



GENDER PAY GAP REPORT 2022

MOTOROLA SOLUTIONS U.K. LIMITED AND AIRWAVE SOLUTIONS LIMITED, A MOTOROLA SOLUTIONS COMPANY, PRESENT THE 2022 GENDER PAY GAP REPORT, WITH A SNAPSHOT DATE OF 5 APRIL 2022.



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 2022 Gender Pay Gap data continues to be influenced by a number of challenging operational factors which require long term solutions. This includes the need to attract and retain more women into STEM roles and the need to enhance our employment brand awareness.

While the Median Hourly pay gap has widened since the last report, the data on bonus payments has shown some improvement which is encouraging. The Company believes that we have many of the correct foundations in place for making more improvements in the future.

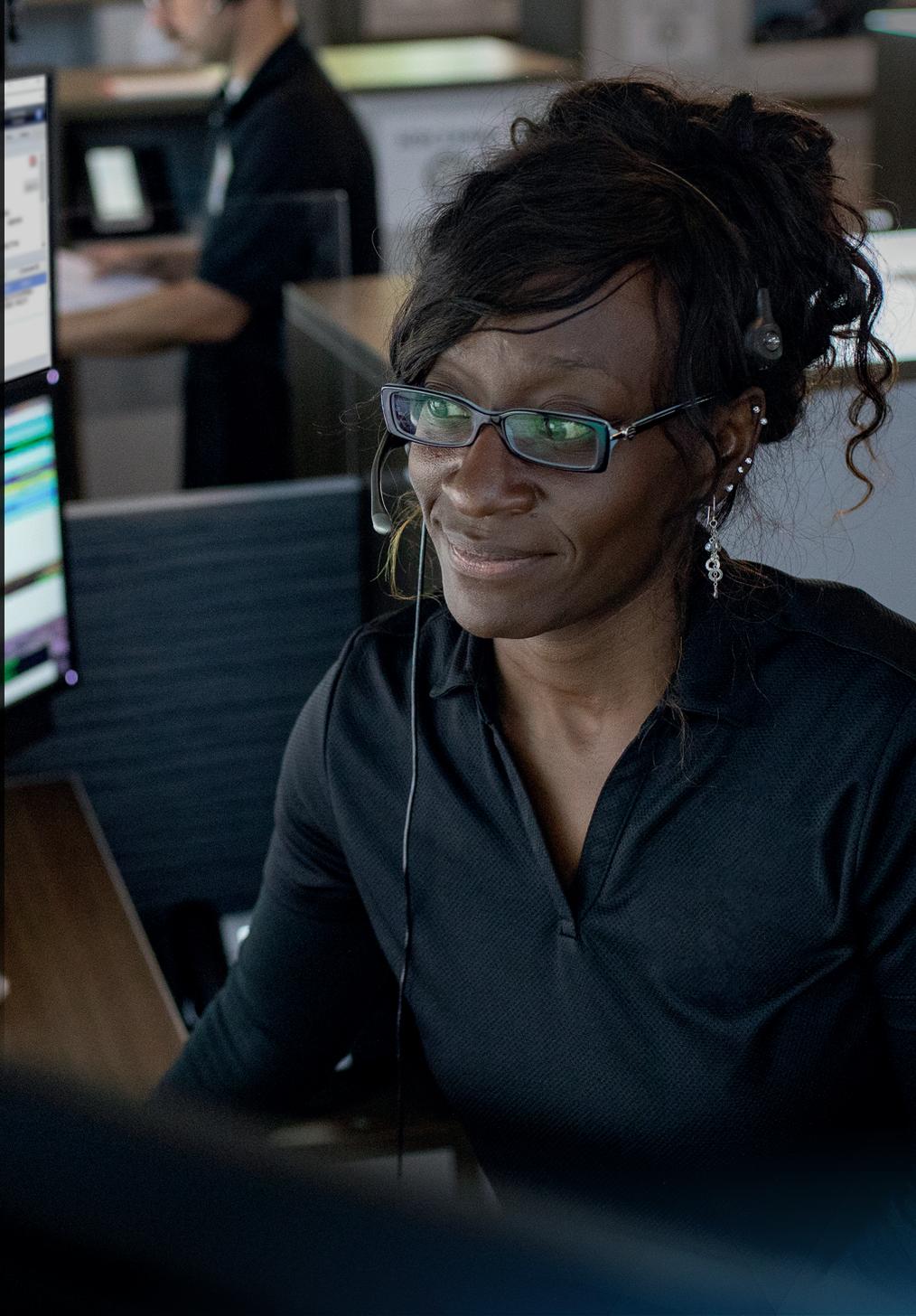
NB: The Gender Pay Gap is the difference between the average hourly rate of pay between men and women. Gender pay is not the same as equal pay. Equal pay is about men and women receiving equal pay for carrying out a similar role or work of equal value.

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 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.



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

SIGNED



Moncef Elaoud
Head of U.K. Software & Services

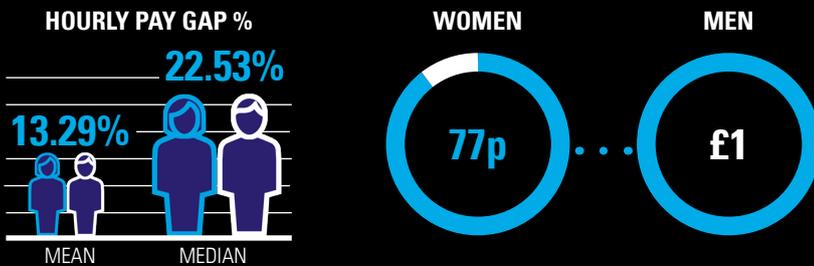
SIGNED



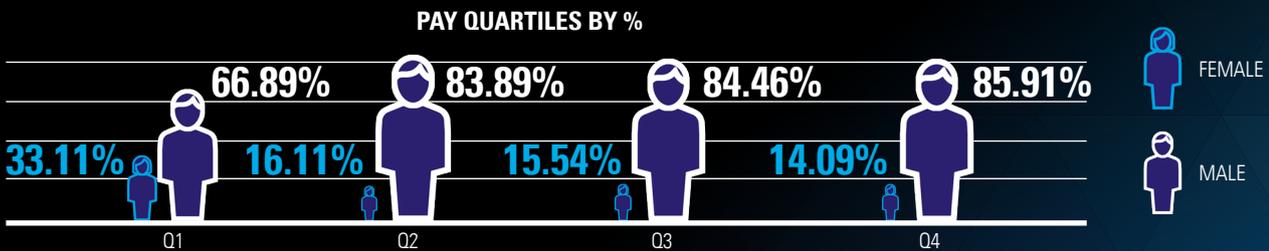
2022 IN NUMBERS

MOTOROLA SOLUTIONS U.K. LIMITED

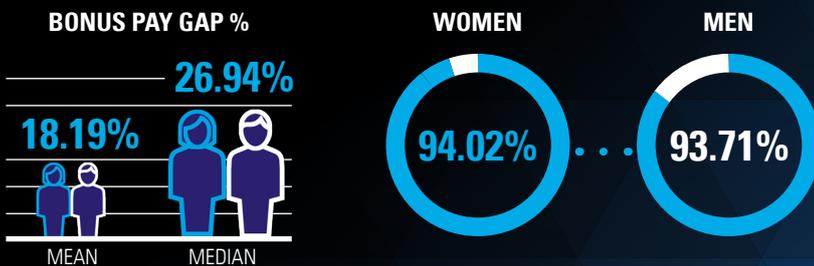
MEAN HOURLY PAY DIFFERENCE



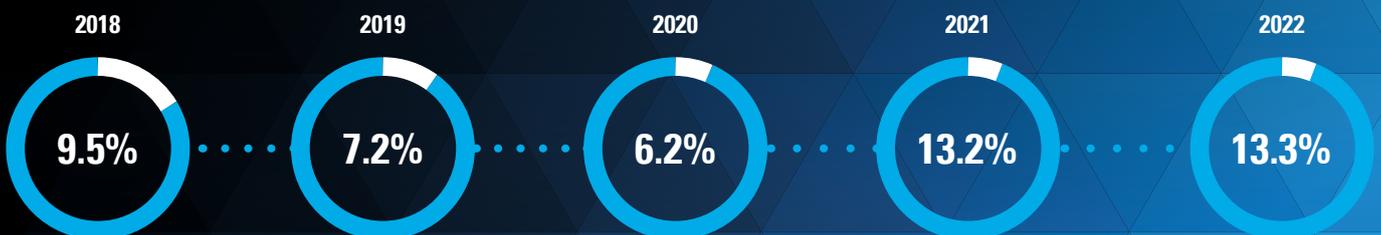
PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE



PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



5 YEAR SUMMARY OF MEAN PAY GAP

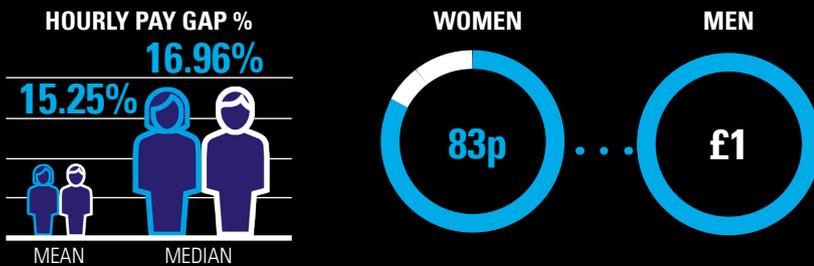




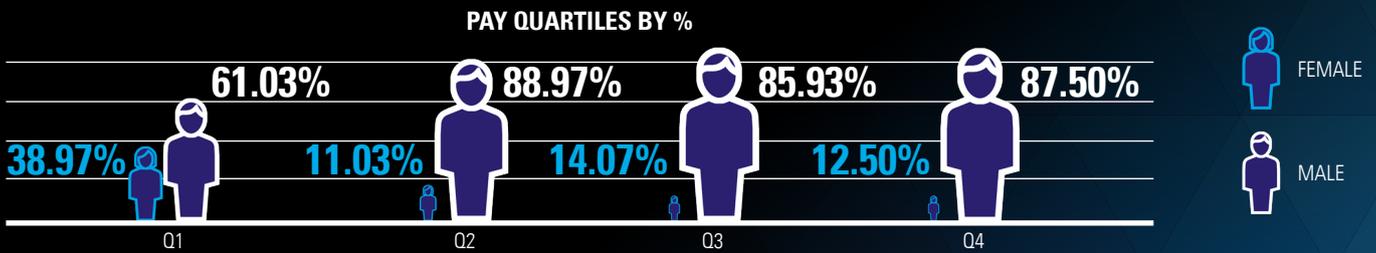
2022 IN NUMBERS

AIRWAVE SOLUTIONS LIMITED

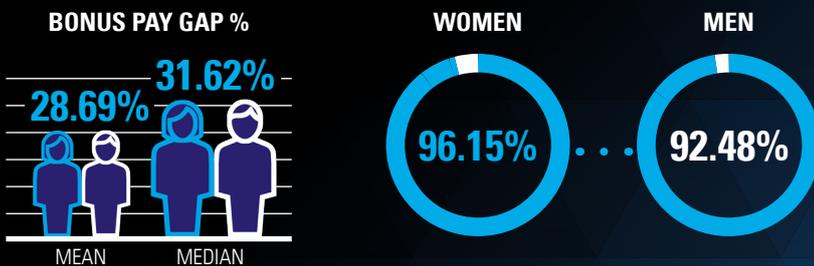
MEAN HOURLY PAY DIFFERENCE



PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

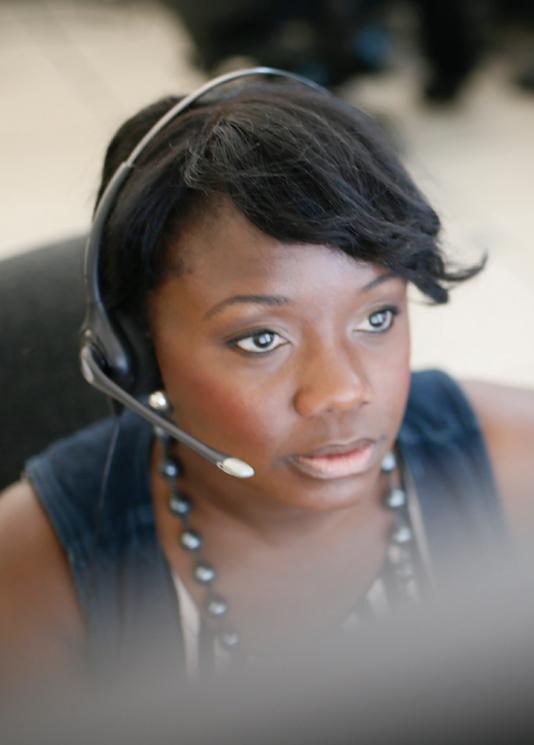


PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



5 YEAR SUMMARY OF MEAN PAY GAP





INCLUSIVE ENVIRONMENT

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.



BUILDING SKILLS AND CAPABILITIES - DEI BADGING PROGRAM

Over the last year the Company has invested in providing more learning opportunities for employees to build understanding around diversity, equity and inclusion and to help foster an inclusive mindset and mitigate unconscious bias. This 'DEI Badging Program' consists of a range of learning paths that cover topics such as growing an 'Inclusive Mindset', 'Confronting Bias' and 'Advocating for Change in the Organization'. The Company believes that this program will both build awareness and build the skills needed to drive lasting cultural change.



ETHNICITY PAY GAP DATA

This report is based on data from April 2022, which shows Motorola Solutions median ethnicity pay gap is 14.6%. This means that, on average, colleagues who identify as being from a Black, Asian or other ethnic minority (BAME) group, earn less than their Non-BAME colleagues. When reviewing the data, it is important to note that a significant proportion of employees across the U.K. have not disclosed their ethnicity. The Company will endeavour to make improvements to this in the future in order to improve the accuracy of the report.

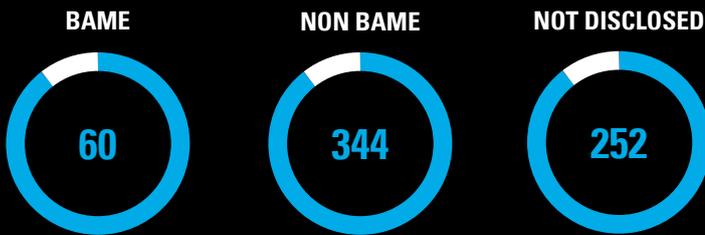


2022 IN NUMBERS

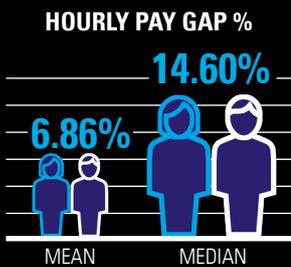
MOTOROLA SOLUTIONS U.K. LTD

ETHNICITY DATA

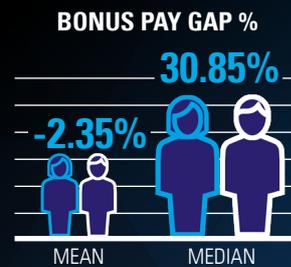
EMPLOYEE NUMBERS



MEAN HOURLY PAY DIFFERENCE



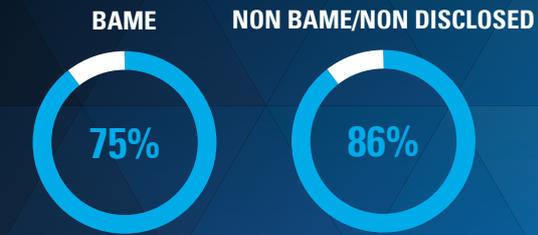
PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



PAY DIFFERENCE PER £

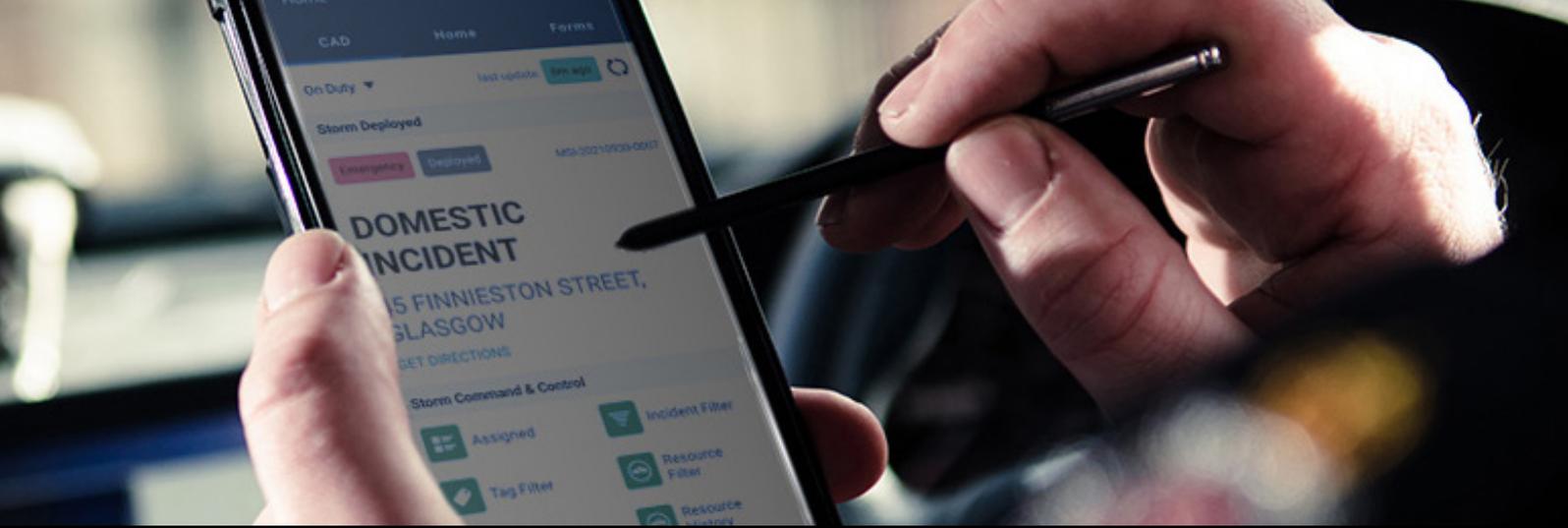


% RECEIVING A BONUS



PERCENTAGE OF BAME & NON BAME MALES AND FEMALES IN EACH PAY QUARTILE



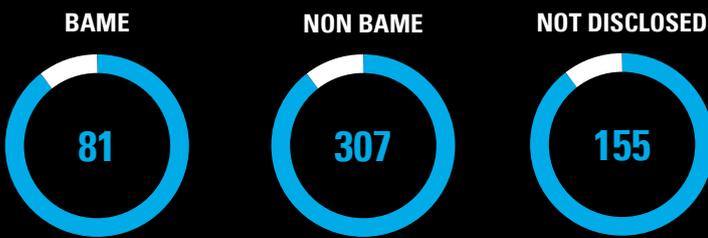


2022 IN NUMBERS

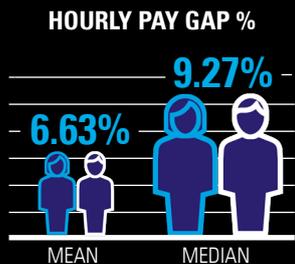
AIRWAVE SOLUTIONS LIMITED

ETHNICITY DATA

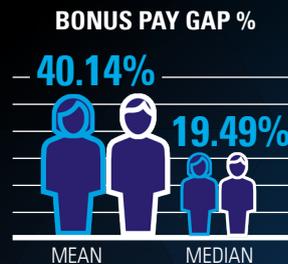
EMPLOYEE NUMBERS



MEAN HOURLY PAY DIFFERENCE



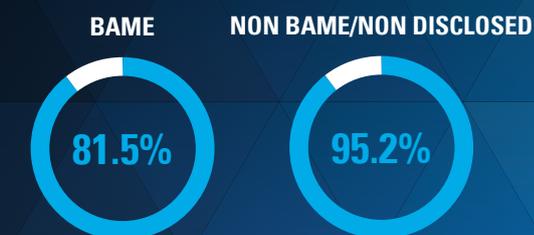
PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



PAY DIFFERENCE PER £



% RECEIVING A BONUS



PERCENTAGE OF BAME & NON BAME 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 PROFESSIONAL
MENTORING PROGRAMME
FOR WOMEN**



**REWARD
AND SALARY
BENCHMARKING**



**INTERNAL MENTORING
AND NETWORKING
OPPORTUNITIES**



**BONFIRE
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 their progress into higher paid roles.

As we move into 2023, 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.



Motorola Solutions UK Ltd. Nova South, 160 Victoria Street, London, SW1E 5LB.

MOTOROLA, MOTO, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners. © 2023 Motorola Solutions, Inc. All rights reserved. (04-23)