

Equality Report for Cisco Norway 2022

Intro

Cisco's purpose is to power an inclusive future for all, and that begins with our employees. Through our Conscious Culture, we promote a positive and fulfilling workplace where every employee can thrive. We invite people from across the full spectrum of diversity to develop their careers at Cisco and are committed to paying our employees fairly and equitably. However, we acknowledge there is still a gap in the general representation of women at Cisco, and in particular the representation of women in higher paying roles, which reflects the disparity in STEM education and the technology industry more widely.

Cisco is working to close the representation gaps in several ways. From inspiring children and young adults about career opportunities in technology, working with Tenk Tech Camp, Girls in ICT - to our partnerships with various organizations, such as Ada NTNU and Oda, are testament to our ongoing efforts to bridge the gender gap in technology. This also includes taking an inclusive approach to recruitment through programs and balanced interview panels, and nurturing and retaining our talent. We understand this is an ongoing journey of resolving challenges and pursuing opportunities, and one to which we are dedicated to pursuing.

We seek to provide unique experiences for early talent through our Emerging Talent Network and our yearly intern and graduate programs which can result in exciting careers across Engineering, Sales, Services and Supply Chain.

We continue to create new opportunities for attracting, nurturing and retaining our best talent, as we work to close the gaps. We know there is more to be done and we are committed to learn and act. This report outlines our progress and efforts to support every employee and develop the technology leaders of the future.

Trine Stromsnes

Managing Director

Equality report for Cisco Systems Norway AS

This first section will cover the current level of gender equality at Cisco Systems Norway AS in 2022.

Gender balance

At the end of 2022, the company had 495 employees, of which 120 were women. The board consisted of 3 men and 3 women.

Temporary/Internships/Fixed-Term Contracts In 2022 there were 26 employees on fixed-term contracts, which meant 2.22 % of all the employees for women and 3.03 % for men. The employees were employed as summer interns.

Part-time employees

Part-time employment is a voluntary option available at Cisco Norway Systems AS, upon employee's request to accommodate employee's needs. There were 4 employees working part time in 2022, which meant 0.4% of all the employees for women and 0.4% for men.

The average number of weeks of parental leave in 2022

Parental leaves were distributed at 11.8 weeks in average for women and at 10.5 weeks in average for men.

Part 2 Working towards promoting gender equality and to prevent discrimination

Every regular employee globally at Cisco is required to confirm each year that they have reviewed, understand, and agree to comply with the policies and guidelines in the Cisco Code of Business Conduct (COBC).

The Code promotes:

- Honest and ethical conduct in all internal and external relationships
- Full, fair, accurate, timely, and understandable disclosure in public reports and documents
- Protection of all confidential, personal, and proprietary information
- Compliance with applicable government laws rules, regulations, and directives
- Prompt internal reporting of any violations of the COBC, whether internal or external to Cisco
- Compliance with the COBC by every Cisco employee worldwide
- Creating a conscious culture

The observation of anything that could cause harm to another employee, or the company, must be reported either to the manager, People & Communities (HR) representative or to the Ethics office.

Recruitment

At Cisco, we promote diverse and inclusive hiring. To mitigate potential biases at the interview stage, Diverse Interview Panels were introduced, meaning that both male and female interviewers are involved in discussions about the role with the hiring manager. To deliver on our commitment to close the gender gap, we are shifting both skillsets and mindsets when it comes to searching for and interviewing candidates. Our mindset around hiring has shifted to a more extensive search, a wider candidate pool, and to be even more conscious about a diverse interview and candidate slates. We have a new Certified Interview Training that came out in 2022, which is compulsory for all Hiring Managers and Interviewers. This was implemented to provide unconscious bias education to interviewers, as we are aware that all individuals have unconscious bias, which can influence decision making. The Interview Training would also address the need to improve candidate experience, diversity, and quality of hire in a very competitive market.

Diverse Interview Training is another critical success factor in empowering all interviewers to conduct and assess consistent quality interviews and to avoid bias. Diversity hiring is incorporated into everything that our recruitment function does. The recruitment team supports Cisco in building diverse and inclusive teams for the future by organizing events and partnerships that makes it possible to recruit a more diverse candidate slate. Hiring managers use Textio to ensure that job descriptions reach a wider audience to attract more female candidates to a career in Cisco.

We also work with the hiring team to make sure our interview process has panels that range in gender, age, nationality, and backgrounds wherever possible. In sales organizations across the entire North region a soft hiring quota of 50% of hired employees to be female was implemented.

We have been sponsoring the Ada NTNU organization for around 10 years and have seen the fruits of our labor with nearly 50% diverse hires in 2022. Ada works towards increasing the number of women that graduates from technology studies with a low percentage of female students. They focus on both social events and more technical events directed towards the business world to show off some of the interesting opportunities for work they will have after their studies. We usually have a group of female students in technical majors come to Cisco for an event at our offices in Oslo during the year, so they can meet top companies to see what they can be working with one day.

In 2022, we also joined the cooperation "Ada_Veileder", where Cisco employees' mentor and guide Ada students, sharing experiences and answering questions. In the continued partnership we will attend more Career networking events.

Promotion and Development opportunities

Cisco's Community of Practice for Women, called "WILD", started its weekly sessions in April 2020. Since then, we have hosted at least one session every week. The aim of this community is to help each other improve professionally, get through challenges and network. This goal involves knowing each other well and learning and developing together, supporting each other and standing up for one another when needed. We have organised our sessions while keeping in mind that we need to develop a mechanism to empower women, develop technical and soft skills, and to raise role models by helping women move into higher positions within the company. The community has organised more than 100 sessions so far and currently has 90 members. The members are engineers from Devices Technology Group and all are working on different areas, which gives the opportunity to get a very wide picture of the organization. For the coming year they want to add various training courses and bigger events to the agenda.

Cisco has hosted workshops at the Girl Tech Fest several times, including 2022. The goal of the event is to inspire 10-12-year-old girls' interest in science and technology. Cisco believes in the importance of inspiring initiatives that target young audiences and plans to continue contributing to this event in the future. Cisco has an important role in planning TENK Tech Camp, a summer camp for 13-18-year-old girls, with similar objectives of creating interest for science and technology, with employees included in the planning team. In 2022 several of our employees worked as supervisors during the event and we had a workshop called "Escape room med Cisco". We plan to continue contributing to this important event by being a part of both the planning team, workshop holder and supervisors during the event.

We further strengthened our partnership with Oda through having few events already. The purpose of Oda is to empower women in technology and make sure we have diversity across the industry. In the spring we attended the Oda Inspiration Day 2022, this is a tech conference that focuses on technology trends, diversity and management for a better future. Cisco contributed with a stand, and it was a great opportunity for employees to listen to talks and network. In December 2022, Cisco hosted a networking event with ODA about hybrid work, home office & cabin office, which was a great success. We have more partner events coming for 2023, it will be the ODA inspiration day again in the spring and networking event in the autumn.

Facilitation

In the post-pandemic world, the company has placed a strong focus on building inclusion into the new hybrid workplace. We're recognizing that for people and organizations to succeed within the hybrid model, a new level of partnership across the organisation is needed to focus on participation, remove the barriers to collaboration and connection, and enable people to participate from anywhere, anytime and on any device.

In 2022, Cisco Norway participated again the Great Place to Work survey, being awarded number 1 in Norway in Large – sized business. The survey gives the opportunity to discover the focus areas for the company, when it comes to Credibility, Respect, Fairness, Pride and Camaraderie. Through the survey the hybrid work opportunities received great feedback on the flexibility of working from either the office or home, and the flexible working hours.

Employees' wellbeing is prioritized, and Cisco is dedicated to support all aspects of health - emotional, physical, social and financial – to build a culture where everyone thrives. All Cisco employees have access to resources, programs and dedicated tools, like Emotional Support during times of crisis, 2022 May Mental Health Awareness Month, blog posts from Dr. Mira Zein - Cisco mental health consultant, mindfulness practices and many more.

The Employee and Family Assistance Program (EAP) can provide employees with round-the-clock access to counseling or personal support in Employee & Family Support. This benefit provides the employees with a referral service that connects the employees and their families with community specialists, in areas such as childcare, adoption, parenting, eldercare, or legal and financial assistance.

The opportunity to combine work and family life

At Cisco, we believe "Work is not a place you go. It's what you do." - Francine Katsoudas, Cisco Executive Vice President and Chief People, Policy & Purpose Officer. As a company, we're not mandating where people work. We are moving to a way of working that is more flexible, more innovative and more inclusive. A world that offers employees and teams more autonomy and choice in how and where they do their work.

Giving back is a part of who we are at Cisco. We show up for those who are most vulnerable and beyond. Employees can use their Time2Give to take action and make a positive impact for the causes they are most passionate about. Time2Give is a Cisco global offering process through which employees get 10 days of paid leave to volunteer at a non-profit organization or school of their choice. This is in addition to the regular vacation days.

Understanding the data

Understanding the many factors influencing differences in pay, and the fairness and inclusivity of an organization's compensation system is a complex issue.

Since 2017, Cisco has been committed to running an annual analysis assessing gender pay differences in each country. Our approach is based on a methodology that fits our purpose to power an inclusive future for all. The model compares employees doing similar work (same location, same grade, and similar job) and uses statistical methods to control for factors that may impact pay. When pay gaps are

detected, we recommend pay adjustments to impacted employees so that we can have fairer pay at Cisco. We expanded our commitment to Fair Pay to include additional rewards levers – running Fair Pay analysis on IPF, Stock grants and promotion during our Rewards Programs.

We plan to continue cooperation with our partners, to support diversity and equality and to extend the partnership in new areas.

At Cisco we are committed to powering an inclusive future for all. Everything we do is designed to help people thrive, in a fair and inspiring environment.