Cisco 2023 GRI Content Index

Cisco has reported in accordance with the Global Reporting Initiative (GRI) Standards for the period July 31, 2022–July 29, 2023.

These tables reflect GRI 1: Foundation 2021. As we continue to transition to the GRI Standards 2021 disclosure, additional updates will be provided.

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 2: General Disclosures 2021		
2-1	Organizational details	Cisco Systems, Inc. Cisco is publicly listed and traded on NASDAQ. Cisco Systems, Inc. Corporate Headquarters 170 West Tasman Drive, San Jose, California 95134 USA We conduct our business globally and manage our business by geography. Our business is organized into the following three geographic segments: Americas; Europe, Middle East, and Africa (EMEA); and Asia Pacific, Japan, and China (APJC).
2-2	Entities included in the organization's sustainability reporting	2023 Annual Report / Form 10-K / Notes to Consolidated Financial Statements / 1. Basis of Presentation (page 65)
2-3	Reporting period, frequency, and contact point	July 31, 2022–July 29, 2023 Annual reporting csr_inquiries@cisco.com
2-5	External assurance	We report market- and location-based Scope 2 emissions in accordance with the Greenhouse Gas (GHG) Protocol's Scope 2 guidance. Each year, an independent third party provides a limited assurance review of our Scope 1 and 2 GHG inventory. This limited assurance review is provided in accordance with the ISO 14064-3 International Standard. For more information see ESG Reporting Hub / Environment / Our operations / Energy and emissions. Cisco made a commitment to positively impact 1 billion people by 2025 through our social impact grants and signature programs. Each fiscal year we complete an external limited assurance review of our progress toward this goal from fiscal 2016 through fiscal 2023. To learn more about what is included in our fiscal 2016 to fiscal 2021 limited assurance, see ESG Reporting Hub / Our global communities / Social investment strategy.
2-6	Activities, value chain, and other business relationships	Cisco designs and sells a broad range of technologies that power the Internet. We are integrating our platforms across networking, security, collaboration, applications, and the cloud to create highly secure, intelligent platforms for our customers' digital businesses. These platforms are designed to help our customers manage more users, devices, and things connecting to their networks. This will enable us to provide customers with a highly secure, intelligent platform for their digital business. For more information, refer to 2023 Annual Report / Form 10-K (page 1). We conduct our business globally and manage our business by geography. Our business is organized into the following three geographic segments: Americas, EMEA, and APJC. Cisco products may not be exported or re-exported to embargoed destinations: Cuba, Iran, North Korea, Syria, and the Crimea, Donetsk, and Luhansk regions. For more information, refer to 2023 Annual Report / Form 10-K / Customers and Markets (page 6). ESG Reporting Hub / Supply Chain / Supply Chain Sustainability 2023 Annual Report / Form 10-K / Customers and Markets (page 6)

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DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-7	Employees	2023 ESG Reporting Hub / Our people / Workforce snapshot
2-9	Governance structure and composition	ESG Reporting Hub / Strategy and governance / Our strategy / Purpose management and governance 2023 Annual Report / Corporate governance / Board of Directors (pages 10-11)
2-10	Nomination and selection of the highest governance body	2023 Proxy / Board of Directors / Board Meetings and Committees / Nomination and Governance Committee (pages 10-11)
2-11	Chair of the highest governance body	2023 Annual Report / Corporate governance / Board of Directors (page 11) Cisco Investor Relations / Governance Documents / Corporate Governance Policies / Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Reporting Hub / Strategy and governance / Our strategy / Purpose management and governance 2023 Annual Report / Board's Role in Strategy / Board's Role in Risk Oversight (page 12)
2-13	Delegation of responsibility for managing impacts	ESG Reporting Hub / Strategy and governance / Our strategy / Purpose management and governance 2023 Annual Report / Corporate governance / Board of Directors (pages 10-11) 2023 Annual Report / Our purpose / Purpose governance and management (page 12)
2-15	Conflicts of interest	2023 Proxy / Board of Directors / Election of Directors (pages 16-22) Cisco Investor Relations / Governance Documents / Corporate Governance Guidelines Code of Business Conduct / I Avoid Conflicts of Interest (pages 15-17)
2-16	Communication of critical concerns	2023 Proxy / Board of Directors / Election of Directors (pages 16-22) Code of Business Conduct / I Avoid Conflicts of Interest (pages 15-17)
2-17	Collective knowledge of the highest governance body	ESG Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality
2-19	Remuneration policies	2023 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis (pages 31-52) 2023 Proxy / Compensation Discussion and Analysis / Executive Compensation / Environmental and Social Goals (pages 44-52)
2-20	Process to determine remuneration	2023 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis / Compensation Program Structure (page 33) 2023 Annual Report / Corporate governance / Stockholder engagement (page 8)
2-21	Annual total compensation ratio	2023 Proxy / Compensation Committee Matters / CEO Pay Ratio (page 65)

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DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-22	Statement on sustainable development strategy	ESG Reporting Hub / Strategy and governance overview / Our strategy
2-23	Policy commitments	ESG Reporting Hub / Environment / Environmental compliance / Environmental policy Global Human Rights Policy ESG Reporting Hub / Strategy and governance overview / Policies, positions, and guides / Ethics ESG Reporting Hub / Strategy and governance overview / Policies, positions, and guides / Human rights ESG Reporting Hub / Strategy and governance overview / Policies, positions, and guides / Supply chain
2-25	Processes to remediate negative impacts	Code of Business Conduct Supplier Code of Conduct ESG Reporting Hub / Supply chain / Human rights in the supply chain / Giving workers a voice and stakeholder engagement
2-26	Mechanisms for seeking advice and raising concerns	ESG Reporting Hub / Integrity and trust / Reporting ethics concerns
2-27	Compliance with laws and regulations	In the past four fiscal years, Cisco paid one environmental fine of approximately US$34,000 in FY20.
2-28	Membership associations	ESG Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality ESG Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality / Examples of environmental initiatives and organizations in which Cisco participates ESG Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality / Examples of supply chain sustainability initiatives and organizations in which Cisco participates

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ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Material topics				
	GRI 3: Material Topics 2021	3-1	Process to determine material topics	ESG Reporting Hub/ Strategy and governance / Stakeholder engagement and ESG materiality
		3-2	List of material topics	ESG Reporting Hub/ Strategy and governance / Stakeholder engagement and ESG materiality

The list of material topics has not changed since the previous reporting period, however two topics were renamed. In FY23, "Circular design and lifecycle management" was renamed "Circular economy", and "Environmental protection" was renamed "Environmental regeneration and protection". |
Indirect economic impacts	GRI 3: Material Topics 2021	3-3	Management of material topics	ESG Reporting Hub / Our global communities
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	ESG Reporting Hub / Our global communities
		203-2	Significant indirect economic impacts	ESG Reporting Hub / Our global communities
Anti-corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	ESG Reporting Hub / Strategy and governance overview / Policies, positions, and guides / Ethics

Code of Business Conduct

Supplier Code of Conduct |
| Materials | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 2023 Purpose Report / Future / Circular transformation

ESG Reporting Hub / Environment / Product sustainability

ESG Reporting Hub / Environment / Product sustainability / Packaging |
| Energy | GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 2023 Purpose Report / Future / Clean energy transition

ESG Reporting Hub / Environment / Our operations / Energy and emissions |

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ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Water and effluents	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Future / Resilient ecosystems / Water stewardship in our operations and supply chain ESG Reporting Hub / Environment / Our operations / Water ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	2023 Purpose Report / Future / Resilient ecosystems / Water stewardship in our operations and supply chain ESG Reporting Hub / Environment / Our operations / Water ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
		303-3	Water withdrawal	2023 Purpose Report / Future / Resilient ecosystems / Water stewardship in our operations and supply chain ESG Reporting Hub / Environment / Our operations / Water ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
		303-4	Water discharge	2023 Purpose Report / Future / Resilient ecosystems / Water stewardship in our operations and supply chain ESG Reporting Hub / Environment / Our operations / Water ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
		303-5	Water consumption	ESG Reporting Hub / Environment / Our operations / Water

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ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Emissions	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Future / Clean energy transition ESG Reporting Hub / Environment / Our operations / Energy and emissions
	GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	2023 Purpose Report / Future / Clean energy transition
		305-3	Other indirect (Scope 3) GHG emissions	2023 Purpose Report / Future / Clean energy transition
		305-4	GHG emissions intensity	ESG Reporting Hub / Environment / Our operations / Summary of Scope 1 and 2 GHG emissions ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Greenhouse gas emissions
		305-5	Reduction of GHG emissions	2023 Purpose Report / Future / Clean energy transition ESG Reporting Hub / Environment / Our operations / Energy and emissions ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Greenhouse gas emissions
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable: Because our production is outsourced to supply chain partners, our global operations primarily consist of standard office activities and research labs. This limits our non-GHG emissions to volatile organic compounds (VOCs) from cleaning products, nitrous oxides (NOx), and sulfur oxides (SOx) from onsite fuel combustion (from vehicle engines, boilers, or emergency generators), and the subsequent formation of ozone from the photochemical reaction of NOx.
Waste	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Future / Circular transformation
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	ESG Reporting Hub / Environment / Our operations / Waste ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Reducing material waste
		306-2	Management of significant waste-related impacts	ESG Reporting Hub / Environment / Our operations / Waste ESG Reporting Hub / Supply chain / Supply chain environmental stewardship / Reducing material waste
		306-3	Waste generated	ESG Reporting Hub / Environment / Our operations / Waste

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ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Supplier environmental assessment	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Power / Human rights ESG Reporting Hub / Supply chain / Supply chain sustainability ESG Reporting Hub / Supply chain / Code of Conduct
Employment	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Power / Human rights
	GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Purpose Report / Inclusive / Health and wellbeing ESG Reporting Hub / Our people / Cisco benefits
Occupational health and safety	GRI 3: Material Topics 2021	3-3	Management of material topics	ESG Reporting Hub / Our people / Workplace safety
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	ESG Reporting Hub / Our people / Workplace safety
		403-6	Promotion of worker health	ESG Reporting Hub / Our people / Cisco benefits
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Reporting Hub / Our people / Workplace safety ESG Reporting Hub / Supply chain / Code of Conduct ESG Reporting Hub / Supply chain / Human rights in the supply chain / Protecting workers' health and safety
Training and education	GRI 3: Material Topics 2021	3-3	Management of material topics	ESG Reporting Hub / Our people / Employee experience
Diversity and equal opportunity	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Inclusive / Diversity, equity, and inclusion ESG Reporting Hub / Our people / Diversity, equity, and inclusion
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	ESG Reporting Hub / Our people / Workforce snapshot
Local communities	GRI 3: Material Topics 2021	3-3	Management of material topics	ESG Reporting Hub / Our global communities ESG Reporting Hub / Our global communities / Social investment strategy

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ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Community impact	GRI 3: Material Topics 2021	3-3	Management of material topics	ESG Reporting Hub / Our global communities ESG Reporting Hub / Our global communities / Social investment strategy
Digital inclusion	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Power / Digital inclusion ESG Reporting Hub / Our global communities / Digital inclusion ESG Reporting Hub / Our global communities / Socioeconomic research
Critical human needs and disaster relief	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / For All / Crisis Response ESG Reporting Hub / Our global communities / Crisis response
Economic empowerment	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / For All / Economic empowerment ESG Reporting Hub / Our global communities ESG Reporting Hub / Our global communities / Social investment strategy
Supplier social assessment	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Power / Human rights ESG Reporting Hub / Supply chain / Supply chain sustainability ESG Reporting Hub / Supply chain / Human rights in the supply chain
	GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	2023 Purpose Report / Power / Human rights ESG Reporting Hub / Supply chain / Code of Conduct / Self-assessment and audits ESG Reporting Hub / Supply chain / Human rights in the supply chain ESG Reporting Hub / Supply chain / Code of Conduct / Corrective Action Plans
Customer privacy	GRI 3: Material Topics 2021	3-3	Management of material topics	2023 Purpose Report / Power / Security, privacy, and trust
	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cisco did not experience any personal data breaches that required Cisco to report such data breach to regulatory authorities during fiscal 2023.