

Cisco 2021 GRI Content Index

Cisco's ESG reporting has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (Core). The GRI Standards include 37 topic-specific standards that pertain to economic, environmental, and social issues, and allows for global comparability across topics.

This table reflects the 2016 GRI standards.

Disclosure Number	Disclosure Title	Response
GRI 102: General Disclosures		
Organizational profile		
102-1	Name of the organization	Cisco Systems, Inc.
102-2	Activities, brands, products, and services	Cisco designs and sells a broad range of technologies that have been powering the Internet since 1984. Across networking, security, collaboration, applications, and the cloud, we are integrating intent-based technologies 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 2021 Annual Report / Form 10-K (page 1)
102-3	Location of headquarters	Cisco Systems, Inc. Corporate Headquarters 170 West Tasman Drive, San Jose, CA 95134, USA
102-4	Location of operations	We conduct business globally and are primarily managed on a geographic basis in the following three geographic segments: the Americas; Europe, Middle East, and Africa (EMEA); and Asia Pacific, Japan, and China (APJC).
102-5	Ownership and legal form	Cisco is publicly listed and traded on NASDAQ.
102-6	Markets served	2021 Annual Report / Form 10-K / Customers and Markets (page 6)
102-7	Scale of the organization	Corporate profile 2021 Annual Report / Financial highlights for fiscal 2021 (pages 4-5)
102-8	Information on employees and other workers	2021 Purpose Report / Inclusive / Workforce snapshot
102-9	Supply chain	2021 Purpose Report / Power / Cisco supply chain and reverse logistics locations ESG Reporting Hub / Supply Chain / Sustainability
102-10	Significant changes to the organization and its supply chain	There were no significant changes in fiscal 2021.
102-11	Precautionary Principle or approach	ESG Reporting Hub / Environment / Environmental Management System / Environmental policy

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Disclosure Number	Disclosure Title	Response
Organizational profile (continued)		
102-12	External initiatives	<p>The following is a sample list of organizations Cisco supports:</p> <ul style="list-style-type: none"> CDP International Covenant on Civil and Political Rights International Covenant on Economic, Social and Cultural Rights International Labour Organization Declaration on Fundamental Principles and Rights at Work UN Global Compact UN Sustainable Development Goals UN Universal Declaration of Human Rights World Economic Forum
102-13	Membership of associations	<p>ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality</p> <p>ESG Reporting Hub / Environment / Circular Economy / Collaboration / Circular economy initiatives and organizations in which Cisco participates</p> <p>ESG Reporting Hub / Supply Chain / Human Rights / Stakeholder Engagement</p>
Strategy		
102-14	Statement from senior decision-maker	2021 Purpose Report / Introduction / A Message from Chuck Robbins
102-15	Key impacts, risks, and opportunities	Key impacts, risks, and opportunities are discussed throughout Cisco's 2021 Purpose Report; please see the Introduction section for highlights. In addition, a discussion of our business risks is included in the 2021 Annual Report / Form 10K / Risk Factors (pages 13-27)
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	<p>2021 Purpose Report / Power / Ethics and integrity</p> <p>2021 Purpose Report / Inclusive / Our People</p> <p>2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers</p> <p>ESG Reporting Hub / Supply Chain / Supply Chain Sustainability</p> <p>ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain</p> <p>Code of Business Conduct</p> <p>Supplier Code of Conduct</p>
102-17	Mechanisms for advice and concerns about ethics	ESG Reporting Hub / Integrity & Trust / Ethics Concerns

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Disclosure Number	Disclosure Title	Response
Governance		
102-18	Governance structure	ESG Reporting Hub / CSR Strategy & Governance / CSR Strategy / CSR management and governance 2021 Annual Report / Governance and responsibility / Board of Directors (pages 10-11)
102-19	Delegating authority	ESG Reporting Hub / CSR Strategy & Governance / CSR Strategy / CSR management and governance 2021 Annual Report / Governance and responsibility / Corporate social responsibility / CSR governance and management (page 12)
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Reporting Hub / CSR Strategy & Governance / CSR Strategy / CSR management and governance ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain / Our human rights progress 2021 Annual Report / Governance and responsibility / Corporate social responsibility / CSR governance and management (page 12)
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality
102-22	Composition of the highest governance body and its committees	2021 Annual Report / Governance and responsibility / Board of Directors (pages 10-11)
102-23	Chair of the highest governance body	2021 Annual Report / Governance and responsibility / Board of Directors (page 11) Cisco Investor Relations / Governance Documents / Corporate Governance Policies / Board Composition
102-24	Nominating and selecting the highest governance body	2021 Proxy / Board of Directors / Board Meetings and Committees / Nomination and Governance Committee (page 18)
102-25	Conflicts of interest	2021 Proxy / Board of Directors / Election of Directors (pages 9-12) Cisco Investor Relations / Governance Documents / Corporate Governance Policies / Board Composition; Code of Business Conduct / I Avoid Conflicts of Interest (pages 15-17)
102-29	Identifying and managing economic, environmental, and social impacts	ESG Reporting Hub / CSR Strategy & Governance / CSR Strategy / CSR management and governance
102-30	Effectiveness of risk management processes	ESG Reporting Hub / CSR Strategy & Governance / CSR Strategy / CSR management and governance 2021 Proxy / Board of Directors / The Role of the Board of Directors in Risk Oversight (pages 15-16)

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Disclosure Number	Disclosure Title	Response
Governance (continued)		
102-33	Communicating critical concerns	2021 Proxy / Corporate Governance / Stockholder Communications with the Board of Directors (page 8)
102-35	Remuneration policies	2021 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis (pages 25-46)
102-36	Process for determining remuneration	2021 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis / Compensation Philosophy (page 28)
102-37	Stakeholders' involvement in remuneration	2021 Annual Report / Governance and responsibility / Stockholder Engagement (page 8)
102-38	Annual total compensation ratio	2021 Proxy / Compensation Committee Matters / CEO Pay Ratio (page 60)
102-39	Percentage increase in annual total compensation ratio	In fiscal 2021, our CEO's annual total compensation increased by 9.94%, whereas the median employee's annual total compensation decreased by 1.93%.
Stakeholder Engagement		
102-40	List of stakeholder groups	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality
102-41	Collective bargaining agreements	Cisco employees are global, and each country carries with it local employment laws and norms. Due to data privacy legislation in many countries, we do not have an exact percentage of employees who are represented by trade unions.
102-42	Identifying and selecting stakeholders	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality
102-43	Approach to stakeholder engagement	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality
102-44	Key topics and concerns raised	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality

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Disclosure Number	Disclosure Title	Response
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2021 Annual Report / Form 10-K / Notes to Consolidated Financial Statements / 1. Basis of Presentation (page 61)
102-46	Defining report content and topic Boundaries	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality
102-47	List of material topics	2021 Purpose Report / Introduction / Corporate social responsibility at Cisco / ESG materiality ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement & ESG Materiality
102-48	Restatements of information	No major changes: any adjustments are explained within the report.
102-49	Changes in reporting	2021 Purpose Report / Introduction / Corporate social responsibility at Cisco / Reporting frameworks and disclosures ESG Reporting Hub / CSR Strategy & Governance / Reporting Frameworks & Disclosures
102-50	Reporting period	Fiscal year 2021
102-51	Date of most recent report	Fiscal year 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	csr_report@cisco.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option. Where possible, Cisco has disclosed additional information beyond what is required for Core.
102-55	GRI content index	GRI Content Index
102-56	External assurance	Cisco's Scope 1 & 2 emissions data receives limited external assurance from an independent third party in accordance with the ISO 14065 International Standard. The fiscal 2021 audit process will be complete in the spring of 2022. Cisco made a commitment to positively impact 1 billion people by 2025 through our social impact grants and signature programs. As of fiscal 2021 we are over halfway to our goal. Between fiscal 2016 and fiscal 2021, 680 million people have been positively impacted. We have completed an external limited assurance review of our progress toward this goal from fiscal 2016 through fiscal 2020. We are currently completing external limited assurance review of our progress in fiscal 2021.

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards					
Business ethics	GRI 205 – Anti-corruption	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Power / Ethics and integrity	
		103-2	The management approach and its components	2021 Purpose Report / Power / Ethics and integrity Code of Business Conduct Supplier Code of Conduct	
		103-3	Evaluation of the management approach	2021 Purpose Report / Power / Ethics and integrity 2021 Purpose Report / Power / Human Rights in the Supply Chain	
		205-2	Communication and training about anti-corruption policies and procedures	Global Anti-Corruption / Training and Education	Cisco reports communication and training data as an aggregate for employees and governance, not by region.
Data security and privacy	GRI 418 – Customer privacy	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Power / Security, privacy, and trust	
		103-2	The management approach and its components	2021 Purpose Report / Power / Security, privacy, and trust ESG Reporting Hub / Integrity & Trust / Security, Privacy & Trust Resources	
		103-3	Evaluation of the management approach	2021 Purpose Report / Power / Security, privacy, and trust	
		418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cisco did not experience any personal data incidents that required reporting to global data protection authorities during fiscal 2021. In addition, there were no personal data protection incidents causing exposure to high risk or material harm during this period.	
Talent	GRI 404 – Training and education	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Employee experience	
		103-2	The management approach and its components	2021 Purpose Report / Inclusive / Employee experience	
		103-3	Evaluation of the management approach	2021 Purpose Report / Inclusive / Employee experience	
		404-2	Programs for upgrading employee skills and transition assistance programs	2021 Purpose Report / Inclusive / Employee experience	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
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Topic-specific Standards (continued)

Inclusion and diversity	GRI 405 – Diversity and equal opportunity	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Inclusion and collaboration	
		103-2	The management approach and its components	2021 Purpose Report / Inclusive / Inclusion and collaboration ESG Reporting Hub / Our People / Inclusion & Collaboration	
		103-3	Evaluation of the management approach	2021 Purpose Report / Inclusive / Inclusion and collaboration	
		405-1	Diversity of governance bodies and employees	2021 Purpose Report / Inclusive / Inclusion and collaboration / Workforce snapshot	Cisco does not disclose information on employee age categories.
Climate change and GHG emissions	GRI 305 – Emissions	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Introduction / Our journey to net zero 2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		103-2	The management approach and its components	2021 Purpose Report / Introduction / Our journey to net zero 2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		103-3	Evaluation of the management approach	2021 Purpose Report / Introduction / Our journey to net zero 2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		305-1	Direct (Scope 1) GHG emissions	2021 Purpose Report / Future / Addressing climate change / Cisco's carbon footprint	
		305-2	Energy indirect (Scope 2) GHG emissions	2021 Purpose Report / Future / Addressing climate change / Cisco's carbon footprint	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Climate change and GHG emissions (continued)	GRI 305 – Emissions (continued)	305-3	Other indirect (Scope 3) GHG emissions	2021 Purpose Report / Future / Addressing climate change / Cisco's carbon footprint	Cisco does not disclose biogenic emissions (not relevant to operations).
		305-4	Emissions intensity	ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions / Summary of Scope 1 and 2 GHG emissions ESG Reporting Hub / Supply Chain/ Supplier Audit Results	
		305-5	Reduction of GHG emissions	2021 Purpose Report / Introduction / Our journey to net zero 2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
	GRI 302 – Energy	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		103-2	The management approach and its components	2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		103-3	Evaluation of the management approach	2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	
		302-1	Energy consumption within the organization	2021 Purpose Report / Future / Addressing climate change / Cisco's carbon footprint	
		302-4	Reduction of energy consumption	2021 Purpose Report / Future / Addressing climate change ESG Reporting Hub / Environment / Climate Change and Scope 1 & 2 GHG Emissions	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Human rights and working conditions in the supply chain	GRI 308 – Supplier environmental assessment	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship	
		103-2	The management approach and its components	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability / Driving Supplier Expectations and Accountability to the Code of Conduct ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship	
		103-3	Evaluation of the management approach	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability / Driving Supplier Expectations and Accountability to the Code of Conduct ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship	
		308-2	Negative environmental impacts in the supply chain and actions taken	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability / Self-assessment and audits ESG Reporting Hub / Supply Chain / Supplier Audit Results ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship ESG Reporting Hub/ Supply Chain / Sustainability / Corrective Action Plans	The following data is not made publicly available: i. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated.
	GRI 414 – Supplier social assessment	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain	
		103-2	The management approach and its components	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Human rights and working conditions in the supply chain (continued)	GRI 414 – Supplier social assessment (continued)	103-3	Evaluation of the management approach	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability / Driving Supplier Expectations and Accountability to the Code of Conduct	The following data is not made publicly available: i. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated.
		414-2	Negative social impacts in the supply chain and actions taken	2021 Purpose Report / Power / Human rights in the supply chain / How we engage with suppliers ESG Reporting Hub / Supply Chain / Supply Chain Sustainability / Self-assessment and audits ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain ESG Reporting Hub / Supply Chain / Supply Chain Sustainability / COVID-19 impacts on assessing Code of Conduct conformance ESG Hub/ Supply Chain / Corrective Action Plans	
Operational waste	GRI 301 – Materials	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Future / Circular Economy ESG Reporting Hub / Environment / Circular Economy ESG Reporting Hub / Environment / Circular Economy / Packaging	
		103-2	The management approach and its components	2021 Purpose Report / Future / Circular Economy ESG Reporting Hub / Environment / Circular Economy ESG Reporting Hub / Environment / Circular Economy / Packaging	
		103-3	Evaluation of the management approach	ESG Reporting Hub / Environment / Circular Economy / Packaging	
		301-2	Recycled input materials used	ESG Reporting Hub / Environment / Circular Economy / Packaging	
		301-3	Reclaimed products and their packaging materials	ESG Reporting Hub / Environment / Circular Economy / Product returns, reuse and recycling	
	GRI 306 – Waste	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Future / Circular Economy ESG Reporting Hub / Environment / Circular Economy ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Reducing material waste	Cisco has set long-term goals for recycled content, but currently does not report on recycled content for all products. Current disclosure covers only recycled content in IP phones enclosures and packaging. Data presented is aggregated for all products returned by weight; not presented as a percentage of all products sold.
103-2	The management approach and its components	2021 Purpose Report / Future / Circular Economy ESG Reporting Hub / Environment / Circular Economy			

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Operational waste (continued)	GRI 306 – Waste (continued)	103-3	Evaluation of the management approach	ESG Reporting Hub / Environment / Circular Economy / Reducing material waste in our supply chain	
		306-1	Waste generation and significant waste-related impacts	ESG Reporting Hub / Environment / Circular Economy	
		306-2	Management of significant waste-related impacts	ESG Reporting Hub / Environment / Circular Economy / Reducing material waste in our supply chain	
		306-4	Waste diverted from disposal	ESG Reporting Hub / Environment / Circular Economy / Product returns, reuse & recycling ESG Reporting Hub / Environment / Circular Economy / Reducing material waste in our supply chain	
	GRI 307 – Environmental compliance	103-1	Explanation of the material topic and its Boundary	ESG Reporting Hub / Environment / Environmental Management System / Environmental compliance	
		103-2	The management approach and its components	ESG Reporting Hub / Environment / Environmental Management System / Environmental compliance Cisco Corporate Environmental Policy	
		103-3	Evaluation of the management approach	ESG Reporting Hub / Environment / Environmental Management System / Environmental compliance	
		307-1	Non-compliance with environmental laws and regulations	ESG Reporting Hub / Environment / Environmental Management System / Environmental compliance	
Business ethics	GRI 412 – Human rights	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Power / Business and human rights ESG Reporting Hub / Supply Chain / Supply Chain Human Rights	
		103-2	The management approach and its components	2021 Purpose Report / Power / Business and human rights ESG Reporting Hub / Supply Chain / Supply Chain Human Rights ESG Reporting Hub / Integrity & Trust / Security, Privacy & Trust Resources Global Human Rights Policy	
		103-3	Evaluation of the management approach	2021 Purpose Report / Power / Business and human rights ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain	
		412-2	Employee training on human rights policies or procedures	2021 Purpose Report / Power / Business and human rights ESG Reporting Hub / Supply Chain / Human Rights in the Supply Chain	Cisco does not disclose total hours of training on human rights policies or procedures.

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Talent employee experience	GRI 401 – Employment	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Our People	
		103-2	The management approach and its components	2021 Purpose Report / Inclusive / Our People	
		103-3	Evaluation of the management approach	2021 Purpose Report / Inclusive / Our People	
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 Purpose Report / Inclusive / Our People / Health and wellbeing ESG Reporting Hub / Our People / Cisco Benefits	
Employee health, safety, and labor rights	GRI 403 – Occupational health and safety	103-1	Explanation of the material topic and its Boundary	ESG Reporting Hub / Our People / Workplace Safety	
		103-2	The management approach and its components	ESG Reporting Hub / Our People / Workplace Safety	
		103-3	Evaluation of the management approach	ESG Reporting Hub / Our People / Workplace Safety	
		403-1	Occupational health and safety management system	2021 Purpose Report / Power / Human rights in the supply chain ESG Reporting Hub / Our People / Workplace Safety	
		403-2	Hazard identification, risk assessment, and incident investigation	2021 Purpose Report / Power / Human rights in the supply chain ESG Reporting Hub / Our People / Workplace Safety	
		403-3	Occupational health services	ESG Reporting Hub / Our People / Workplace Safety	
		403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Reporting Hub / Our People / Workplace Safety	
		403-5	Worker training on occupational health and safety	ESG Reporting Hub / Our People / Workplace Safety	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Employee health, safety, and labor rights (continued)	GRI 403 – Occupational health and safety (continued)	403-6	Promotion of worker health	ESG Reporting Hub / Our People / Workplace Safety	
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Reporting Hub / Our People / Workplace Safety	
		403-9	Work-related injuries	ESG Reporting Hub / Our People / Workplace Safety	
		403-10	Work-related ill health	ESG Reporting Hub / Our People / Workplace Safety	a-e Omitted: Not in compliance because disclosed metrics (to the left) do not match required metrics, metrics do not cover non-employees, hazards not disclosed, lacking contextual information
Community impact	GRI 203 – Indirect economic impacts	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities	
		103-2	The management approach and its components	ESG Reporting Hub / Our Global Communities	
		103-3	Evaluation of the management approach	ESG Reporting Hub / Our Global Communities	
		203-1	Infrastructure investments and services supported	ESG Reporting Hub / Our Global Communities	203-1c. Omitted: Whether these investments and services are commercial, in-kind, or pro bono engagements
		203-2	Indirect economic impacts	ESG Reporting Hub / Our Global Communities	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Community impact (continued)	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	ESG Reporting Hub / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		103-2	The management approach and its components	ESG Reporting Hub / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		103-3	Evaluation of the management approach	ESG Reporting Hub / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		413-1	Operations with local community engagement, impact assessments, and development programs	2021 Purpose Report / Inclusive / Our People / Employee community impact	Cisco does not disclose on the following related to local community impacts: <ul style="list-style-type: none"> i. environmental impact assessments and ongoing monitoring; ii. public disclosure of results of environmental and social impact assessments; iii. broad-based local community consultation committees and processes that include vulnerable groups; iv. works councils, occupational health and safety committees, and other worker representation bodies to deal with impacts; v. formal local community grievance processes.
Digital inclusion	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Learning & Digital Skills	
		103-2	The management approach and its components	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Learning & Digital Skills	
		103-3	Evaluation of the management approach	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Learning & Digital Skills	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Digital inclusion (continued)	GRI 413 – Local communities (continued)	413-1	Operations with local community engagement, impact assessments, and development programs	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Learning & Digital Skills	Cisco does not disclose on the following related to local community impacts: <ol style="list-style-type: none"> i. environmental impact assessments and ongoing monitoring; ii. public disclosure of results of environmental and social impact assessments; iii. broad-based local community consultation committees and processes that include vulnerable groups; iv. works councils, occupational health and safety committees, and other worker representation bodies to deal with impacts; v. formal local community grievance processes.
Critical human needs and disaster relief	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Our Global Communities / Crisis Response ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		103-2	The management approach and its components	2021 Purpose Report / Inclusive / Our Global Communities / Crisis Response ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		103-3	Evaluation of the management approach	2021 Purpose Report / Inclusive / Our Global Communities / Crisis Response ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		413-1	Operations with local community engagement, impact assessments, and development programs	2021 Purpose Report / Inclusive / Our Global Communities / Crisis Response ESG Reporting Hub / Our Global Communities / Social Investment Strategy	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Operational waste	GRI 306 – Waste	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations	
		103-2	The management approach and its components	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations	
		103-3	Evaluation of the management approach	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations	
		306-1	Waste generation and significant waste-related impacts	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations	
		306-2	Management of significant waste-related impacts	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations	
		306-4	Waste diverted from disposal	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Water	GRI 303 – Water and effluents	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security	
		103-2	The management approach and its components	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security	
		103-3	Evaluation of the management approach	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security	
		303-1	Interactions with water as a shared resource	2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction ESG Reporting Hub / Environment / Environmental Stewardship / Water ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Water (continued)	GRI 303 – Water and effluents (continued)	303-2	Management of water discharge-related impacts	<p>2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Water</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations</p> <p>ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security</p>	
		303-3	Water withdrawal	<p>2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Water</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations</p> <p>ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security</p>	
		303-4	Water discharge	<p>2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Water</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations</p> <p>ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security</p>	
		303-5	Water consumption	<p>2021 Purpose Report / Future / Environmental stewardship / Continued progress on waste reduction</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Water</p> <p>ESG Reporting Hub / Environment / Environmental Stewardship / Solid waste from operations</p> <p>ESG Reporting Hub / Supply Chain / Supply Chain Environmental Stewardship / Water Security</p>	

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ESG Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards (continued)					
Economic empowerment	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		103-2	The management approach and its components	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		103-3	Evaluation of the management approach	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	
		413-1	Operations with local community engagement, impact assessments, and development programs	2021 Purpose Report / Inclusive / Our Global Communities ESG Reporting Hub / Our Global Communities / Social Investment Strategy	While Cisco does not report on the following disclosures related to local community engagement and impact assessment, its partner organizations conduct appropriate analyses for the community programs that employee volunteers with: <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. stakeholder engagement plans based on stakeholder mapping; v. broad-based local community consultation committees and processes that include vulnerable groups; vi. works councils, occupational health and safety committees, and other worker representation bodies to deal with impacts; vii. formal local community grievance processes.