

CISCO SYSTEMS CANADA CO. / LES SYSTEMES CISCO CANADA CIE

Pay transparency report

Cisco Systems, Inc. is the worldwide leader in networking for the Internet. Cisco was founded in 1984 by a small group of computer scientists from Stanford University. Since the company's inception, Cisco engineers have been leaders in the Development of Internet Protocol (IP)-based networking technologies. Cisco hardware, software, and service offerings are used to create the Internet solutions that make networks possible-providing easy access to information anywhere, at any time. Today, with more than 66,639 employees worldwide, this tradition of innovation continues with industry-leading products and solutions in the company's core Development areas of routing and switching, as well as in advanced technologies such as: Application Networking, Data Center, Digital Media, IPICS, Mobility, Security, Storage Networking, Tele Presence, Unified Communication, and Video. The Cisco name has become synonymous with the Internet, as well as with the productivity improvements that Internet business solutions provide.

Cisco Canada, established by Cisco Systems Inc. in 1992, has over 2,500 employees in 11 offices across Canada. It is a leading country operation for Cisco globally as well as proving ground for many of the company's most advanced and innovative technologies.

Employer details

Employer:	CISCO SYSTEMS CANADA CO. / LES SYSTEMES CISCO CANADA CIE
Address:	2900 - 550 BURNARD STREET, VANCOUVER, BC
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	1000 or more



Hourly pay

Mean hourly pay gap¹

\$1.00	Men
\$0.84	Women
\$0.98	Prefer not to say / Unknown

In this organization women's average hourly wages are 16% less than men's. For every dollar men earn in average hourly wages, women earn 84 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.84	Women
\$1.01	Prefer not to say / Unknown

In this organization women's median hourly wages are 16% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents in median hourly wages. *



Overtime pay

Mean overtime pay³

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay⁴

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours⁵

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours⁶

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

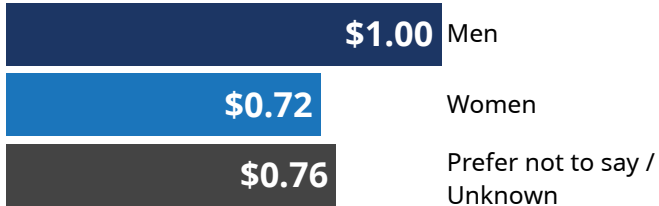
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



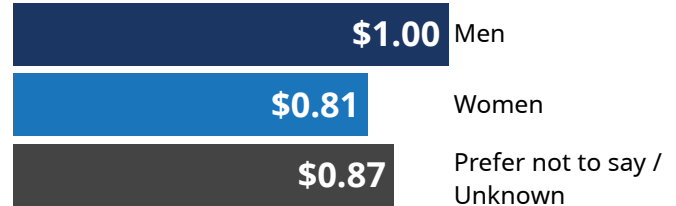
Bonus pay

Mean bonus pay ⁷



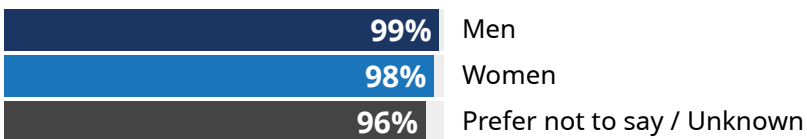
In this organization women's average bonus pay is 28% less than men's. For every dollar men earn in average bonus pay, women earn 72 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 19% less than men's. For every dollar men earn in median bonus pay, women earn 81 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



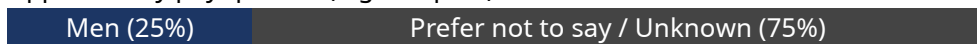
Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

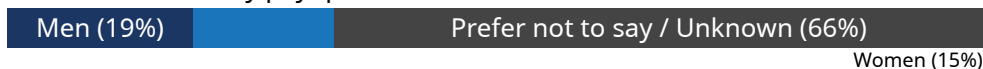
Upper hourly pay quartile (highest paid) †



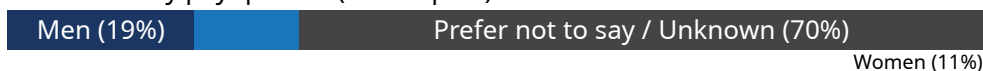
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 11% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Data constraints

What data is this report based on?

This report uses data for employees who were based in British Columbia and employed during the time window of January 1, 2024 and December 31, 2024.

What does the Gender Pay Gap Report measure?

The Gender Pay Gap is a basic calculation of the percentage difference between average hourly earnings for men and women, regardless of the work they do. Earnings include base pay, allowances and any other bonus and incentive pay, paid 1 Jan 2024 – 31 Dec 2024.

What isn't measured?

The pay gap is not a measurement of equal pay. It is one basic measure across all jobs, not a measure of the differences in pay between men and women doing similar work. Consequently, a company may have a gender pay gap in this report even if it pays those who identify as men and women the same in same roles that are paid more in the marketplace, including technical and engineering roles.

Cisco's innovative framework for compensation fairness

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

At Cisco, we've built an innovative framework to test our complex compensation system and its overall health. Our regular reviews look at key factors that influence an equitable talent environment, with the goal of designing and delivering fair and equitable pay throughout the entire employment life cycle.

Understanding Gender Pay Gap Survey Data Limitations

The gender pay gap survey encompasses all employees who were on payroll at any time during the 2024 calendar year. However, due to privacy considerations and the absence of explicit employee consent to use gender data for governmental reporting, only approximately 30% of employees voluntarily responded to the gender survey conducted recently. This voluntary participation means that a significant portion of the workforce—371 out of 523 employees—have their gender recorded as "Unknown." This includes employees who were employed during 2024 but are no longer active as of the survey date. The lack of comprehensive gender data limits the completeness and accuracy of the gender pay gap analysis, and the results should be interpreted with this context in mind.

- * In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.