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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 2020 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	2020 Annual Report / Form 10-K / Customers and Markets (page 5)
102-7	Scale of the organization	Corporate profile 2020 Annual Report / Financial highlights for fiscal 2020 (pages 4-5)
102-8	Information on employees and other workers	Leading a Conscious Culture / Workforce snapshot
102-9	Supply chain	Circular Economy and Supply Chain Excellence / Cisco supply chain and reverse logistics locations
102-10	Significant changes to the organization and its supply chain	There were no significant changes in fiscal 2020.
102-11	Precautionary Principle or approach	2020 Environment Technical Review / 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> <p>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</p>
102-13	Membership of associations	<p>ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement</p> <p>ESG Reporting Hub / Circular Economy and Supply Chain / Circular economy / Circular economy initiatives and organizations in which Cisco participates</p> <p>2020 Environment Technical Review / Energy efficiency initiatives and organizations in which Cisco participates, Supply chain environmental organization in which Cisco participates</p>
Strategy		
102-14	Statement from senior decision-maker	Introduction / A Message from Chuck Robbins
102-15	Key impacts, risks, and opportunities	<p>Key impacts, risks, and opportunities are discussed throughout the 2020 Corporate Social Responsibility Impact Report; please see the Introduction section for highlights.</p> <p>In addition, a discussion of our business risks is included in the 2020 Annual Report / Form 10K / Risk Factors (pages 11-28)</p>
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	<p>Trust and Responsibility / Ethics and integrity / How we engage</p> <p>Leading a Conscious Culture / What a Conscious Culture means to Cisco</p> <p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / How we engage</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 / Trust & Responsibility / Ethics Concerns

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Disclosure Number	Disclosure Title	Response
Governance		
102-18	Governance structure	ESG Reporting Hub / CSR Strategy and Governance / CSR Strategy / CSR management and governance 2020 Annual Report / Governance and Responsibility / Board of directors (pages 10-11)
102-19	Delegating authority	ESG Reporting Hub / CSR Strategy and Governance / CSR Strategy / CSR management and governance 2020 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 and Governance / CSR Strategy / CSR management and governance 2020 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 2020 Annual Report / Governance and responsibility / Shareholder engagement (page 8)
102-22	Composition of the highest governance body and its committees	2020 Annual Report / Governance and Responsibility / Board of directors (pages 10-11)
102-23	Chair of the highest governance body	2020 Annual Report / Governance and Responsibility / Board of directors (page 11) Cisco Investor Relations / Governance Documents / Corporate Governance Policies / Corporate Governance Policies / Board Composition
102-24	Nominating and selecting the highest governance body	2020 Proxy / Board of Directors / Board Meetings and Committees / Nomination and Governance Committee (pages 14-15)
102-25	Conflicts of interest	2020 Proxy / Board of Directors / Election of Directors (pages 7-11) Cisco Investor Relations / Governance Documents / Corporate Governance Policies / Board Composition Code of Business Conduct / I Avoid Conflicts of Interest (pages 12-13)
102-29	Identifying and managing economic, environmental, and social impacts	ESG Reporting Hub / CSR Strategy and Governance / CSR Strategy / CSR management and governance
102-30	Effectiveness of risk management processes	ESG Reporting Hub / CSR Strategy and Governance / CSR Strategy / CSR management and governance 2020 Proxy / Board of Directors / The Role of the Board of Directors in Risk Oversight (page 12)

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Disclosure Number	Disclosure Title	Response
Governance (continued)		
102-33	Communicating critical concerns	2020 Proxy / Corporate Governance / Shareholder Communications with the Board of Directors (page 6)
102-35	Remuneration policies	2020 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis (pages 42-74)
102-36	Process for determining remuneration	2020 Proxy / Compensation Committee Matters / Compensation Discussion and Analysis / Compensation Philosophy (page 45)
102-37	Stakeholders' involvement in remuneration	2020 Annual Report / Governance and responsibility / Shareholder engagement (page 8)
102-38	Annual total compensation ratio	2020 Proxy / Compensation Committee Matters / CEO Pay Ratio (page 72)
102-39	Percentage increase in annual total compensation ratio	In fiscal 2020, our CEO's annual total compensation decreased by 10.32%, whereas the median employee's annual total compensation decreased by 10.77%.
Stakeholder Engagement		
102-40	List of stakeholder groups	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement
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
102-43	Approach to stakeholder engagement	ESG Reporting Hub / CSR Strategy & Governance / Stakeholder Engagement
102-44	Key topics and concerns raised	ESG Reporting Hub / CSR Strategy & Governance / Materiality

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Disclosure Number	Disclosure Title	Response
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2020 Annual Report / Form 10-K / Notes to Consolidated Financial Statements / 1. Basis of Presentation (page 64)
102-46	Defining report content and topic Boundaries	ESG Reporting Hub / CSR Strategy & Governance / Materiality
102-47	List of material topics	Introduction / Corporate social responsibility at Cisco / Materiality ESG Reporting Hub / CSR Strategy & Governance / Materiality
102-48	Restatements of information	No major changes: any adjustments are explained within the report.
102-49	Changes in reporting	No major changes: any adjustments are explained within the report.
102-50	Reporting period	Fiscal year 2020
102-51	Date of most recent report	Fiscal year 2019
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 external assurance. The fiscal 2020 audit process will be complete in the spring of 2021.

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Topic-specific Standards					
Priority Tier 1					
Ethics and integrity	GRI 205 – Anti-Corruption	103-1	Explanation of the material topic and its Boundary	Trust and Responsibility / Ethics and integrity	
		103-2	The management approach and its components	Trust and Responsibility / Ethics and integrity Code of Business Conduct Supplier Code of Conduct	
		103-3	Evaluation of the management approach	Trust and Responsibility / Ethics and integrity Circular Economy and Supply Chain Excellence / Supply chain sustainability	
		205-2	Communication and training about anti-corruption policies and procedures	Trust and Responsibility / Ethics and integrity / Initiatives to enable progress	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	Trust and Responsibility Why this matters to our business Security, privacy and trust	
		103-2	The management approach and its components	Trust and Responsibility Why this matters to our business Security, privacy and trust ESG Reporting Hub / Security, Privacy & Trust Resources	
		103-3	Evaluation of the management approach	Trust and Responsibility Why this matters to our business 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 2020. In addition, there were no personal data protection incidents causing exposure to high risk or material harm during this period.	
Employee training and development	GRI 404 – Training and Education	103-1	Explanation of the material topic and its Boundary	Leading a Conscious Culture / Team development	
		103-2	The management approach and its components	Leading a Conscious Culture / Team development	
		103-3	Evaluation of the management approach	Leading a Conscious Culture / Team development	
		404-2	Programs for upgrading employee skills and transition assistance programs	Leading a Conscious Culture / Team development	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 1 (continued)					
Inclusion and diversity	GRI 405 – Diversity and equal opportunity	103-1	Explanation of the material topic and its Boundary	Leading a Conscious Culture / Inclusion and collaboration	
		103-2	The management approach and its components	Leading a Conscious Culture / Inclusion and collaboration ESG Reporting Hub / Conscious Culture / Inclusion & Collaboration	
		103-3	Evaluation of the management approach	Leading a Conscious Culture / Inclusion and collaboration	
		405-1	Diversity of governance bodies and employees	Leading a Conscious Culture / Inclusion and collaboration / Workforce snapshot	Cisco does not disclose information on employee age categories.
Energy and GHGs	GRI 305 – Emissions	103-1	Explanation of the material topic and its Boundary	Introduction / Addressing climate change Environmental Impact Why this matters to our business Sustainability in operations / How we engage Circular Economy and Supply Chain Excellence / Supply chain sustainability 2020 Environment Technical Review / Energy and GHG emissions	
		103-2	The management approach and its components	Introduction / Addressing climate change Environmental Impact Why this matters to our business Sustainability in operations / How we engage Circular Economy and Supply Chain Excellence / Supply chain sustainability / How we engage / Tackling supplier GHG emissions 2020 Environment Technical Review / Energy and GHG emissions	
		103-3	Evaluation of the management approach	Introduction / Addressing climate change Environmental Impact Why this matters to our business Sustainability in operations / How we engage Circular Economy and Supply Chain Excellence / Supply chain sustainability / How we engage / Tackling supplier GHG emissions 2020 Environment Technical Review / Energy and GHG emissions	
		305-1	Direct (Scope 1) GHG emissions	2020 Environment Technical Review / Energy and GHG emissions / Summary of Scope 1 and 2 GHG emissions	
		305-2	Energy indirect (Scope 2) GHG emissions	2020 Environment Technical Review / Energy and GHG emissions / Summary of Scope 1 and 2 GHG emissions	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 1 (continued)					
Energy and GHGs (continued)	GRI 305 – Emissions (continued)	305-3	Other indirect (Scope 3) GHG emissions	2020 Environment Technical Review / Energy and GHG emissions / Scope 3 GHG emissions	Cisco does not disclose biogenic emissions (not relevant to operations).
		305-4	Emissions intensity	2020 Environment Technical Review / Energy and GHG emissions / Summary of Scope 1 and 2 GHG emissions	
		305-5	Reduction of GHG emissions	Introduction / Addressing climate change Environmental Impact Why this matters to our business Sustainability in operations / How we engage Circular Economy and Supply Chain Excellence / Supply chain sustainability / How we engage / Tackling supplier GHG emissions	
		305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2020 Environment Technical Review / Non-GHG emissions	
	GRI 302 – Energy	103-1	Explanation of the material topic and its Boundary	Environmental Impact Sustainability in operations Product energy efficiency 2020 Environment Technical Review / Energy and GHG emissions	
		103-2	The management approach and its components	Environmental Impact Sustainability in operations Product energy efficiency 2020 Environment Technical Review / Energy and GHG emissions	
		103-3	Evaluation of the management approach	Environmental Impact Sustainability in operations Product energy efficiency 2020 Environment Technical Review / Energy and GHG emissions	
		302-1	Energy consumption within the organization	2020 Environment Technical Review / Energy and GHG emissions / Summary of Scope 1 and 2 energy usage	
		302-4	Reduction of energy consumption	Environmental Impact Sustainability in operations Product energy efficiency 2020 Environment Technical Review / Energy and GHG emissions	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 1 (continued)					
Socially responsible supply chain and human rights	GRI 308 – Supplier Environmental Assessment	103-1	Explanation of the material topic and its Boundary	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress	
		103-2	The management approach and its components	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress 2020 Environment Technical Review / Supplier environmental performance	
		103-3	Evaluation of the management approach	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress	
		308-2	Negative environmental impacts in the supply chain and actions taken	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Risk assessment process / Initiatives to enable progress / Self-assessment and audits 2020 Environment Technical Review / Supplier environmental performance ESG Reporting Hub / Circular Economy and Supply Chain Excellence / Supplier Self-Assessment and Audit Results	The following data is not made publicly available: i. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment; ii. 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	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress	
		103-2	The management approach and its components	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress	
		103-3	Evaluation of the management approach	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress	
		414-2	Negative social impacts in the supply chain and actions taken	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Risk assessment process / Initiatives to enable progress / Self-assessment and audits ESG Reporting Hub / Circular Economy and Supply Chain Excellence / Supplier Self-Assessment and Audit Results	The following data is not made publicly available: i. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment; ii. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 1 (continued)					
Material use and waste	GRI 301— Materials	103-1	Explanation of the material topic and its Boundary	Circular Economy and Supply Chain Excellence Why this matters to our business Product and packaging design 2020 Environment Technical Review / Products and packing materials	
		103-2	The management approach and its components	Circular Economy and Supply Chain Excellence Why this matters to our business Product and packaging design 2020 Environment Technical Review / Products and packing materials	
		103-3	Evaluation of the management approach	Circular Economy and Supply Chain Excellence Why this matters to our business Product and packaging design 2020 Environment Technical Review / Products and packing materials	
		301-2	Recycled input materials used	2020 Environment Technical Review / Product and packing materials / Product Materials / Recycled material content	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.
		301-3	Reclaimed products and their packaging materials	Circular Economy and Supply Chain Excellence / Product lifecycle management ESG Reporting Hub / Supply Chain / Product returns and recycling	Data presented is aggregated for all products returned by weight; not presented as a percentage of all products sold.
	GRI 306 – Waste	103-1	Explanation of the material topic and its Boundary	Circular Economy and Supply Chain Excellence / Why this matters to our business Supply chain sustainability / Cisco supply chain and reverse logistics locations 2020 Environment Technical Review / Supplier environmental performance / Supplier material waste	
		103-2	The management approach and its components	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Reducing material waste 2020 Environment Technical Review / Supplier environmental performance / Supplier material waste	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 1 (continued)					
Material use and waste (continued)	GRI 306 – Waste (continued)	103-3	Evaluation of the management approach	2020 Environment Technical Review / Supplier environmental performance / Supplier material waste	
		306-1	Waste generation and significant waste-related impacts	2020 Environment Technical Review / Supplier environmental performance / Supplier material waste	
		306-2	Management of significant waste-related impacts	2020 Environment Technical Review / Supplier environmental performance / Supplier material waste	
		306-4	Waste diverted from disposal	ESG Reporting Hub / Supply Chain / Product returns and recycling 2020 Environment Technical Review / Supplier environmental performance / Supplier material waste	
	GRI 307 – Environmental Compliance	103-1	Explanation of the material topic and its Boundary	2020 Environment Technical Review / Environmental management system / Environmental compliance	
		103-2	The management approach and its components	2020 Environment Technical Review / Environmental management system / Environmental compliance Cisco Corporate Environmental Policy	
		103-3	Evaluation of the management approach	2020 Environment Technical Review / Environmental management system / Environmental compliance	
		307-1	Non-compliance with environmental laws and regulations	2020 Environment Technical Review / Environmental management system / Environmental compliance	
Digital rights and inclusion	GRI 412 – Human rights	103-1	Explanation of the material topic and its Boundary	Trust and Responsibility / Business and human rights Circular Economy and Supply Chain Excellence / Why this matters to our business	
		103-2	The management approach and its components	Trust and Responsibility / Business and human rights Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Achieving our human rights commitments ESG Reporting Hub / Trust and Responsibility / Security, Privacy & Trust Resources Global Human Rights Policy	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions	
Priority Tier 2						
Digital rights and inclusion (continued)	GRI 412 – Human rights (continued)	103-3	Evaluation of the management approach	Trust and Responsibility / Business and human rights Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Achieving our human rights commitments	Cisco does not disclose total hours of training on human rights policies or procedures.	
		412-2	Employee training on human rights policies or procedures	Trust and Responsibility / Business and human rights Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Achieving our human rights commitments		
	GRI 416 – Customer health and safety	103-1	Explanation of the material topic and its Boundary	Trust and Responsibility		
		103-2	The management approach and its components	Trust and Responsibility ESG Reporting Hub / Trust and Responsibility / Security, Privacy & Trust Resources		
		103-3	Evaluation of the management approach	Trust and Responsibility		
		416-1	Assessment of the health and safety impacts of product and service categories	Trust and Responsibility		
	Employee community benefits	GRI 401 – Employment	103-1	Explanation of the material topic and its Boundary	Leading a Conscious Culture	
			103-2	The management approach and its components	Leading a Conscious Culture	
103-3			Evaluation of the management approach	Leading a Conscious Culture		
401-2			Benefits provided to full-time employees that are not provided to temporary or part-time employees	Leading a Conscious Culture / Health and wellbeing ESG Reporting Hub / Conscious Culture		

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 2 (continued)					
Employee community benefits (continued)	GRI 403 – Occupational Health and Safety	103-1	Explanation of the material topic and its Boundary	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p>	
		103-2	The management approach and its components	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p>	
		103-3	Evaluation of the management approach	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p> <p>ESG Reporting Hub / Supply Chain / Supplier Self-Assessment and Audit Results</p>	
		403-1	Occupational health and safety management system	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p>	
		403-2	Hazard identification, risk assessment, and incident investigation	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p>	
		403-3	Occupational health services	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p>	
		403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety</p> <p>ESG Reporting Hub / Conscious Culture / Workplace Safety</p>	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 2 (continued)					
Employee community benefits (continued)	GRI 403 – Occupational Health and Safety (continued)	403-5	Worker training on occupational health and safety	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Protecting workers' health and safety ESG Reporting Hub / Conscious Culture / Workplace Safety	
		403-6	Promotion of worker health	Leading a Conscious Culture / Health and wellbeing ESG Reporting Hub / Conscious Culture	
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress ESG Reporting Hub / Conscious Culture / Workplace Safety ESG Reporting Hub / Supply Chain / Supplier Self-Assessment and Audit Results	
		403-9	Work-related injuries	ESG Reporting Hub / Conscious Culture / Workplace Safety	
		403-10	Work-related ill health	ESG Reporting Hub / Conscious Culture / Workplace Safety	
		Local community impact	GRI 203 – Indirect economic impacts	103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components			ESG Reporting Hub / Technology for Good	
103-3	Evaluation of the management approach			ESG Reporting Hub / Technology for Good	
203-1	Infrastructure investments and services supported			ESG Reporting Hub / Technology for Good	
203-2	Indirect economic impacts			ESG Reporting Hub / Technology for Good	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 2 (continued)					
Local community impact (continued)	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	Leading a Conscious Culture / Employee community impact ESG Reporting Hub / Technology for Good / Social Investment Strategy	
		103-2	The management approach and its components	Leading a Conscious Culture / Employee community impact ESG Reporting Hub / Technology for Good / Social Investment Strategy	
		103-3	Evaluation of the management approach	Leading a Conscious Culture / Employee community impact ESG Reporting Hub / Technology for Good / Social Investment Strategy	
		413-1	Operations with local community engagement, impact assessments, and development programs	Leading a Conscious Culture / Employee community impact	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.
IT skills and digital readiness	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	Technology for Good ESG Reporting Hub / Technology for Good / Learning & Digital Skills Development	
		103-2	The management approach and its components	Technology for Good ESG Reporting Hub / Technology for Good / Learning & Digital Skills Development	
		103-3	Evaluation of the management approach	Technology for Good ESG Reporting Hub / Technology for Good / Learning & Digital Skills Development	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 2 (continued)					
IT skills and digital readiness (continued)	GRI 413 – Local communities (continued)	413-1	Operations with local community engagement, impact assessments, and development programs	Technology for Good ESG Reporting Hub / Technology for Good / Learning & Digital Skills Development	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	Technology for Good / Critical human needs ESG Reporting Hub / Technology for Good / Social Investment Strategy	
		103-2	The management approach and its components	Technology for Good / Critical human needs ESG Reporting Hub / Technology for Good / Social Investment Strategy	
		103-3	Evaluation of the management approach	Technology for Good / Critical human needs ESG Reporting Hub / Technology for Good / Social Investment Strategy	
		413-1	Operations with local community engagement, impact assessments, and development programs	Technology for Good / Critical human needs ESG Reporting Hub / Technology for Good / Social Investment Strategy	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 3					
Solid waste from operations (trash)	GRI 306 – Waste	103-1	Explanation of the material topic and its Boundary	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Diverting waste from landfill in our operations</u> 2020 Environment Technical Review / Solid waste from operations (trash)	
		103-2	The management approach and its components	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Diverting waste from landfill in our operations</u> 2020 Environment Technical Review / Solid waste from operations (trash)	
		103-3	Evaluation of the management approach	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Diverting waste from landfill in our operations</u> 2020 Environment Technical Review / Solid waste from operations (trash)	
		306-1	Waste generation and significant waste-related impacts	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Diverting waste from landfill in our operations</u> 2020 Environment Technical Review / Solid waste from operations (trash)	
		306-2	Management of significant waste-related impacts	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Diverting waste from landfill in our operations</u> 2020 Environment Technical Review / Solid waste from operations (trash)	
		306-4	Waste diverted from disposal	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Diverting waste from landfill in our operations</u> 2020 Environment Technical Review / Solid waste from operations (trash)	
Water	GRI 303 – Water and Effluents	103-1	Explanation of the material topic and its Boundary	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use</u> <u>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Improving water security</u> 2020 Environment Technical Review / Water	
		103-2	The management approach and its components	<u>Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use</u> <u>Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Improving water security</u> 2020 Environment Technical Review / Water	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 3 (continued)					
Water (continued)	GRI 303 – Water and Effluents (continued)	103-3	Evaluation of the management approach	Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use Circular Economy and Supply Chain Excellence / Supply chain sustainability / Initiatives to enable progress / Improving water security 2020 Environment Technical Review / Water	
		303-1	Interactions with water as a shared resource	Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use 2020 Environment Technical Review / Water	
		303-2	Management of water discharge-related impacts	Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use 2020 Environment Technical Review / Water	
		303-3	Water withdrawal	Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use 2020 Environment Technical Review / Water / Water usage	
		303-4	Water discharge	Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use 2020 Environment Technical Review / Water / Water usage	
		303-5	Water consumption	Environmental Impact / Sustainability in operations / Initiatives to enable progress / Managing our water use 2020 Environment Technical Review / Water / Water usage	

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Material Topic	GRI Standard	Disclosure Number	GRI Topic	Response	Omissions
Priority Tier 3 (continued)					
Economic inequality	GRI 413 – Local communities	103-1	Explanation of the material topic and its Boundary	Leading a Conscious Culture / Employee community impact / Initiatives to enable progress / Preventing homelessness and serving youth Technology for Good Critical human needs Economic empowerment ESG Reporting Hub / Social Investment Strategy	
		103-2	The management approach and its components	Leading a Conscious Culture / Employee community impact / Initiatives to enable progress / Preventing homelessness and serving youth Technology for Good Critical human needs Economic empowerment ESG Reporting Hub / Social Investment Strategy	
		103-3	Evaluation of the management approach	Leading a Conscious Culture / Employee community impact / Initiatives to enable progress / Preventing homelessness and serving youth Technology for Good Critical human needs Economic empowerment ESG Reporting Hub / Social Investment Strategy	
		413-1	Operations with local community engagement, impact assessments, and development programs	Leading a Conscious Culture / Employee community impact / Initiatives to enable progress / Preventing homelessness and serving youth Technology for Good Critical human needs Economic empowerment ESG Reporting Hub / Social Investment Strategy	<p>Cisco does not report on the following disclosures related to local community engagement and impact:</p> <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.