

Cisco Corporate Social Responsibility

Our progress and goals in 2016



Accelerating global problem solving to positively impact **people, society, and the planet**

80%

achieve 80% employee engagement (volunteering and donations) by 2020

1 billion

positively impact one billion people by 2025

36%

of employees supported nonprofit organizations through their time, donations, and expertise

100%

of eligible¹ employees to complete annual certification to the Cisco Code of Business Conduct

\$309 million

in cash and in-kind contributions

\$12 million

in employee donations and matched funds

99.8%

of eligible employees completed annual certification of compliance to Code of Business Conduct

78 million

people positively impacted by cash grants to nonprofits

187,000+

employee volunteer hours, an increase of 20% over FY15

25,000+

of our employees have completed human rights training

3 million

with Cisco funding Living Goods has grown from 400 to 4000 health promoters (2012-2016) selling affordable health products to 3 million clients

8500+

employees participated in Be the Bridge annual giving campaign generating \$4.5 million+ in direct employee donations and matching funds

20%

increase in audits on manufacturing partners and supplier facilities

1 million+

students, in 170 countries, reached through Cisco Networking Academy[®]; 6.9 million students reached since 1997

83%

of smelters and refiners in our supply chain have been audited or are active in the Conflict-Free Smelter Program (CFSP) audit process²; increase of 47% over previous year

24%

of our workforce are women

20%

increase globally in the number of African American/Black candidates interviewed, 14% increase in women candidates interviewed, 18% increase in Asian candidates interviewed

Increasing full spectrum diversity

4%

increase globally in women hired, 13% for African American/Black candidates, 14% for Hispanic/Latino candidates, and 30% for candidates representing American Indian, Native Hawaiian, or multiracial candidates

25,000+

participants in Cisco's I&C Community – a platform for diverse groups to connect, explore their unique passions and talents, innovate, and excel



AWARDS

9 years

in a row that Cisco has been recognized by the Ethisphere Institute as one of the World's Most Ethical Companies[®]

#2

ranked on Fortune's The World's Most Admired Companies list for industry

#22

globally on LinkedIn Top Attractors list of companies best at attracting and keeping top talent

#46

on CR Magazine's 100 Best Corporate Citizens List; #2 Human Rights; #9 Employee Relations

¹ See FY16 CSR Report for parameters of "eligible employees"

² In 2015