Public Report for the Year 2025

Place of work: Cisco Systems Israel Ltd.
Date of Report: September 1, 2026
Branch of Activity: Technology

Cisco has made an ongoing commitment **to fair and equitable pay** for similar work, regardless of gender (global) and ethnicity (USA). As part of our Social Justice Beliefs and Actions, we expanded our pay parity program beyond base salary to include additional forms of compensation fairness such as promotion, bonus, and stock decisions made in our reward programs.

The amendment to the Equal Pay for Male and Female Employees law in Israel, requires Cisco to conduct a basic pay gap analysis and publicly report out the results. The law does not give companies many options in terms of how to perform the analysis or group employees and may not fully account for how data points like Leave of Absence or start date during the calendar year have large impacts on compensation and benefits employees receive.

The results below mix employees that do different work and have different market pay opportunities, which makes them less accurate and not representative of the actual gender pay situation at Cisco.

Cisco's global approach to fair pay is based on a more holistic and comprehensive methodology, which takes into consideration variables that do impact pay. Our statistical analysis provides a better view of fairness than the approach under Israeli law that uses simple averages to complex variables. Beginning in 2017, Cisco has been committed to running an annual analysis to assess gender pay differences in each country. We believe our approach is based on a better methodology that fits our purpose to power an inclusive future for all. Our model compares employees doing similar work (same location, same grade, and similar job) and uses statistical methods to control factors that may impact pay. When we find pay gaps, we recommend pay adjustments to impacted employees so that we can have fairer pay at Cisco.

For the purpose of fulfilling the Israeli reporting obligation, we segmented our employees into 27 groups:

- 9 Groups presented below (85% of employees)
- 13 groups with only one gender representation, so the analysis was not possible (8% of employees)
- 5 groups with a limited gender representation so revealing the pay gap results would be violating Data Privacy (7% of employees)

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Below we present the results for 9 groups for which we were able to run the analysis.

Segmented groups	% Salary Gap for average monthly salary of all employees [PT + FT]	% Salary Gap for average monthly salary of FT employees	Average FTE
	Total Salary	Total Salary	
Group 1	-2%	-2%	99%
Group 2	-10%	-10%	99%
Group 3	-10%	-10%	100%
Group 4	-7%	-7%	100%
Group 5	-6%	-6%	100%
Group 6	-4%	-4%	100%
Group 7	1%	1%	98%
Group 8	-2%	-2%	100%
Group 9	-10%	-10%	98%

The % employees whose Total Salary is **below the average** monthly salary for FT position at the workplace, according to the selected segmentation referring to Men/Women employees:

- Men 40%; Women 59%
- Men 52%; Women 83%
- Men 33%; Women 66%
- Men 48%; Women 17%
- Men 44%; Women 71%
- Men 43%; Women 62%
- Men 54%; Women 33%
- Men 67%; Women 67%
- Men 46%; Women 67%

None of the employees are getting paid a supplement completing to minimum wage

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