British Columbia Pay Transparency Report 2026

Reporting period: January 1, 2025 – December 31, 2025

Entity	Pay Gap Type	Pay: Median	Pay: Mean	Bonus Pay: Median	Bonus Pay: Mean	Percentage of men who received bonus pay	Percentage of women (W) / unknown (U) who received bonus pay	Snapshot Pay Quartiles (%)	Lower	Lower Middle	Upper Middle	Upper
Cisco Systems Canada Co. / Les Systèmes Cisco Canada Cie (300-999 employees)	Women/Men	16%	15%	27%	35%	95%	98% (W)	W	37%	39%	21%	14%
								M	63%	61%	79%	86%
	Unknown/Men	In accordance with the relevant legislation, information for this category is not provided as there are insufficient numbers to meet disclosure requirements.										
	Non-Binary/Men	In accordance with the relevant legislation, information for this category is not provided as there are insufficient numbers to meet disclosure requirements.										

Entity	Pay Gap Type (Headcount)	Overtime Pay: Median	Overtime Pay: Mean	Overtime Hours: Median	Overtime Hours: Mean	Percentage of men who received overtime pay	Percentage of women who received overtime pay
Cisco Systems Canada Co. / Les Systèmes Cisco Canada Cie (300-999 employees)	Women/Men	In accordance with the relevant legislation, this measure cannot be displayed because there is insufficient data to meet disclosure requirements.					
	Unknown/Men	In accordance with the relevant legislation, this measure cannot be displayed because there is insufficient data to meet disclosure requirements.					
	Non-Binary/Men	In accordance with the relevant legislation, this measure cannot be displayed because there is insufficient data to meet disclosure requirements.					

Cisco Systems Canada Co. / Les Systèmes Cisco Canada Cie
NAICS code: 54 - Professional, scientific and technical services
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At Cisco, fairness and inclusion shape how we hire, reward, and develop our people, and they underpin the results we deliver together. Since our founding in 1984 by a small group of computer scientists from Stanford University, innovation has defined who we are, and we have long understood that the best ideas emerge when people with different experiences and viewpoints work side by side.

Cisco Canada, established in 1992, has over 2,400 employees in 11 offices across Canada, and is a leading country operation for Cisco globally as well as a proving ground for many of the company's most advanced and innovative technologies. Our aim is simple: every employee should have a genuine chance to develop, make an impact, and be paid fairly for that impact.

In alignment with the British Columbia Pay Transparency Act, we have published our annual Pay Transparency Report for Cisco Systems Canada Co. / Les Systèmes Cisco Canada Cie, reflecting employees based in British Columbia between January 1, 2025, and December 31, 2025. Publishing pay data is an important step, but it is only one part of Cisco's broader approach to pay equity. A gender pay gap figure cannot, by itself, explain or fix the many interconnected factors that drive it. It does, however, give us a clear benchmark to measure ourselves against, and we welcome the accountability it brings.

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, 2025, and December 31, 2025.

What is measured?
The Gender Pay Gap measures the overall difference in average hourly earnings across gender identities (including women, men, and non-binary employees) and the earnings include base pay, allowances and any other bonus and incentive pay, paid between January 1, 2025, and December 31, 2025.

Pay gap versus equal pay

The Gender Pay Gap measures the overall difference in average hourly earnings across gender identities (including women, men, and non-binary employees) across the organization.
Equal Pay ensures that individuals performing equal or comparable work receive equal compensation, regardless of gender identity.

Cisco's innovative framework for compensation fairness

Understanding the many factors influencing differences in pay, and the fairness and inclusivity of an organization's compensation system is complex. At Cisco, we've built an innovative framework to test our 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.

Our commitment to progress

Cisco recognizes that women, non-binary, and gender-diverse individuals remain underrepresented in science, technology, engineering, and math, and Cisco is taking deliberate action to change that, from sparking interest among young students, to attracting women and underrepresented talent to careers at Cisco, to helping the employees already on our teams advance faster. These efforts reflect our long-term commitment to narrowing representation gaps and sustaining pay equity.

Building the next generation of women in technology

Each year, Girls in ICT Day welcomes nearly 100 female high school students into Cisco's Ottawa and Toronto offices, where they take part in hands-on workshops, panel discussions, speed mentoring, and technology demonstrations that open their eyes to careers in IT. Our JUMP Women's Development Program offers a multi-month leadership and mentorship accelerator focused on readiness for senior technical and executive roles, while WISE (Women in Science and Engineering) delivers professional development and local programming that showcases women in engineering.

Supporting women throughout their careers at Cisco

Bringing diverse talent into Cisco is only half the equation; helping them thrive once they are here matters just as much. Women of Impact, our annual executive-led conference, dedicates a full day to professional growth, bold decision-making, and career advancement. Women of Cisco, our flagship employee resource group, alongside our broader global Inclusive Communities, connects colleagues year-round through networking, peer mentoring, leadership roundtables, and dedicated sessions at Cisco Live.

Looking ahead, Cisco will keep investing in programs that support women, non-binary, and gender-diverse individuals from their first spark of interest in technology through to leadership, fostering a workplace where everyone can learn, advance, and be rewarded equitably for their work.