

CISCO SYSTEMS, INC. (CSCO)

2025 DEF 14A · filed 2025-10-28 · CIK 0000838877

Headline facts

CEO TOTAL PAY

\$52,838,751

Charles H. Robbins · 2025 · + 35% YoY

CEO PAY RATIO ITEM 402(U)

298 to 1

Median employee: \$52,838,751

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from CSCO's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
MSFT MICROSOFT CORP	\$96,496,790	480 to 1	\$200,972	Compensation Committee
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
ORCL ORACLE CORP	\$1,113,417	11 to 1	\$1,113,417	Compensation Committee
GOOGL Alphabet Inc.	\$10,906,079	35 to 1	\$310,826	Leadership Development, Inclusion and Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Charles H. Robbins Chair and Chief Executive Officer	\$1,390,000	\$41,266,351	\$5,117,424	\$460,637	\$52,838,751
Gary Steele Former President, Go-to-Market	\$792,308	\$32,833,555	—	\$6,541,142	\$32,833,555
Jeetu Patel Named executive officer	\$859,184	\$22,497,852	\$1,947,596	\$138,588	\$25,687,435
R. Scott Herren Former Executive Vice President and Chief Financial Officer	\$896,875	\$19,240,877	\$2,031,960	\$145,904	\$24,293,618
Dev Stahlkopf Executive Vice President and Chief Legal Officer	\$732,875	\$12,758,943	\$1,660,402	\$132,689	\$15,826,734
Thimaya Subaiya Executive Vice President, Operations	\$761,731	\$14,243,604	\$1,726,112	\$138,771	\$14,738,615

CEO pay mix (latest year)

Base salary	3%
Cash incentive	11%
Equity	86%
Other	1%
At-risk	96%

Every fact above, traced back to filing text

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CEO pay ratio = 298 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“as a result, the pay ratio reported by us may not be comparable to the pay ratio reported by other companies. As determined in accordance with SEC rules, the fiscal 2025 annual total compensation was \$52,838,751 for our CEO, as reported in the Summary Compensation Table, and \$177,115 for our median employee, and the ratio of these amounts is 298 to 1. The Compensation Committee considers our CEO pay ratio in reviewing and establishing CEO compensation. As permitted by SEC rules, to identify our median employee, we elected to use the target annual total cash compensation of each employee as of ...”

Median employee compensation = \$52,838,751

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO Pay Ratio Presented below is the ratio of annual total compensation of our CEO to the annual total compensation of our median employee. The ratio is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K under the Exchange Act. SEC rules for identifying the median employee allow companies to apply various methodologies and assumptions and, as a result, the pay ratio reported by us may not be comparable to the pay”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee Matters41”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy was filed as Exhibit 97.1 to our Annual Report on Form 10-K for fiscal 2025.”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“all external acquisition and divestiture-related costs such as finder’s fees, advisory, legal, accounting, valuation, hedging or other professional or consulting fees directly associated with acquisitions”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Mitigates compensation-related risk through a balanced structure and related policies such as stock ownership guidelines, pledging prohibitions, etc.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines, pledging prohibitions, etc.”