Cisco 2022 Sustainability Accounting Standards Board (SASB) Response

SASB standards were published in late 2018. In the current version of the standards, the SASB Materiality Map establishes 26 issue categories grouped into five dimensions. These issue categories are then applied by SASB across 11 industry sectors broken into 77 industries.

Cisco is classified by SASB in the Hardware industry category under the Technology & Communications sector. On the SASB Materiality Map, five issue categories are identified as material for the Hardware industry.

As our existing Software and Services offerings continue to expand, we plan to evaluate disclosures aligned to the SASB Software & IT Services industry metrics that are relevant and applicable to our business in the future.

The following table provides Cisco's SASB disclosure for the Hardware industry. Disclosure guidance was taken from the SASB Hardware Sustainability Accounting Standard (October 2018) as informed by the SASB Hardware Basis for Conclusions report (October 2018).

Topic	SASB Code	SASB Accounting Metric	Disclosure
Data Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	We hold ourselves accountable for resolution of security and privacy incidents. When issues arise with Cisco's solutions, our global Product Security Incident Response Team (PSIRT) responds swiftly, using a playbook with documented resolution procedures. When security or privacy incidents occur, our Computer Security Incident Response Team (CSIRT) and/or our Data Incident Response Team (DIRT) kicks into gear. These 24/7 teams perform comprehensive incident investigation and prevention through threat assessment and detection, mitigation planning, incident trend analysis, and security architecture review.
Employee Engagement, Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	**1) Management:** **–Vice Presidents:** 25% Women, 75% Men (global); 59.1% White/Caucasian, 30.1% Asian, 6.1% Hispanic/Latino, 3.5% African American/Black, 0.9% Two or more races (Not Hispanic or Latino), 0.0% American Indian or Alaska Native, 0.3% Native Hawaiian/Other Pacific Islander **–People Leaders:** 27% Women, 73% Men, 0.1% Nonbinary (global); 58% White/Caucasian, 31% Asian, 5.6% Hispanic/Latino, 3.6% African American/Black, 1.4% Two or more races (Not Hispanic or Latino), 0.3% American Indian or Alaska Native, 0.1% Native Hawaiian/Other Pacific Islander **–Executive Leadership Team1:** 38% Women, 62% Men; 66.7% White/Caucasian, 16.7% Asian, 16.7% Hispanic/Latino **–Cisco Board1:** 42% Women, 58% Men; 83% White/Caucasian, 8% African American/Black and Native American, 8% Asian **(2) Technical workforce:** 18% Women, 82% Men, 0.1% Nonbinary (global); 40.8% White/Caucasian, 47.5% Asian, 5.5% Hispanic/Latino, 4.2% African American/Black, 1.5% Two or more races (Not Hispanic or Latino), 0.3% American Indian or Alaska Native, 0.2% Native Hawaiian/Other Pacific Islander **(3) All other employees:** **–Nontechnical workforce1:** 42% Women, 58% Men, 0.1% Nonbinary; 61.1% White/Caucasian, 21.5% Asian, 7.7% Hispanic/Latino, 6.8% African American/Black, 2.3% Two or more races (Not Hispanic or Latino), 0.3% American Indian or Alaska Native, 0.2% Native Hawaiian/Other Pacific Islander Please see ESG Reporting / Our people / Workforce snapshot for additional information.

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Topic	SASB Code	SASB Accounting Metric	Disclosure
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Cisco has policies and procedures in place regarding materials regulated by global product-related environmental laws and regulations and/or our customers. In accordance with Cisco Policies, IEC 62474 declarable substances are restricted by Cisco in accordance with applicable requirements and timeframes, and/or substances which Cisco expects Suppliers to reduce and phase out, as technically and environmentally sound alternatives become available. The majority of our electronic products may contain small amounts of IEC 62474 declarable substances such as Lead. Lead is restricted in delivered products in accordance with applicable requirements and timeframes. It may be contained in permitted applications/uses under Restriction of Hazardous Substances (RoHS) legislation. Read about Cisco's position regarding relevant product-related Materials, Battery & Packaging legislation under Materials (e.g., RoHS; Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH)) and Waste Electrical and Electronic Equipment (WEEE), Battery & Packaging Compliance. Additionally, Cisco recognizes the power of collective action. We collaborate with peer companies and other stakeholders, and participate in coalitions and initiatives, to promote common regulatory and industry approaches. Cisco participates in IEC 62474 Americas region Validation Team.
Product Lifecycle Management	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	65% During FY21, Cisco sold products in the following product categories: Servers and Network Equipment. *FY22 percentage to be updated in Q1 FY23*
Product Lifecycle Management	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	61% During FY22, Cisco sold products in the following Energy Star product categories: Enterprise Server and Telephones
Product Lifecycle Management	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	1. Product return: Weight of product returned from customers, stock rotations, or Cisco-internal sources, including via recycling request or Return Materials Authorization (RMA) FY22: 11,217.14 metric tonne 2. Refurbish, resell, and reuse: Material redeployed to Cisco services, Cisco Refresh, or internal FY22: 3331.64 metric tonne (29.7%) 3. All material not refurbished, resold, or reused is redirected for component and commodity harvesting. Landfill material only consists of nonelectronic waste materials—such as broken pallets, wet cardboard, and shrink wrap—accompanying Cisco product returned by customers. FY22: 0.098% to landfill

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Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	We require RBA audits of all manufacturing partners every two years. Each year, RBA or Cisco audits at least 25% of component supplier facilities that are deemed high risk, according to our risk assessment, are required to conduct RBA audits.
Supply Chain Management	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	To see a full list of RBA Audit Nonconformances by category for Fiscal 2022, please see ESG Reporting Hub / Supply Chain / Supplier Audit Results / Number of RBA audit nonconformances by category for all audits FY2022. Details about the associate corrective action rate can be found here. Details about our RBA VAP audit program can be found in the ESG Reporting Hub. Further details about the audit nonconformances can be found here.
Materials Sourcing & Efficiency	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Cisco's Partner Business Continuity Plan Program is a collaborative effort that allows our suppliers to provide and identify business continuity data about their manufacturing site locations and recovery capabilities (alternate production capabilities and recovery times for sites and specific components) and are assessed against a Cisco Business Continuity Plan standard to gauge the quality and resiliency levels of the sites. The information allows Cisco to identify vulnerabilities that may exist in the overall supply chain. Cisco can proactively direct resources to prioritize and develop mitigation plans and procedures in those areas of opportunity through continuous improvement practices. Examples include supplier financial risk assessments, product standardization, Business Continuity Plan compliance, dual-sourcing, diversification, and buffer-inventory. In a major disruption, this data provides Cisco with the information required to assess potential impact and enable quick response to ensure minimal impact to our customers.