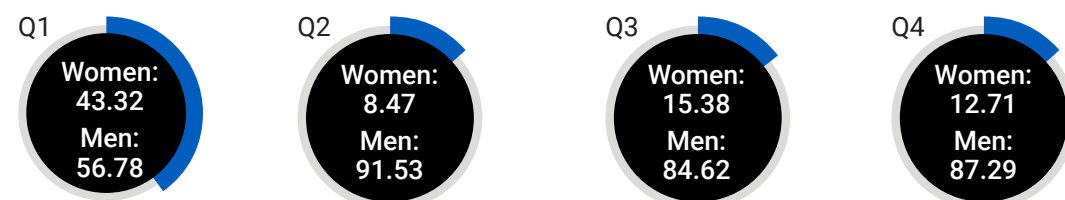


For each £1 earned by men

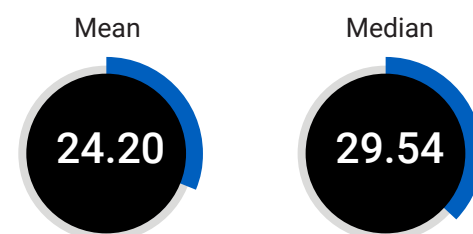


Percentage of men and women in each pay quartile

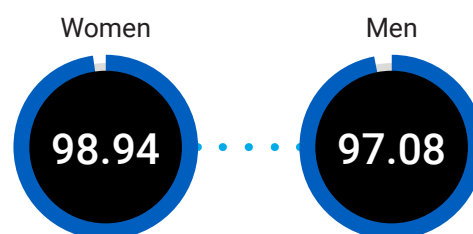
Pay quartiles by %



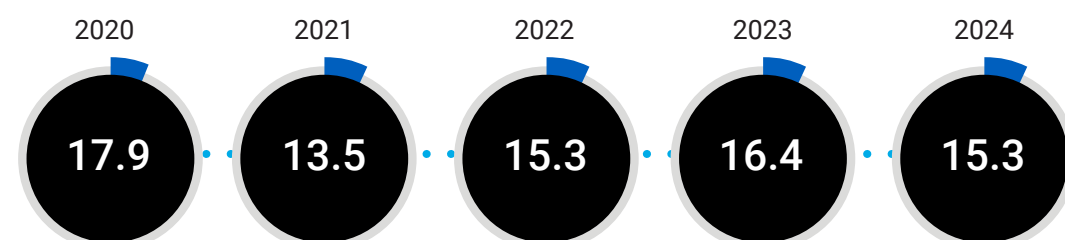
Bonus pay gap %



Percentage of employees who received a bonus



5 year summary mean pay gap %





Management development and leadership

Motorola Solutions recognises the vital work that frontline managers play in making the workplace inclusive and the impact they have when making important decisions related to compensation awards.

As a result, the company has made the decision to expand our 'Manager Academy' training program to cover all functions globally.

The Motorola Solutions Manager Academy is a two-day, in-person learning experience aimed at new managers and first-level leaders. Participants have the opportunity to learn from each other and network with our senior leaders. The program content includes managing team fundamentals, driving performance and motivating others. This investment in development will enable managers to perform their role more effectively and consistently.

The company was pleased to announce the appointment of two new female board members in 2024 - Nicole Anasenes and Elizabeth Mann. Between them they bring many years of industry experience across software and services, market development, strategy, data analytics and the technology industry.



Best practices in recruitment

Addressing gender bias remains an area of opportunity in the workplace environment. Gender bias occurs when one gender is treated in a more or less favourable way, based on gender stereotypes rather than real differences.

While progress has been made, more work is needed to further advance gender equality. To address this, the company launched a U.K. program to tackle potential underlying causes of gender bias.

The program aims to cultivate an inclusive culture that supports and attracts top talent, highlighting unconscious gender bias and equip management with practical tools to help advocate for gender equality and create a more inclusive work environment.





Global HR processes

To promote fairness and consistency across the company, Motorola Solutions is working towards globally aligned reward and talent development processes and timelines.

We have standardized annual merit planning (salary reviews) to occur on the same date for all groups. We have also aligned our organizational talent review process to a single global timeline with reviews twice per year. This process supports planning for succession, rotations, promotions and compensation, aiming for greater global consistency and a similar employee experience for everyone.





Summary

We will continue to prioritise and invest in current and new initiatives to allow Motorola Solutions to remain an inclusive workplace and will look at ways we can strengthen our hiring strategies to attract and retain top talent.



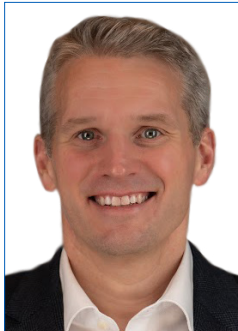
Declaration

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 & I Country Manager
and Head of Sales

A handwritten signature in black ink.

Ian Waddell

VP, International
Managed & Support Services

A handwritten signature in black ink.

For more information, visit
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