

Cisco 2024 GRI Content Index

Cisco has reported in accordance with the Global Reporting Initiative (GRI) Standards for the period July 30, 2023–July 27, 2024.

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	2024 Annual Report / Form 10-K / Notes to Consolidated Financial Statements / 1. Basis of Presentation (page 63)
2-3	Reporting period, frequency, and contact point	July 30, 2023–July 27, 2024 Annual reporting csr_inquiries@cisco.com
2-5	External assurance	Each year, an independent third party provides a limited assurance review of select GHG, water, and waste inventories. This review is Scope 1 and 2 GHG inventory is conducted in accordance with the International Organization for Standardization (ISO) 14064-3:2019 International Standard. After the review is completed, we update the emissions data in the Purpose Reporting Hub and related disclosures to align with the assurance statements. The scope of the review includes all Scope 1 and Scope 2 emission sources, Scope 3 emissions from some categories, including purchased goods and services, upstream transportation and distribution, downstream transportation and distribution, and end of life treatment of sold products. The GHG, water, and waste inventories apply to all owned and leased facilities under Cisco's operational control. For more information, see Purpose Reporting Hub / Environmental sustainability / Strategy, goals, and emissions data / Scope 1–3 emissions summary
2-6	Activities, value chain, and other business relationships	Cisco designs and sells a broad range of technologies that help to power, secure, and draw insights from the Internet. We are integrating artificial intelligence (AI) into our product portfolios across networking, security, collaboration and observability to simplify how our technology is delivered, managed and optimized and to help customers maximize the business value of their technology investments and accelerate their digital transformation. For more information, refer to 2024 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 Cisco's General Export Compliance. Purpose Reporting Hub / Supply Chain 2024 Annual Report / Form 10-K / Customers and Markets (page 4)

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DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-7	Employees	2024 Purpose Reporting Hub / Our people / Workforce snapshot
2-9	Governance structure and composition	Purpose Reporting Hub / Strategy and governance / Our strategy / Purpose management and governance 2024 Annual Report / Corporate governance / Board of Directors (pages 12-13)
2-10	Nomination and selection of the highest governance body	2024 Proxy / Board of Directors / Board Meetings and Committees / Nomination and Governance Committee (pages 10-11)
2-11	Chair of the highest governance body	2024 Annual Report / Corporate governance / Board of Directors (page 12) 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	Purpose Reporting Hub / Strategy and governance / Our strategy / Purpose management and governance 2024 Proxy / Board's Role in Strategy / Board's Role in Risk Oversight (page 12)
2-13	Delegation of responsibility for managing impacts	Purpose Reporting Hub / Strategy and governance / Our strategy / Purpose management and governance 2024 Annual Report / Corporate governance / Board of Directors (pages 12-13) 2024 Annual Report / Our purpose / Purpose governance and management (page 12)
2-15	Conflicts of interest	2024 Proxy / Board of Directors / Election of Directors (pages 16-23) 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	2024 Proxy / Board of Directors / Election of Directors (pages 16-23) Code of Business Conduct / I Avoid Conflicts of Interest (pages 15-17)
2-17	Collective knowledge of the highest governance body	Purpose Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality
2-19	Remuneration policies	2024 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis (pages 29-52) 2024 Proxy / Compensation Discussion and Analysis / Executive Compensation / ESG Factor (pages 37-51)
2-20	Process to determine remuneration	2024 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis / Compensation Program Structure (page 31) 2024 Annual Report / Corporate governance / Stockholder engagement (page 8)
2-21	Annual total compensation ratio	2024 Proxy / Compensation Committee Matters / CEO Pay Ratio (page 68)

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DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-22	Statement on sustainable development strategy	Purpose Reporting Hub / Strategy and governance overview / Our strategy
2-23	Policy commitments	Purpose Reporting Hub / Environmental sustainability / Environmental compliance / Environmental policy Global Human Rights Policy Purpose Reporting Hub / Strategy and governance overview / Policies, positions, and guides / Ethics Purpose Reporting Hub / Strategy and governance overview / Policies, positions, and guides / Human rights Purpose 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 Purpose Reporting Hub / Supply chain / Human rights in the supply chain
2-26	Mechanisms for seeking advice and raising concerns	Purpose Reporting Hub / Integrity and trust / Reporting ethics concerns
2-27	Compliance with laws and regulations	Purpose Reporting Hub / Environmental sustainability / Environmental compliance / Compliance with environmental regulations
2-28	Membership associations	Purpose Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality Purpose Reporting Hub / Strategy and governance / Stakeholder engagement and ESG materiality / Examples of 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	Purpose Reporting Hub/ Strategy and governance / Stakeholder engagement and ESG materiality
		3-2	List of material topics	Purpose Reporting Hub/ Strategy and governance / Stakeholder engagement and ESG materiality
Indirect economic impacts	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Social impact
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Purpose Reporting Hub / Social impact
		203-2	Significant indirect economic impacts	Purpose Reporting Hub / Social impact
Anti-corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose 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	2024 Purpose Report / Future / Circular Transformation Purpose Reporting Hub / Environmental sustainability / Circular transformation Purpose Reporting Hub / Environmental sustainability / Circular transformation / Packaging
Materials	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / Future / Circular Transformation
Energy	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / Future / Clean Energy Transitions Purpose Reporting Hub / Environmental sustainability / Clean energy transitions / Operational energy use

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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	2024 Purpose Report / Future / Resilient ecosystems / Fostering Water Stewardship Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Water in operations Purpose 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	2024 Purpose Report / Future / Resilient ecosystems / Fostering Water Stewardship Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Water in operations Purpose Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
		303-3	Water withdrawal	2024 Purpose Report / Future / Resilient ecosystems / Fostering Water Stewardship Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Water in operations Purpose Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
		303-4	Water discharge	2024 Purpose Report / Future / Resilient ecosystems / Fostering Water Stewardship Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Water in operations Purpose Reporting Hub / Supply chain / Supply chain environmental stewardship / Improving water security
		303-5	Water consumption	Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Water in operations

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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	2024 Purpose Report / Future / Clean Energy Transitions Purpose Reporting Hub / Environmental sustainability / Clean energy transitions / Scope 1 and 2 emissions
	GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	2024 Purpose Report / Future / Clean Energy Transitions
		305-3	Other indirect (Scope 3) GHG emissions	2024 Purpose Report / Future / Clean Energy Transitions
		305-4	GHG emissions intensity	Purpose Reporting Hub / Environmental sustainability / Clean energy transitions / Summary of Scope 1 and 2 GHG emissions Purpose Reporting Hub / Supply chain / Supply chain environmental stewardship / Greenhouse gas emissions
		305-5	Reduction of GHG emissions	2024 Purpose Report / Future / Clean Energy Transitions Purpose Reporting Hub / Environmental sustainability / Clean energy transitions / Scope 1 and 2 emissions Purpose 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	2024 Purpose Report / Future / Circular Transformation
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Waste Purpose Reporting Hub / Supply chain / Supply chain environmental stewardship / Reducing material waste
		306-2	Management of significant waste-related impacts	Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / Waste Purpose Reporting Hub / Supply chain / Supply chain environmental stewardship / Reducing material waste
		306-3	Waste generated	Purpose Reporting Hub / Environmental sustainability / Resilient ecosystems / 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	2024 Purpose Report / Power / Human Rights Purpose Reporting Hub / Supply chain / Supply chain sustainability Purpose Reporting Hub / Supply chain / Code of Conduct
Employment	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 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	2024 Purpose Report / Inclusive / Health and Wellbeing Purpose Reporting Hub / Our people / Cisco benefits
Occupational health and safety	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Our people / Workplace safety
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Purpose Reporting Hub / Our people / Workplace safety
		403-6	Promotion of worker health	Purpose Reporting Hub / Our people / Cisco benefits
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Purpose Reporting Hub / Our people / Workplace safety Purpose Reporting Hub / Supply chain / Code of Conduct Purpose 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	Purpose Reporting Hub / Our people / Employee experience
Diversity and equal opportunity	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / Inclusive / Inclusion and Collaboration Purpose Reporting Hub / Our people / Inclusion
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Purpose Reporting Hub / Our people / Workforce snapshot
Local communities	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Social impact Purpose Reporting Hub / Social impact / 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	Purpose Reporting Hub / Social impact Purpose Reporting Hub / Social impact / Social investment strategy
Digital inclusion	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / Power / Digital Impact Purpose Reporting Hub / Digital impact / Digital inclusion
Critical human needs and disaster relief	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / For All / Crisis Response Purpose Reporting Hub / Social impact / Crisis response
Economic empowerment	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / For All / Cisco Foundation and Social Impact Investments / Driving Economic Empowerment Purpose Reporting Hub / Social impact Purpose Reporting Hub / Social impact / Social investment strategy
Supplier social assessment	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 Purpose Report / Power / Human Rights Purpose Reporting Hub / Supply chain / Supply chain sustainability Purpose 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	2024 Purpose Report / Power / Human Rights Purpose Reporting Hub / Supply chain / Code of Conduct Purpose Reporting Hub / Supply chain / Human rights in the supply chain Purpose Reporting Hub / Supply chain / Code of Conduct / Corrective Action Plans
Customer privacy	GRI 3: Material Topics 2021	3-3	Management of material topics	2024 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 2024.