Cisco 2025 GRI Content Index

Cisco has reported in accordance with the Global Reporting Initiative (GRI) Standards for the period July 28, 2024–July 26, 2025.

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		
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	2025 Annual Report / Form 10-K / Notes to Consolidated Financial Statements / 1. Basis of Presentation (page 61)
2–3	Reporting period, frequency, and contact point	July 28, 2024–July 26, 2025 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 / Strategy and Governance / Data and Assurance / Scope 1–3 Assurance Statements
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 2025 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 / Responsible Innovation / Supply Chain 2025 Annual Report / Form 10-K / Customers and Markets (page 4)

Cisco 2025 GRI Content Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-7	Employees	Purpose Reporting Hub / Strategy and Governance / Data and Assurance / Our People / Workforce Demographics
2-9	Governance structure and composition	Purpose Reporting Hub / Strategy and Governance / Strategy, Governance, and Risk Management 2025 Annual Report / Corporate governance / Board of Directors (pages 10-11)
2-10	Nomination and selection of the highest governance body	2025 Proxy / Board of Directors / Board Committees and Meetings / Nomination and Governance Committee (pages 11-12)
2-11	Chair of the highest governance body	2025 Annual Report / Corporate governance / Board of Directors (page 10) 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 / Strategy, Governance, and Risk Management 2025 Proxy / Board of Directors / Board's Role in Risk Oversight (page 13)
2-13	Delegation of responsibility for managing impacts	Purpose Reporting Hub / Strategy and Governance / Strategy, Governance, and Risk Management 2025 Annual Report / Corporate governance / Board of Directors (pages 10-11) 2025 Annual Report / Our purpose / Purpose governance and management (page 12)
2-15	Conflicts of interest	2025 Proxy / Board of Directors / Election of Directors (pages 17-27) 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	2025 Proxy / Board of Directors / Election of Directors (pages 17-27) 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
2-19	Remuneration policies	2025 Proxy / Compensation Committee Matters / Executive Compensation (pages 40-65)
2-20	Process to determine remuneration	2025 Proxy / Compensation Committee Matters / Executive Compensation / Compensation Committee Matters / Compensation Program Structure (page 43) 2025 Annual Report / Corporate governance / Executive compensation (page 9)
2-21	Annual total compensation ratio	2025 Proxy / Compensation Committee Matters / Executive Compensation / CEO Pay Ratio (page 79)

Cisco 2025 GRI Content Index

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
2-22	Statement on sustainable development strategy	Purpose Reporting Hub / Strategy and Governance / Strategy, Governance, and Risk Management
2-23	Policy commitments	Purpose Reporting Hub / Energy and Sustainability / Environmental Standards and Compliance Global Human Rights Policy Purpose Reporting Hub / Strategy and Governance / Policies, Positions, and Guides
2-25	Processes to remediate negative impacts	Code of Business Conduct Supplier Code of Conduct Purpose Reporting Hub / Responsible Innovation / Supply Chain / Human Rights in the Supply Chain
2-26	Mechanisms for seeking advice and raising concerns	Purpose Reporting Hub / Responsible Innovation / Reporting Ethics Concerns
2-27	Compliance with laws and regulations	Purpose Reporting Hub / Energy and Sustainability / Environmental Standards and Compliance
2-28	Membership associations	Purpose Reporting Hub / Strategy and Governance / Stakeholder Engagement

Cisco 2025 GRI Content Index

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 / Strategy, Governance, and Risk Management / Strategy
		3-2	List of material topics	We conducted a materiality assessment in accordance with the EU CSRD requirements.
Indirect economic impacts	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Community Resilience
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Purpose Reporting Hub / Community Resilience
		203-2	Significant indirect economic impacts	Purpose Reporting Hub / Community Resilience
Anti-corruption	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Strategy and Governance / Policies, Positions, and Guides / Responsible Innovation / Ethics Code of Business Conduct Supplier Code of Conduct
Materials	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Energy and Sustainability / Circular Transformation
Energy	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Energy and Sustainability / Clean Energy
Water and effluents	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Water in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Better Water Stewardship
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Water in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Better Water Stewardship
		303-3	Water withdrawal	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Water in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Better Water Stewardship
		303-4	Water discharge	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Water in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Better Water Stewardship
		303-5	Water consumption	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Water in Operations

Cisco 2025 GRI Content Index

ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Emissions	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Energy and Sustainability / Clean Energy / Scope 1 and 2 Emissions
	GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	Purpose Reporting Hub / Strategy and Governance / Data and Assurance / Scope 1 and 2 GHG Emissions Purpose Reporting Hub / Energy and Sustainability / Clean Energy / Scope 1 and 2 Emissions
		305-3	Other indirect (Scope 3) GHG emissions	Purpose Reporting Hub / Strategy and Governance / Data and Assurance / Scope 3 GHG Emissions Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Reducing GHG Emissions
		305-4	GHG emissions intensity	Purpose Reporting Hub / Energy and Sustainability / Clean Energy / Scope 1 and 2 Emissions Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Reducing GHG Emissions
		305-5	Reduction of GHG emissions	Purpose Reporting Hub / Energy and Sustainability / Clean Energy / Scope 1 and 2 Emissions Purpose Reporting Hub / Responsible Innovation / Supply Chain Environmental Stewardship / Reducing GHG Emissions
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Purpose Reporting Hub / Strategy and Governance / Data and Assurance / Other Emissions / Non-GHG Emissions
Waste	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Waste in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain / Supply Chain Environmental Stewardship / Reducing Material Waste Purpose Reporting Hub / Energy and Sustainability / Circular Transformation
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Waste in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain / Supply Chain Environmental Stewardship / Reducing Material Waste
		306-2	Management of significant waste-related impacts	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Waste in Operations Purpose Reporting Hub / Responsible Innovation / Supply Chain / Supply Chain Environmental Stewardship / Reducing Material Waste
		306-3	Waste generated	Purpose Reporting Hub / Energy and Sustainability / Resilient Ecosystems / Waste in Operations

Cisco 2025 GRI Content Index

ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Supplier environmental assessment	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Responsible Innovation / Supply Chain / Supply Chain Environmental Stewardship Purpose Reporting Hub / Responsible Innovation / Supply Chain / Due Diligence and Supplier Code of Conduct
Employment	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Responsible Innovation / Human Rights Purpose Reporting Hub / Our People
	GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	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 Purpose Reporting Hub / Our People / Workplace Safety
		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 / Responsible Innovation / Supply Chain / Due Diligence and Supplier Code of Conduct Purpose Reporting Hub / Responsible Innovation / 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	Purpose Reporting Hub / Our People / Inclusion
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Purpose Reporting Hub / Strategy and Governance / Data and Assurance / Our People / Workforce Demographics
Local communities	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Community Resilience
Community impact	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Community Resilience

Cisco 2025 GRI Content Index

ESG MATERIAL TOPIC	GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Digital inclusion	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Community Resilience / Country Digital Acceleration Purpose Reporting Hub / Community Resilience / Learning and Digital Skills
Critical human needs and disaster relief	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Community Resilience / Cisco Crisis Response
Economic empowerment	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Community Resilience / Social Impact Investments
Supplier social assessment	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Responsible Innovation / Supply Chain / Due Diligence and Supplier Code of Conduct Purpose Reporting Hub / Responsible Innovation / Supply Chain / Human Rights in the Supply Chain
	GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Purpose Reporting Hub / Responsible Innovation / Supply Chain / Due Diligence and Supplier Code of Conduct Purpose Reporting Hub / Responsible Innovation / Supply Chain / Human Rights in the Supply Chain
Customer privacy	GRI 3: Material Topics 2021	3-3	Management of material topics	Purpose Reporting Hub / Responsible Innovation / 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 2025.