







Purpose Personified

2022 Cisco Purpose Report

cisco



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Introduction

Who we are, our purpose, and our progress in fiscal 2022.



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Power

Ethically build and deliver technology that securely powers the world's connectivity.

About our purpose

Cisco's purpose is to Power an Inclusive Future for All. Our Purpose Report and environmental, social, and governance (ESG) focus areas are organized according to the three key pillars of our purpose: Power, Inclusive, and Future. But perhaps the most important words of Cisco's purpose statement are the final two: "for All." Partnership and collaboration with our customers and stakeholders, throughout our value chain, and across the industry, allow us to multiply our efforts and scale our impact.



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Inclusive

Act boldly and deliberately to accelerate fairness, inclusion, and equitable access to opportunity.



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Future

Help ensure a sustainable and regenerative future for our planet.

This report contains forward-looking statements regarding future events. All statements other than statements of historical facts are statements that could be deemed forward-looking statements. These statements are based on current expectations, estimates, forecasts, and projections about the industries in which we operate and the beliefs and assumptions of our management. Readers are cautioned that these forward-looking statements are only predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict, including those identified in our most recent filings with the Securities and Exchange Commission on Form 10-K and Form 10-Q. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

Purpose Personified

Every day, our people bring our purpose to life around the world through the impact of their commitment to Power an Inclusive Future for All.

Cisco is the worldwide leader in technology that powers the Internet. Our products and services include networking, collaboration solutions, security solutions, wireless and mobility, data center, IoT, video, analytics, and software solutions.

US$51.6 billion fiscal 2022 revenue



83,300 employees

95 countries

Founded 1984

Photo credit: Technician–NC State University, photo by Sarah Cochran

About this report

This Purpose Report shares Cisco's progress in its fiscal year 2022 toward its purpose of Powering an Inclusive Future for All. But it is not the full story of our progress. Our ESG Reporting Hub contains detailed information on many of the topics covered in this report, as well as policies and additional disclosures for specialized audiences. Throughout the report, we provide links to specific pages in the ESG Reporting Hub where additional detail is available.



A message from Chuck Robbins

In 2005, Cisco published its first ever Corporate Citizenship Report. The goal was simple—share our company progress around ESG efforts.

Today, this report aligns with our company purpose—to Power an Inclusive Future for All—and it illustrates the many ways Cisco brings this to life. We remain committed to annually sharing the impact we are making in critical areas such as sustainability, inclusion and diversity, human rights, education, economic development, and crisis response. The ways in which we support our customers, care for our employees, and serve our communities define our company today, just as they did nearly two decades ago.

While no one could have predicted the challenges we've faced over the last few years, one thing remains clear—Cisco plays an important role in not only helping our customers solve their biggest business issues, but also making this world a better place for all of us. Setting clear goals and measuring our progress keeps us accountable and allows us to share what we are learning from our experience and work.

Each day, we use our technology, expertise, and scale to drive progress, whether that's supporting our Ukraine employees, customers, and their communities affected by the war; delivering on our Social Justice Beliefs and Actions; or driving sustainability efforts in our own business and across our ecosystem.

The actions we take continue to align with and support the Ten Principles of the United Nations Global Compact, which Cisco signed in 2001.

"At Cisco, we believe operating sustainably and equitably is the only way to do business."

We know we have a responsibility to lead by example, and Cisco has a rich history of supporting communities, doing what's right, and caring about the world around us. It's ingrained in our culture and central to how we run our business every day. I am confident we will continue to bring together the power of our people, our technologies, and our innovation to show up in times of need, address inequalities, protect our planet, and create more inclusive opportunities for people to thrive.

Sincerely,



Chuck Robbins
Chair and CEO

A message from Francine Katsoudas



At Cisco, pursuing our Purpose—to Power an Inclusive Future for All—is a journey.

What set us on this journey was our deep commitment, and a deeply held responsibility, to leverage our unique strengths and success as a company to improve people's lives, everywhere. We know we can harness the power of connectivity, which is the foundation of everything we do, to help address the challenges our society faces.

We've been on this journey for many years, and we don't know the turns we'll make, or the obstacles we'll face along the way. But our commitment to our Purpose continues to drive us forward, to respond in times of crisis, and to use our technology, our people, and our networks to bridge the digital divide, help address climate change, and open more opportunities for more people.

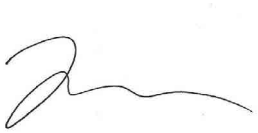
Following this journey means that we must question ourselves and adjust along the way. How do we know we're on the right path? How do we know we're making progress? What are we measuring, and are those the right metrics?

As our work progresses, so too does our understanding of what drives impact. We don't always have the answers—in fact, we know we'll make mistakes. But we also know that mistakes are part of improving and getting us closer to the metrics that truly matter: the impact we're making and the lives we touch.

While this report highlights impressive numbers, the human stories behind them are the real victories. Educating 17.5 million students through Cisco Networking Academy is a striking statistic, but for the person who goes back to school because of a course they took or the person who gets their first job because of a certification it is not a statistic—it is life changing. And with every person we impact, every school we connect, every community we empower, we personify our purpose. Beyond the numbers and the statistics, that is our north star, and it will continue to guide us.

"With every person we impact, every school we connect, every community we empower, we personify our purpose."

As we move forward on our journey, we will continue to challenge ourselves to drive greater impact. We will show up to every challenge—business, social, and environmental—with intention. We will consider the people we can lift up, and we will take action for what we believe is right and just. We may not always succeed, but we're not wavering from our path or our commitment. Our customers, employees, partners, and investors are all coming on this journey with us, and together we're building momentum toward a truly inclusive future for all.



Francine Katsoudas
Executive Vice President and
Chief People, Policy, and Purpose Officer

Fiscal 2022 highlights



Our people

Maintained
>80%
employee participation in community impact for third year in a row

Achieved
60%
increase in representation of all employees who self-identify as African American/Black (AA/B) from entry level through manager (FY20 base year)

#3
World's Best Workplace 2022, according to Great Place to Work

Our global communities



Positively impacted
893 million
people through social impact grants and signature programs (FY16–FY22)[1]

Awarded
US$1 million
through the 6th annual Cisco Global Problem Solver Challenge, including US$300,000 for climate solutions

Reached
17.5 million
students through Cisco Networking Academy since 1997

Contributed
US$494 million
in cash and in-kind contributions to community programs by Cisco and the Cisco Foundation, including US$377 million in in-kind contributions for Cisco Networking Academy

Provided support to Ukraine, including approximately
US$6 million
in Cisco equipment, over US$3 million in cash grants, and more than US$1.5 million in employee donations to 25 nonprofits

Environment



The Science Based Targets initiative (SBTi) approved our goal of
net zero by 2040
across our value chain[2]

Reduced Scope 1 and 2 greenhouse gas (GHG) emissions by
39%
compared to FY19 base year

Set a goal that by FY25
50%
of the plastic used in our products (by weight) will be made of recycled content[3]

Sourced
89%
renewable energy for our operations

Committed approximately
US$11 million
to fund climate solutions through the Cisco Foundation

#1
in the Gartner Supply Chain Top 25 for 2022 (our third year in a row at #1)

1 Cisco's annual Purpose Report features many different initiatives, programs, and partnerships, but not all are included in Cisco's goal to positively impact 1 billion people by 2025. Some of our social impact grantees also receive funding from other organizations. Our Reporting Criteria documents which programs are in scope for limited assurance, together with our overall measurement approach, methodology, for those programs and/or grantee partnerships. The cumulative to date number that demonstrates our progress against our goal was updated in April 2023 upon completion of independent limited assurance. For details on the number of people positively impacted between FY16–FY22, please see our Reporting Criteria and the independent limited assurance report. To access the assurance report, download the PDF and open in Adobe® Acrobat® Reader to click-to-accept terms to access the full document.

2 By reducing our absolute Scope 1, 2, and 3 emissions 90 percent compared to fiscal 2019 and neutralizing any remaining emissions by removing an equal amount from the atmosphere.

3 The plastics included in this goal exclude those contained in commodity components sourced from suppliers (e.g., plastic screws, fans, and cables).

Note: Progress against all goals listed by fiscal year (FY) is measured through the end of the fiscal year.

ESG materiality and reporting

Developing an understanding of our most important ESG topics is crucial to Cisco's strategic planning initiatives and reporting. Our latest full ESG materiality assessment[1], conducted in fiscal 2021, identified 18 priority ESG topics, as illustrated in Table 1. This assessment included multiple methods, including analysis of stakeholder inquiries, peer benchmarking, and direct input from investors, thought leaders, and Cisco employees including Global Inclusive Communities (Cisco's employee resource organizations), executives, and sales professionals. Throughout the year, we engaged with a wide range of global and local organizations to shape and extend the reach of our ESG programs, including governments, nonprofits, multilateral organizations, and peers. In fiscal 2022, we completed an interim ESG materiality assessment to verify that our most recent full assessment reflects our stakeholders' priority topics, changes within our business and strategy, and the global landscape. The results of the interim analysis affirmed our topic prioritization.

Cisco's ESG reporting is aligned with standards set by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and CDP (formerly Carbon Disclosure Project).

We also align our ESG efforts with many of the United Nations Sustainable Development Goals (SDGs). The 17 SDGs set forth a framework to build a better world for people and our planet by 2030 and are designed to be applied by governments and organizations worldwide. The success of the SDGs requires global cooperation and ambitious commitments—ideas that square with our own commitments to inclusivity and help to create opportunity for all.

Visit Cisco's ESG Reporting Hub for more information on reporting topics:

- **Our Strategy**
- **Stakeholder Engagement and ESG Materiality**
- **Key Ratings and Rankings**
- **Policies, Positions, and Guides**

TABLE 1:

ESG focus areas and pillar alignment[1]

ESG Topics	Reporting Pillar
Human rights and working conditions in the supply chain	Power
Corporate governance	Power
Business ethics	Power
Data security and privacy	Power
Innovation and responsible technology	Power
Digital inclusion	Power
Inclusion and diversity	Inclusive
Employee health and safety and labor rights	Inclusive
Employee wellbeing	Inclusive
Talent	Inclusive
Community impact	Inclusive
Critical human needs and disaster relief	Inclusive
Economic empowerment	Inclusive
Climate change and GHGs	Future
Circular design and lifecycle management	Future
Environmental protection	Future
Operational waste	Future
Water	Future

1 ESG materiality, as referred to in this website and in our ESG reporting, and our ESG materiality assessment process are different from "materiality" in the context of Securities and Exchange Commission ("SEC") disclosure obligations. Issues deemed material for purposes of our ESG reporting and for purposes of determining our ESG strategy may not be considered material for SEC reporting purposes, nor does inclusion of information in our ESG reporting indicate that the topic or information is material to Cisco's business or operating results.



Goals and progress

We are working toward enterprise goals to engage employees, reduce environmental impacts across our entire value chain, and help achieve our purpose to Power an Inclusive Future for All. Learn more throughout this report about how we made progress in fiscal 2022.

Inclusive

Our people

By FY22:
Sustain 80% community impact participation, as measured by employees' actions, including advocating for causes they care deeply about, volunteering, donating, and participating in programs that positively impact communities.

→ **Maintained >80% participation in community impact for third year in a row**

Our global communities

By FY25:
Positively impact 1 billion people through social impact grants and signature programs.

→ **893 million people positively impacted between FY16 and FY22[1]**

By FY32:
Provide digital and cybersecurity skills training to 25 million learners over the next 10 years through the Cisco Networking Academy.

→ **New goal as of FY23: Not yet reporting**

Social Justice Actions

Fiscal 2020 is the base year for metrics that are not year over year.

By FY23:
Social Justice Action 2, Increase Representation: Achieve a 25% increase in representation of all employees who self-identify as AA/B from entry level through manager and a 75% increase in representation from Director to VP+ level by 2023 (FY20 base year).

→ **60% increase (entry level through manager) 94% increase (directors) 160% increase (VP and above)**

By FY24:
Social Justice Action 7, Supplier Engagement: Expand supplier strategy by doubling how much we spend with diverse suppliers and obtain reporting on diversity metrics from 95% of our preferred suppliers.[2]

→ **28% increase in diverse supplier spend in FY22**

→ **Diversity metrics received from 90% of FY22 preferred suppliers**

By FY25:
Social Justice Action 8, Commit to HBCUs: Commit US$150 million to preserve the legacy and sustainability of Historically Black Colleges and Universities (HBCUs), with US$50 million to fund STEM education and US$100 million to drive technology modernization.

→ **US$25 million spent on STEM education**

→ **US$25.2 million spent on technology upgrades**

By FY25:
Social Justice Action 10, Diversify our Partner Ecosystem: Commit US$50 million to increase the diversity in our partner ecosystem by increasing the number of AA/B-owned technology companies and increasing opportunities to accelerate the financial growth of AA/B-owned partners.

→ **Increased AA/B-owned companies in our partner ecosystem**

→ **Special focus on 14 Acceleration partners**

By FY25:
Social Justice Action 11, Invest in Innovation: Invest US$50 million in startups and venture funds led by diverse leaders.

→ **Ongoing investment in startups and venture funds led by BIPOC, Latinx, and Female leaders**

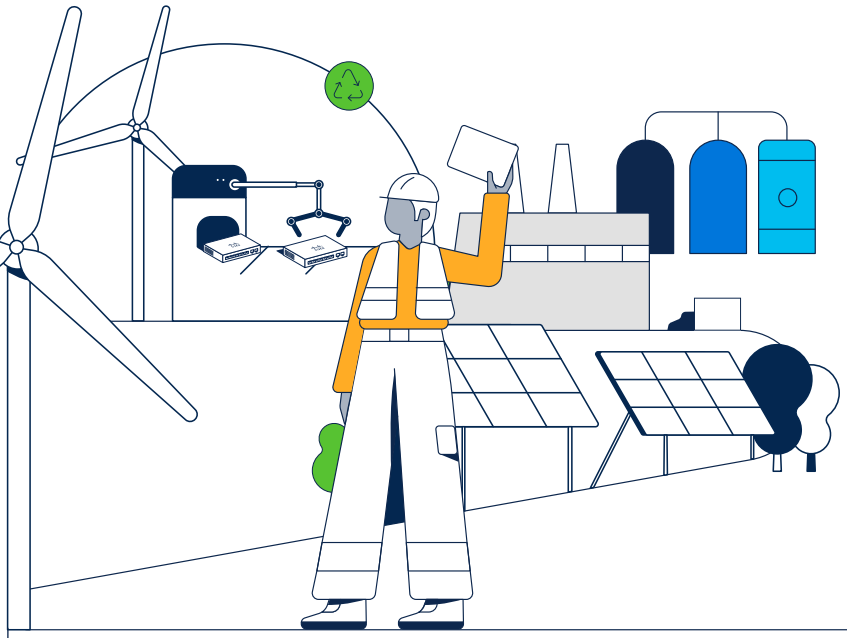
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2 The timeframe for this goal is calendar year 2023.

Note: Progress against all goals listed by fiscal year (FY) is measured through the end of the fiscal year.

Goals and progress continued

Future



Climate change and GHGs

By 2040
Net-Zero Goal
Reach net zero GHG emissions across our value chain by reducing absolute Scope 1, 2, and 3 emissions by 90%[1] (FY19 base year).

→ **Active. We are reporting progress through the near-term targets, below**

Near-Term Targets
By FY25:
Reduce absolute Scope 1 and Scope 2 emissions 90%[1] (FY19 base year).

→ **Active. 39% reduction**

By FY30:
Reduce absolute Scope 3 emissions from purchased goods and services, upstream transportation and distribution, and use of sold products by 30% (FY19 base year).[2,3]

→ **Active. 33% reduction (based on Cisco's current Scope 3 emissions calculation methodology and subject to change)**

By FY22:
Improve large rack-mounted equipment system power efficiency—as measured from the input power from the facility to the board-mounted ASICs, memory, and other chip devices—from 77% to 87% (FY16 base year).

→ **Achieved 87% efficiency**

By FY25:
80% of Cisco component, manufacturing, and logistics suppliers by spend will have a public, absolute GHG emissions reduction target.

→ **78% with targets**

Circular design, products, and packaging

By FY25:
Reduce foam used in Cisco product packaging by 75% as measured by weight (FY19 base year).

→ **23% reduction**

By FY25:
Increase product packaging cube efficiency by 50% (FY19 base year).[4]

→ **36% cumulative improvement**

By FY25:
100% of new Cisco products and packaging to incorporate Circular Design Principles.[5]

→ **4% meeting circular design criteria**

By FY25:
50% of plastic used in our products (by weight) will be made of recycled content.[6]

→ **New goal as of FY23: Not yet reporting**

By FY25:
70% of Cisco component and manufacturing suppliers by spend will achieve a zero waste diversion rate at one or more sites.[7]

→ **51% by spend with at least one certified site**

1 and neutralizing any remaining emissions by removing an equal amount from the atmosphere

2 This goal expands on our previous goal to reduce Cisco's absolute supply chain-related Scope 3 GHG emissions by 30 percent by fiscal 2030 and includes the use of sold products. The baseline and progress reported for our 2030 goal includes: purchased goods and services from manufacturing, component, and warehouse suppliers; upstream transportation and distribution from Cisco purchased air transportation; and use of sold products.

3 We have updated our methodology for calculating "Scope 3, Category 11: Use of Sold Products" to align with the Greenhouse Gas Protocol. With the change, our reduction percentage has increased to 33%, exceeding our near-term target of 30%. While we hope to maintain or increase this level of reduction, our progress may fluctuate year-over-year based on the number and type of products we sell each year. In the next fiscal year, we will be evaluating our current near-term targets before deciding on any potential updates. For more information on our current methodology, as well as data and goal tracking using our previous methodology, visit the Historic GHG methodology discussion in the Strategy, goals and emissions data section on our ESG Hub.

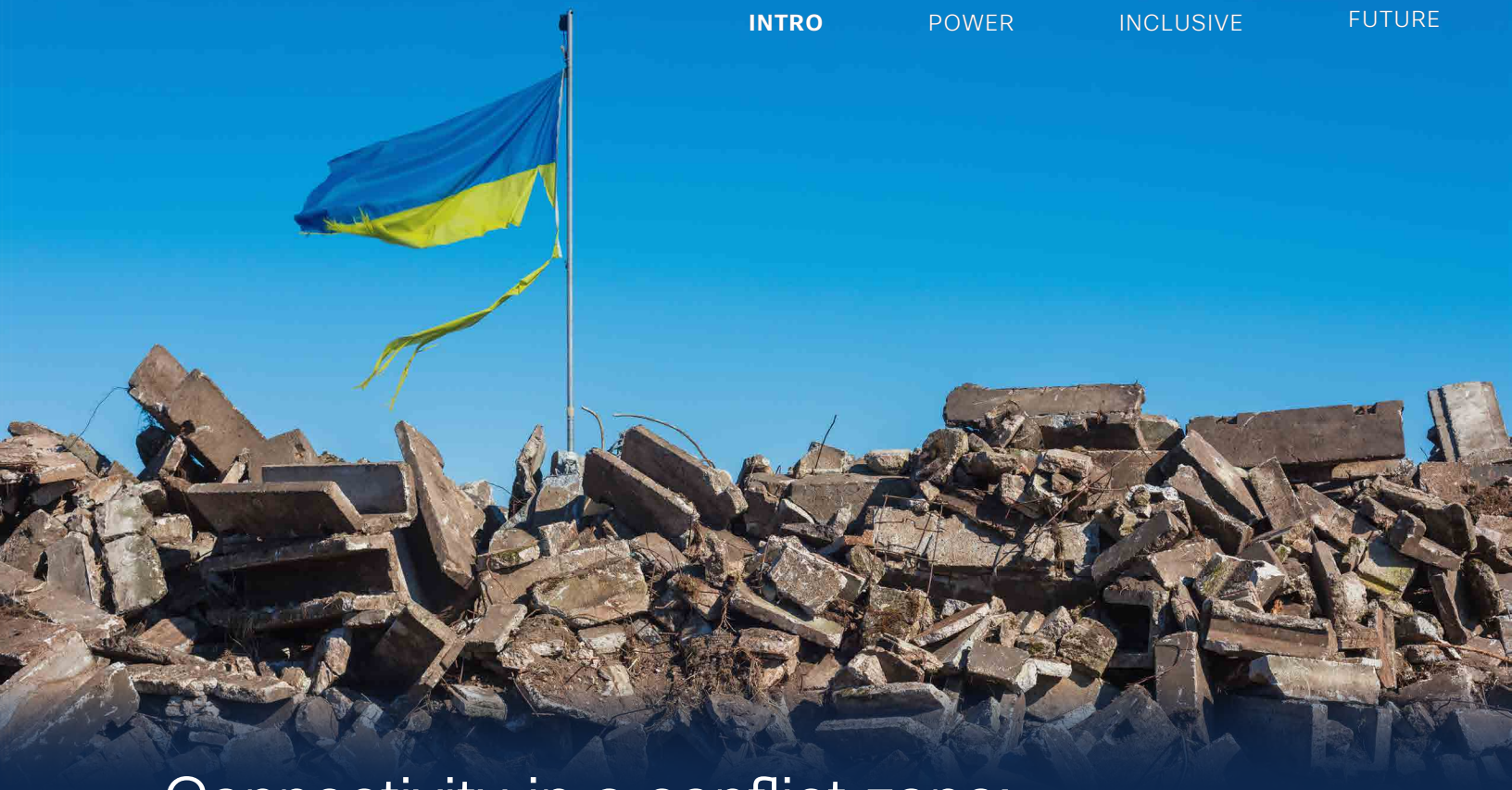
4 Packaging efficiency is measured by comparing the size of the product relative to the packaging using dimensional weight. Dimensional weight uses volume and a standard dimensional factor to calculate the weight of a package. In this methodology, the packaging efficiency metric is based on the difference of the normalized dimensional weight (by volume) between the baseline and current year.

5 In fiscal 2022, we had a soft launch of the scoring tool to evaluate 13 percent of new products and packaging, and 33 percent of them successfully met our circular design criteria. This is equivalent to 4 percent of total new products and packaging released in fiscal 2022 meeting circular design criteria. In early fiscal 2023, the scoring tool was formally launched across all business units, so we expect the universe of new products and packaging evaluated to increase in fiscal 2023.

6 The plastics included in this goal exclude those contained in commodity components sourced from suppliers (e.g., plastic screws, fans, and cables).

7 According to current standard definitions used in certification protocols, "zero waste" diversion is defined as a 90 percent or greater overall diversion of solid, nonhazardous wastes from landfill, incineration (waste-to-energy), and the environment. Diversion methods can include reduction, reuse, recycling, and/or compost.

Note: Progress against all goals listed by fiscal year (FY) is measured through the end of the fiscal year.



Connectivity in a conflict zone: Cisco's response to the war in Ukraine

The war in Ukraine has resulted in the largest human displacement and refugee crisis in Europe since World War II. During this devastating time, we have continued to support the people of Ukraine with aid–as well as essential connectivity and security services that only Cisco can provide.



Purpose Personified:

"Keeping the power on assists with other urgent needs, like people staying in touch with the rest of the world to get their message out so we can understand what is happening."

J.J. Cummings
Team Lead, Cisco Talos Threat Intelligence & Interdiction

An invisible line of defense

In January 2022, as Russian troops began to amass at the Ukrainian border, Talos, Cisco's threat intelligence arm, started preparing, too. Knowing that cyber attacks against Ukrainian citizens and infrastructure were likely, we increased our monitoring for unusual activity.

The stakes were, and remain, incredibly high. Says J.J. Cummings, Cisco Talos Threat Intelligence & Interdiction team lead, "We can stop attacks that could result in power outages by identifying early adversary behavior and stopping it. This could include keeping the power on in hospitals where patients are being treated for critical care, whether from the battlefield or a standard medical emergency."

Throughout the war, Talos experts have worked alongside customer security teams to identify and block threats. We have offered this support for free, along with free autorenewals of our security products and services. "It's the right thing to do," Cummings says.

Providing aid to refugees

As soon as the Russian ground invasion began, teams across Cisco acted swiftly to help people in need. We contributed Cisco equipment valued at approximately US$6 million to set up emergency connectivity and networking equipment for use by nonprofit partners, UN agencies, bomb shelters, and the Ukrainian government. Cisco Crisis Response (CCR) teams deployed to Krakow, Poland, where they worked alongside Cisco volunteers to build and deliver emergency communications kits uniquely tailored to the needs of response agencies.

Cisco also supported the efforts of NGOs meeting other basic needs with a total of US$3.75 million, US$3.25 million of which was disbursed in fiscal 2022. Our grants went to organizations like UN World Food Programme, which, with the support of Cisco and other organizations, delivered nearly 80,000 metric tons of food and over US$233 million in cash assistance in the first six months of the crisis. For Ukrainian refugees who are currently living in other parts of Europe, Cisco and the Cisco Foundation are working with partners like Medibus, European Schoolnet, and NESsT to offer medical services, education, and connections to job opportunities.



Cisco equipment valued at approximately **US$6 million** contributed



Support from within Cisco

In addition to these grants and partnerships, Cisco employees around the world have stepped up to help. As of the end of fiscal 2022, over 15,600 employees donated more than US$1.5 million to 25 nonprofit organizations featured in our Ukraine Humanitarian Assistance Fund. With Cisco Foundation and corporate matching, we raised over US$4.3 million in total. Cisco has stopped all business operations in Russia and Belarus and offered support—including temporary relocation, allowances for unexpected expenses, and emergency time off—to Ukraine-based employees. We also gave 10 additional volunteer days to employees in Ukraine and Poland to enable them to better give back to their local communities.

Building a holistic, inclusive hybrid world

The future of work is hybrid and global. Between 2019 and 2021, the number of Americans working primarily from home tripled, and this transformation in the way we work is here to stay. Cisco was a pioneer in hybrid work long before the pandemic. Today, 70 percent of our first-line managers have at least one remote employee.

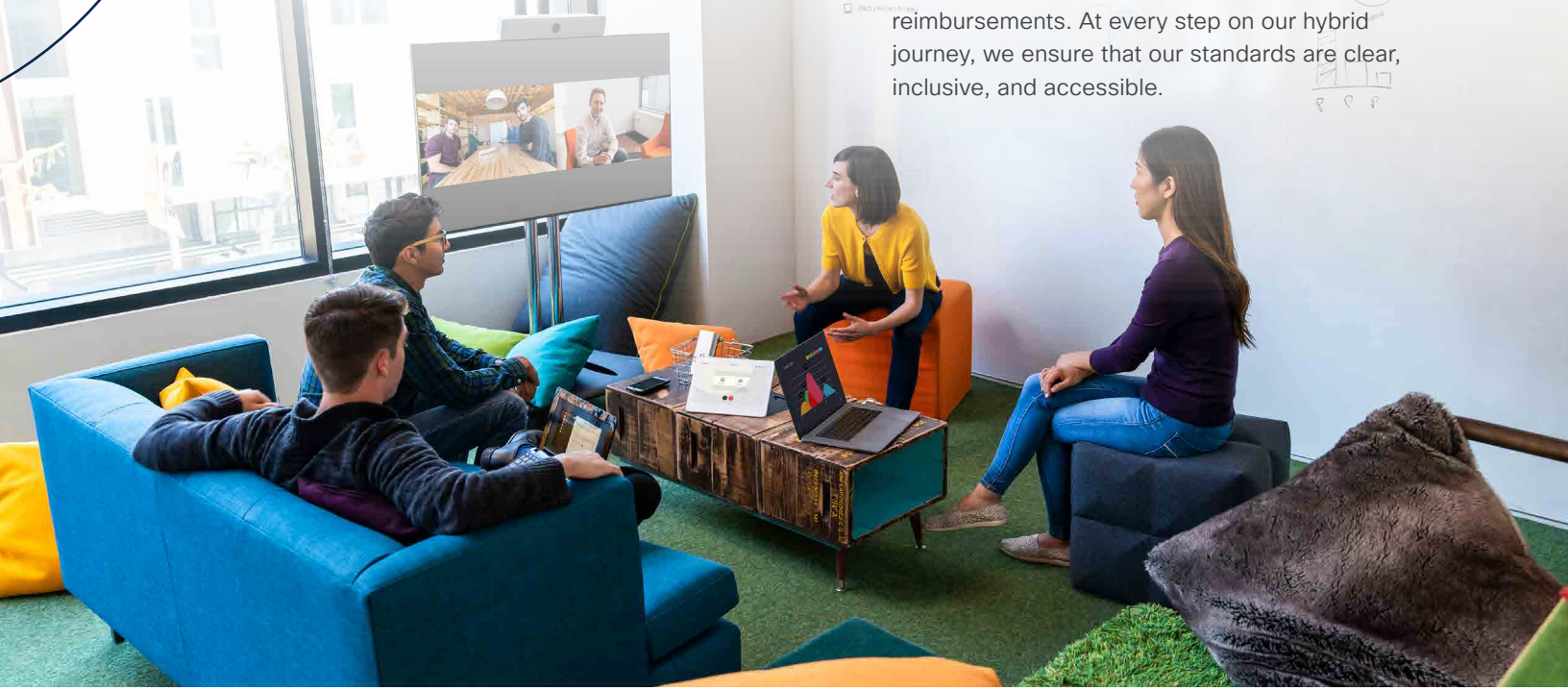
Hybrid is about so much more than where you sit. And as a company with expertise in powering hybrid work—as well as the provider of networking, collaboration, and security technologies that make this new reality possible for thousands of partners and customers—we regularly share best practices on how other organizations can make hybrid work, work. It's not about the number of days spent in the office. Building an inclusive, hybrid world is about creating strong, connected, empowered teams, delivering solutions for customers, and strengthening company culture. Our holistic view of hybrid work has four integrated pillars:

1 People

Our people practices are grounded in our Conscious Culture, which means we intentionally create an environment where everyone is seen, heard, and included. A successful hybrid model prioritizes flexibility, wellbeing, inclusion, and engagement—enabling us to hire and advance the careers of people everywhere. We've found that remote work provides opportunities for mentorship and growth for employees at every stage of their career.

2 Policies and guidelines

Hybrid work means we can offer our people flexibility, choice, and agency. Our policies and guidelines create a flexible hybrid environment while remaining compliant with local laws and regulations. Cisco's latest guidelines cover temporary assignments, permanent moves, home office and Internet policies, and expense reimbursements. At every step on our hybrid journey, we ensure that our standards are clear, inclusive, and accessible.



3 Workspace

Hybrid shifts the focus from where we work to what we do and how we do it. We can offer our people a seamless experience, no matter where they sit. **We believe that the office should be a magnet, not a mandate,** and our new Collaboration Centers are designed to support and facilitate team collaboration, connection, and wellbeing. Cisco's flagship Collaboration Center at Penn 1 (see sidebar) is not just a place for meetings, but also for team building, fitness, and community engagement. It's an example to our customers and employees of what's possible.

4 Technology

Digital technology has the power to humanize the enterprise. Cisco's unparalleled technology solutions for collaboration, security, and networking come together to make hybrid work a reality. While workers might once have felt excluded or sidelined when working remotely, Cisco technology is helping create consistent, inclusive experiences for all people, everywhere.

Hybrid work can be both smart and sustainable

Cisco's Collaboration Centers are digitally enabled, efficient workspaces that create a comfortable, safe, and inspiring environment for customers and employees to meet. The redesign of our Penn 1 building in New York City uses Power over Ethernet capabilities that removed thousands of pounds of steel conduit and copper from the building and reduced energy needs by tons of megawatts. The building also uses Cisco video endpoints to monitor and measure occupancy, space utilization, indoor air quality, energy usage, and security. With these insights, we can automatically adjust smart blinds, lighting, and HVAC settings–further reducing our expenses and energy use.



A net-zero business is just the beginning

Mary de Wysocki, Cisco's first Chief Sustainability Officer, shares the strides the company has made not just toward decarbonizing our own business—but bringing customers, suppliers, and community partners along for the journey.



Q **How does a net-zero goal align with Cisco's purpose to Power an Inclusive Future for All?**

A We can't have any kind of future if we don't have a healthy planet. Beyond that, the promise of technology is that it enables us to rethink business models in ways that are digital and low-carbon, but also improve individual wellbeing and create opportunities for communities. One example is hybrid work, which helps enable inclusion because it allows us to include more people, and more work styles, in more places. Hybrid work can also have environmental benefits, particularly when combined with smart building technology that uses sensors and low-voltage Power over Ethernet. These innovations allow us to monitor and control temperature, lighting, and air quality, as well as reduce embodied carbon from steel conduits and copper wiring. This is the kind of digital, low-carbon, inclusive thinking we want to accelerate—holistic solutions that benefit business, people, communities, and the planet.

Q **Why was now the right time for Cisco to set a net-zero goal?**

A Our world is at a tipping point. I think we're all seeing the impact of climate change, whether in the form of hurricanes, flooding, droughts, or fires. Given the climate reality, it's time for societies to think beyond mitigation and consider adaptation and regeneration as well. This moment also presents an inflection point for businesses. To survive in this new reality, businesses must become not only digital, but also low-carbon. Cisco has helped our customers accelerate their digital transformations since our founding, and today we have an opportunity to bring about a low-carbon transformation through our global reach as well.

Q **Cisco has a long history of goal-setting—including more than a decade's worth of emissions goals—and rigorously reporting on and validating those goals. Why is validation so important?**

A It's important to help validate our impact through external verification because it ensures that our actions are having the outcomes we intend. Cisco's net zero by 2040 goal achieved validation from the SBTi under its new Net-Zero Standard, which requires us to reduce our absolute Scope 1, 2, and 3 emissions 90 percent by 2040. The SBTi also requires interim goals and annual updates on progress that will keep us accountable.

Q **Having an SBTi-validated goal means that you must address emissions across your value chain, not just your own operations. How do you approach reducing emissions and driving transformation more broadly?**

A Helping our customers and suppliers meet their own decarbonization goals is a critical way that Cisco will help bring about a digital and low-carbon future. The use of Cisco's products makes up the majority of our emissions footprint. Our engineers have made great progress in power efficiency and circular design, and we're also seeing customers ask for more capabilities and greater bandwidth that increase power demands. That means we must think even bigger, exploring ways to accelerate renewable energy adoption and the greening of the grid. Our second-largest source of emissions is our supply chain. Cisco has set a goal that 80 percent of our top component, manufacturing and logistics suppliers will set public GHG emissions reductions targets by 2025, and we regularly share our learnings with them.

Q **Cisco has practiced a social investment strategy focused on early-stage solutions for more than 20 years through the Cisco Foundation. How will your experience in this space support emissions reduction beyond your value chain?**

A The Cisco Foundation—along with innovation competitions we organize like the Cisco Global Problem Solver Challenge—helps stimulate cutting-edge innovation in areas where it's most needed. Today, the Foundation focuses on early-stage decarbonization technology and nature-based solutions to climate change. These investments send a signal to other investors about what we value and where we believe the future is headed.

A recent Cisco Foundation grantee I'm particularly excited about is Seacology and its Dominican Republic Mangrove Initiative, which supports businesses that protect the country's critical mangrove forests. Mangroves are known for helping sequester carbon as well as protecting coastlines from storm surges and sea level rise—a great example of tackling both climate change mitigation and adaptation at the same time. The initiative also provides jobs for residents in vulnerable coastal areas, building powerful connections with members of these communities and demonstrating the importance of inclusion in the low-carbon transition.

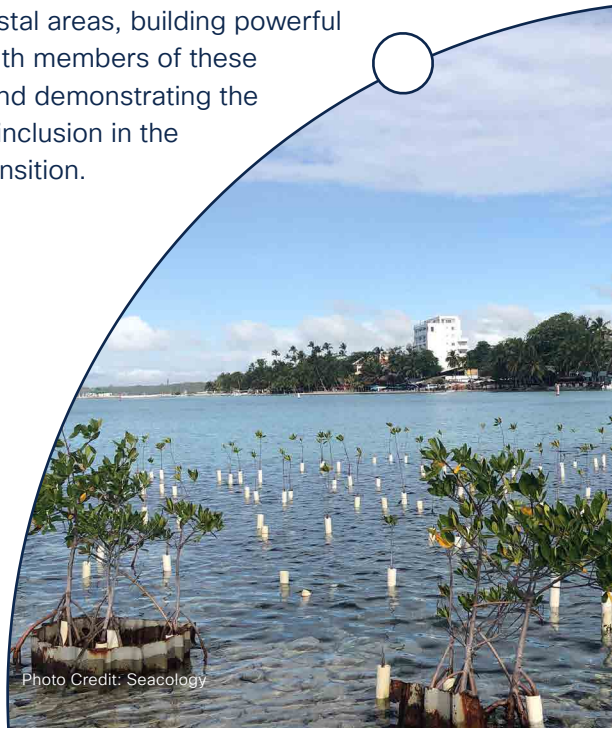


Photo Credit: Seacology

Power

Ethically build and deliver technology that securely powers the world's connectivity

As the stewards of the data that make modern life possible, technology companies must earn customers' and users' trust. This means being mindful of how our products are made and used and taking steps to address potential negative impacts. Cisco strives to design and build technology in ways that respect human rights, promote inclusion, and protect privacy and security—so that everyone can benefit from a more connected world.



In this section:

16 Security, privacy and trust
19 Human rights
22 Ethics and integrity
23 Digital inclusion



Security, privacy and trust

Data underlies nearly every aspect of how we work, play, learn, and connect. The security and privacy of data, therefore, is closely tied to many of the world's challenges.

Today, as teams increasingly work in a distributed fashion, organizations need new ways to securely connect users, applications, and things. Threats such as ransomware and exploitation of software vulnerabilities are increasingly commonplace. Cyberspace has become a new frontier in global warfare. For example, since the Russian invasion of Ukraine, cyber attacks against Ukrainian users have surged.

In this environment, regulatory and consumer expectations of companies regarding security, privacy, and trust are higher than ever–and Cisco is proud to be a leader in this space. As a large, global enterprise, we must safeguard our business and help customers do the same. Our security products and solutions provide the protection that businesses need. We are also committed to sharing our perspective on matters of security, privacy, and trust so that all organizations can operate more safely. To this end, in fiscal 2022, Cisco published The New Trust Standard–a compilation of what we've learned from our experiences securing and digitally enabling thousands of customers around the world. While the building blocks of trust will surely evolve further in response to changing customer expectations, technology, cyber threats, and international data governance, The New Trust Standard provides a framework for trusted digital relationships today.

Visit Cisco's ESG Reporting Hub for more information on security, privacy, and trust.



Our Impact

Our commitment to transparency

Governmental organizations at all levels around the world use Cisco technology. They also set policies and regulations that determine how technology should operate. Engaging with policymakers, regulators, and government agencies on matters related to security, privacy, and trust is an essential part of our work. For example, we occasionally receive requests for data related to ongoing investigations from law enforcement, intelligence agencies, or governments. When this happens, Cisco follows a strict set of policies and procedures to help ensure that data disclosures are minimized and controlled, and that access to our solutions and services remains free from unlawful intrusion. We publish data related to these requests, including the number of requests by country and how many requests we fulfill or reject, every six months in our Transparency Reports.

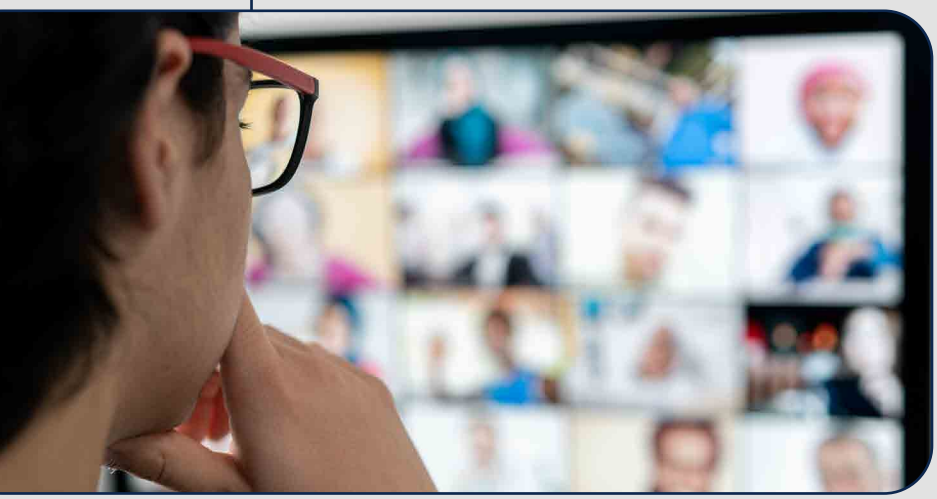
On May 12, 2021, U.S. President Joe Biden signed an executive order mandating more transparency in the software supply chain. Cisco stood ready to respond to this order and supports the tech industry's adoption of software bills of materials (SBOMs). Later in the year, after a vulnerability was discovered in the Apache Log4j 2 open-source software, Cisco Senior Vice President and Chief Security and Trust Officer Brad Arkin spoke to a U.S. Senate committee on Cisco's response, the security risks inherent in all software, including open-source software, and steps the federal government and Congress can take to foster widespread adoption of secure software development practices.

Valuing privacy and inclusion in software design

When it comes to Powering an Inclusive Future for All, respect for human rights is a fundamental innovation principle. Privacy, security, and inclusion must be central in the design methodology, especially when it comes to artificial intelligence and machine learning. Training data sets often determine how product design and user experience take shape—the adage "goodness in, goodness out" certainly applies. Developers must take steps to ensure these data sets are robust, diverse, and representative of all users. Failing to do so can result in inaccuracies, disappointing user experiences, and unintended bias.

Take, for example, Webex virtual backgrounds, which are designed to hide users' surroundings to enhance privacy, security, professionalism, and fun. Early research versions of this feature, which reflected the state of the art at the time, did not perform well for certain hair textures and styles, or lighting conditions. In some cases, they inadvertently filtered out portions of a user's appearance. Our engineers recognized that broader, more diverse training data sets that were representative of the Webex user base were required, and addressed this during the design phase before releasing the feature. By applying data that was anonymized, ethically sourced, user-contributed, open-source, provided with explicit consent, and respectful of individual privacy in other ways, we made the training data more robust. This resulted in more representative images and algorithms, and a much better and more inclusive user experience for all.

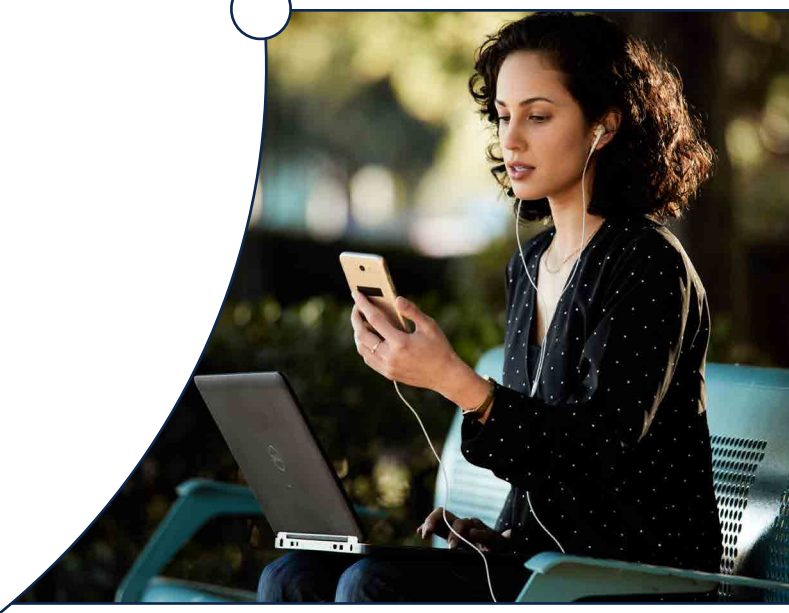
In 2022, we built on the learnings from the Webex team and launched our Responsible AI Framework based on six principles: Transparency, Fairness, Accountability, Privacy, Security, and Reliability. Our Responsible AI Working Group continuously drives adherence to these principles by putting new technologies through Responsible AI Impact Assessments, offering guidance on how to manage risk to human rights, and providing accountability via incident reporting of human rights, privacy, and security concerns.



Our approach to responsible AI helps us design for fairness from ideation and make improvements throughout the product lifecycle.

Delivering security and privacy everywhere

Cisco has an important role to play in improving the world's cybersecurity. We actively engage in the development of industry standards and international frameworks, such as the EU Cloud Code of Conduct, the Global Cross Border Privacy Rules system, and Joint Cyber Defense Collaborative. We are steadfast in upholding our commitments to security and privacy by design, anchored on the principles of transparency, fairness, and accountability. At the same time, we are raising the bar to meet new threats and current realities. For example, we are taking steps to secure open-source software, responsibly disclose vulnerabilities in our products and services, support government and third-party initiatives to deliver more trustworthy software, and enable Data Free Flows with Trust (DFFT). We are also strengthening our capabilities to help customers defend their critical infrastructure—like hospitals, utilities, transportation, and government services—against threats. Protecting these essential functions amounts to keeping as many organizations as possible above the "cyber security poverty line."





Sharing our expertise with all

We view security and privacy as an imperative for all organizations. That's why we work to share our knowledge and solutions widely with our customers, industry associations, and private- and public-sector organizations around the world. For our employee base, Cisco offers both required security and privacy training to all employees and specialized training and certifications for security and privacy professionals. We share tips for users to keep themselves and their families safe online. To make security and privacy more accessible, we offer open-source software and free versions of some of our most popular security solutions, such as Snort for real-time traffic analysis and packet logging, and ClamAV for detecting trojans, viruses, malware, and other malicious threats. We conduct research on key privacy issues facing organizations and consumers and publish the reports on our Trust Center. Learn more about our collaborations, research, and resources in the ESG Reporting Hub.

Human rights

As a major provider of the technology that connects much of the world, Cisco's stakeholders trust us to consider human rights across every aspect of our global operations, from sourcing and supply chain to the design and use of our products.

We strive to meet this responsibility in a way that reflects the global nature and complexity of our business and the rapid pace of innovation. We focus on striving to protect all groups, and particularly vulnerable ones, from harm. These measures include auditing for proper treatment of people working for our component suppliers and putting controls in place to help design our products with consideration for all users.

We govern human rights within our business and supply chain through our Global Human Rights Policy and Supplier Code of Conduct, which are managed by our Business and Human Rights team and Supply Chain Sustainability team. We have established executive-level committees to help inform and advise the work of these dedicated subject-matter experts. We continue to strengthen our processes and policies as technology, risks, and expectations of businesses evolve.



"Customers, partners, and stakeholders trust Cisco to build and deliver the technology that powers the Internet. Core to this trust is Cisco's commitment to respect human rights throughout our global operations."

Dev Stahlkopf
Executive Vice President and Chief Legal Officer

Our impact

Across the Cisco enterprise

We are continuing to mature our Business and Human Rights approach. For example, we have expanded our human rights focus within product development, and we are looking across the value chain to help address human rights impacts that we may be linked to through our business relationships.

We integrate human rights into our product design methodologies. For example, AI/ML technologies have the potential to make sense of large amounts of data more quickly and efficiently than humans can. But they can also make mistakes that could harm human rights or erode customer trust. In addition to Cisco's Responsible AI framework, the Responsible AI/ML Committee, also established in fiscal 2022, defines and directs governance of the implementation and use of AI across our operations and solutions. With this structure in place, we are now conducting assessments to help us identify risks and consult with product teams as they work to address them.

One of Cisco's 12 Social Justice Actions is to embed a human rights perspective into the daily aspects of how we operate. This includes incorporating human rights into our corporate governance, policies, and product development. In addition, our new Inclusive Language Policy—and open-source inclusive language tools—are small steps in the right direction.

Visit Cisco's ESG Reporting Hub for more information on our efforts related to human rights.

Making Webex safe for everyone

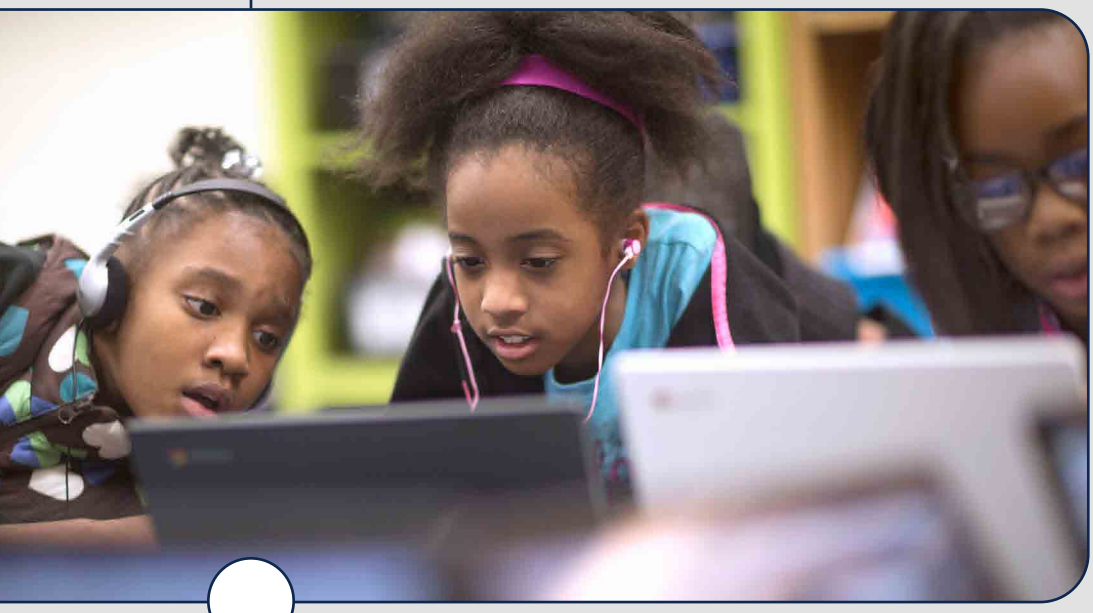
Privacy is more than a compliance obligation—it's a fundamental human right. Security, privacy, and trust are core to Cisco's business offerings.

Cisco has a long-standing commitment to help protect the privacy of minors, including in its role as an EdTech provider. This foundation of trusted technology is why many academic institutions turned to Webex at the outset of the pandemic—and why they continue to embrace the possibilities of remote education. As children spend more time online, we saw increased risks of negative outcomes like cyberbullying and harassment. Our team updated the tool's features to meet the unique needs of teachers and students.

New features we've incorporated include:

- Tiered recording permission, meaning both the host of a meeting and the meeting's participants must give permission for a meeting to be recorded
- Default safety and privacy settings, such as blurring users' backgrounds and not allowing users under a certain age to upload a profile picture
- The ability for teachers to restrict classes just to students, so no one else can drop in, even if they were forwarded an invite
- Allowing teachers to retain control over who can share content

We are also incorporating accessibility features to help make Webex more usable for all. We are conducting assessments, for example, to improve the Webex experience for students and teachers who are Deaf and hard of hearing or neurodivergent.



The Webex for Education team has updated the tool's features to meet the unique needs of teachers and students.

Within our supply chain

Making the world a better place with technology begins with how that technology is made. We see the opportunity and responsibility in leveraging our global business, operations, and footprint to catalyze an Inclusive Future for All. Cisco works closely with manufacturing partners who produce our finished products, component suppliers, and logistics partners around the world. Cisco has a comprehensive engagement strategy with suppliers that includes:

- Setting policies and standards
- Assessing suppliers' conformance to those policies
- Helping suppliers improve
- Implementing targeted initiatives for specific risks and opportunities
- Engaging with industry peers and stakeholders to drive global progress

Cisco was one of the original founders of the Responsible Business Alliance (RBA) and helped develop the first iteration of its Code of Conduct. This Code covers labor, health and safety, environment, ethics, and management systems. Cisco conducted RBA audits of 121 supplier sites, covering an estimated 390,000 workers in 17 countries during fiscal 2022. Any nonconformances that we identified are addressed in a corrective action plan for the supplier, which Cisco monitors to closure.

We work to mitigate and prevent human rights risks in our supply chain. This includes facilitating remediation of workers who have paid recruitment fees, which is considered a risk of bonded labor and is against Cisco policy. In fiscal 2022, we oversaw the return of approximately US$1.7 million to 2817 workers who had paid such fees. We also work to build the capacity of suppliers to help prevent human rights risks. In fiscal 2022, Cisco trained more than 90 supplier sites on the protection of pregnant women and nursing mothers from work-related hazards. We also trained more than 20 new supplier sites on how to implement the RBA Code of Conduct in their operations and instructed more than 60 existing suppliers on how to successfully cascade the RBA Code to their own suppliers.

Supply chain engagement can also catalyze greater worker opportunity and wellbeing. One example is our ongoing work to implement the TenSquared program in partnership with Social Accountability International. This program empowers workers to engage with managers on identifying and tackling persistent workplace challenges over the course of 100 working days. Participants in the fiscal 2022 cohort reduced workers' noise exposure, lessened the likelihood of exposure to hazardous chemicals, and identified ways to work more safely on a daily basis.

Our work extends beyond our manufacturing suppliers into the minerals supply chain. While Cisco does not directly procure minerals from mines, or the smelters or refiners that process them, the company collaborates with suppliers to conduct due diligence in accordance with its Responsible Minerals Policy. In fiscal 2022, 91 percent of the smelters and refiners reported by in-scope suppliers for tantalum, tin, tungsten, and gold (3TG) were low-risk; 62 percent reported cobalt refiners were also low-risk. We also contributed to the RCS Global Better Mining program, which monitors working conditions at artisanal and small-scale mines in and around the Democratic Republic of the Congo. Cisco is a member of the European Partnership for Responsible Minerals (EPRM) and provides additional support to the EPRM-funded Sustainable Trade in Artisanal Gold program, which benefits miners in Burkina Faso by improving and scaling responsible sourcing tools and practices.

Similar to its approach on minerals, Cisco employs a collaborative strategy with industry peers and stakeholders around our human rights work. Through these cooperative efforts, Cisco helps suppliers meet existing standards, build supplier capacity to identify and address emerging issues, and support overall engagement with rightsholders in Cisco's supply chain.

Learn more about how our comprehensive programs identify and mitigate supply chain risks, foster supplier engagement, and catalyze greater impact in the ESG Reporting Hub.



Ethics and integrity

Cisco is committed to the highest standards of ethics and integrity in all of our business dealings.

We consistently uphold strong values and strive to make the right choices in how we conduct business, which helps us earn the trust of our customers, governments, and stakeholders around the world. These values and our expectations of employees are captured in Cisco's Code of Business Conduct (COBC). The COBC is refreshed annually to keep pace with the dynamic compliance environment and work practices, and reflects the "speak up" culture Cisco fosters where employees at all levels can share any concerns without fear of retaliation.

If an employee identifies a concern or has a question that the COBC doesn't answer, we encourage them to reach out to the Ethics Office, their human resources representative, a member of the Legal team, or their manager. Increasingly, we are focused on extending our ethical culture to our partner network, encouraging partners to use the Ethics Line to raise questions or report potential ethics violations. Information about reporting concerns to our Ethics Office is available on the ESG Reporting Hub. Cisco's compliance and ethics organization regularly reports all cases and allegations of ethical violations to the Audit Committee of the Board of Directors and to the Compliance Steering Committee (comprised of Cisco Executive leaders). In fiscal 2022, we saw an increase in inquiries made to the Ethics Office, including a significant increase in questions submitted to the Ethics Line. We believe this increase is an indication of trust in our ethical culture.



Our impact

Updating ethics training

We are constantly seeking new ways to connect with employees around Cisco's ethics policies and expectations. In fiscal 2022, we enhanced our training on anti-corruption and bribery covering related laws and their impacts, how to respond when faced with challenges, and how to report violations. We continue to share "scrubbed cases," or real-life examples of violations that have taken place within the company, with identifying details removed, to help bring ethics concepts to life.

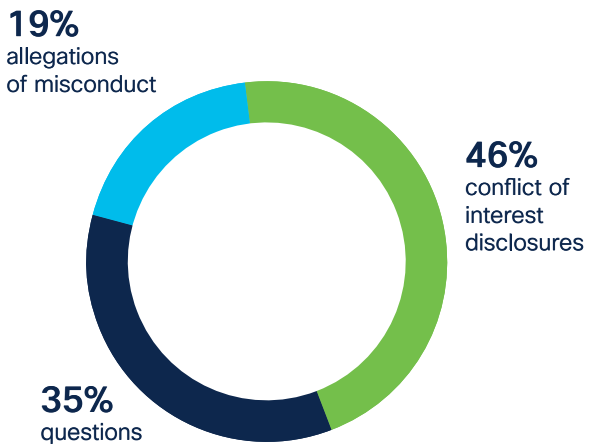
TABLE 2:

Inquiries made to the Ethics Office

2020	2021	2022
1033	1190	1646

CHART 1:

Fiscal 2022 inquiries by type



Visit Cisco's ESG Reporting Hub for more information on ethics and integrity.



Digital inclusion

The Internet is a critical lifeline to jobs, education, and socialization for many people. Yet today, about half of the world's population remains unconnected.

Powering an Inclusive Future for All means addressing the barriers that keep people from accessing the Internet, including cost, skills gaps, and lack of networking infrastructure. But access is just the beginning. Once people are connected to the Internet, we want to create an experience that helps meet their needs. We are making improvements across our product portfolio to help ensure more people are not only connected, but also have trust in digital solutions with product features that set them up for success.

Our impact

Unlocking the value of digitization

Since 2015, Cisco has collaborated with government leaders, industry, and academia to support the delivery of national digital agendas through the Country Digital Acceleration (CDA) program. Over the last two years the pandemic has accelerated the adoption of digital technologies; however, it has also highlighted the stark digital divide that exists across society and within different socioeconomic groups. Through CDA, we are supporting countries to embrace digital and deliver connected and inclusive societies. To date, CDA has over 1100 active or completed projects in 44 countries.

For example:

- In South Africa, we are expanding Cisco Experience, Design, Go-to-Market, Earn (EDGE) Centers. EDGE Centers function as incubators for business knowledge, speed up entry to market, and ultimately create new jobs for the local economy. They provide small- and medium-sized businesses with state-of-the-art Cisco communication and collaboration technology, as well as training and enablement programs to support the growth of local businesses.
- Despite strong privacy and cybercrime laws, Italy is one of the world's top targets of cyber attacks. Cisco established a first-of-its-kind cybersecurity co-innovation center in Milan. The center will promote research and innovation, train the next generation of cybersecurity professionals, and create a local innovation ecosystem.
- In Switzerland, the region of Jura is making e-government services accessible to citizens, particularly those who have never used e-services before or can't easily access them from home. Cisco has partnered with local leaders to deploy two interactive kiosks in the town of Porrentruy to help ensure all citizens have access to the services they need.
- Citizens in remote and rural regions in Mexico have limited access to specialist medical consultants. Cisco partnered with Médica Sur, a private healthcare group, to pilot "Doctor in a Box," a mobile medical kit that can be deployed in isolated parts of the country. By making digital patient services mobile, we have expanded the medical coverage of one of Mexico's most advanced hospitals.

Inclusion by design in Cisco products

As a collaboration platform, Webex offers multiple ways for people to connect. We continue to invest in and develop more inclusive features for this portfolio of products. For example, Webex Control Hub, which provides real-time analytics for all Webex services, uses a color palette that provides accessibility for colorblind users. High-contrast features in the Webex app and meeting platform make work easier for low-vision users. Real-time closed captioning and translation into over 100 languages during meetings helps those with language or auditory barriers, leading to greater participation and retention, especially when Webex is used for remote learning.

Visit Cisco's ESG Reporting Hub for more information on digital inclusion.

Bringing connectivity to communities

Today, broadband infrastructure has been installed across most of the United States. But even in places where broadband exists, there are regions where large portions of the population experience the digital divide. These "broadband deserts" are home to 82% of the country's historically Black colleges and universities (HBCUs).

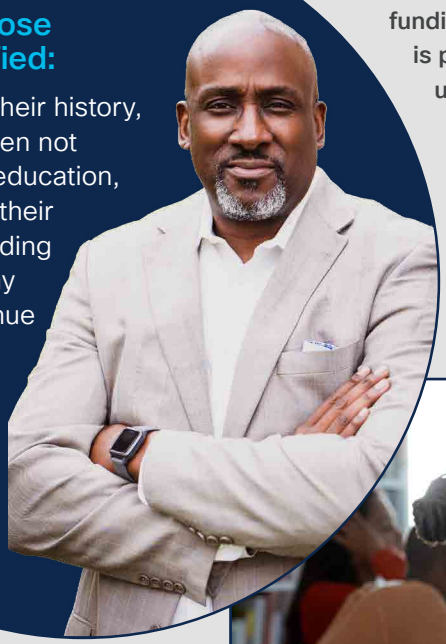
Lack of connectivity has implications for people's ability to seek education and employment, access healthcare, and connect with others. To address this disparity—and as part of our Social Justice Action 8: Commit to HCBUs, Cisco is installing broadband service on the campus of Claflin University in Orangeburg, South Carolina. The installation's location makes for an outsize benefit. Not only is South Carolina one of the states with the highest number of households without broadband access, Claflin is located right next to South Carolina State University, another HBCU. The new equipment will provide connectivity to both universities and will extend nearly two miles into the surrounding community.

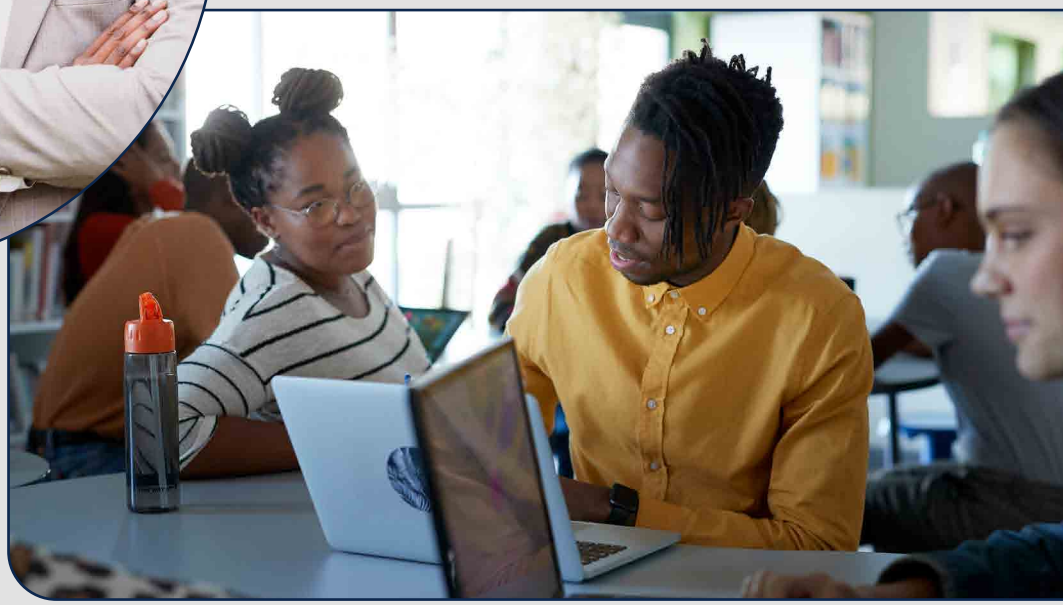
Once complete, this pilot may serve as a model for other HBCUs that do not have access to government funding. Cisco is fully funding the Claflin installation, and the Student Freedom Initiative is providing support to extend this work to other colleges and universities. This work is just one aspect of Cisco's efforts to support HBCUs and the AA/B community as a whole. Learn more about our commitment.

Purpose Personified:

"Throughout their history, HBCUs have been not only a source of education, but also a pillar of their communities. Providing connectivity is a way that they can continue to play this role."

Scott McGregor
Lead, Cisco Social Justice Action 8





Inclusive

Act boldly and deliberately to accelerate fairness, inclusion, and equitable access to opportunity

For Cisco, fulfilling our purpose begins with our employees, who make all that we do possible and are living examples of the change we hope to achieve. As the world evolves, so does our workplace, as we embrace hybrid work and the potential it holds for increasing inclusion and wellbeing. Our purpose extends to communities everywhere, where we strive to use our resources to build resilient communities—ones where needs for food, shelter, and education are met; where people are financially independent; and where entrepreneurs are empowered to launch new businesses.



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26 Inclusion and collaboration
30 Employee experience
31 Health and wellbeing
33 Employee community impact
36 Our Global Communities
36 Crisis response
38 Learning and digital skills
42 Economic empowerment

Our people

Inclusion and collaboration

Inclusion isn't just something we do—it's part of who we are. Fulfilling our purpose to Power an Inclusive Future for All means reimagining how we come together and how we respect each other's identities and the roles we play inside and outside of work.

It means tearing down barriers to equity, collaboration, and connection—both in the many places we work and in the wider world. In fiscal 2022, we continued to apply technology and data to solve our most critical challenges. We're accelerating how we attract, develop, and promote diverse talent; taking bold action on social justice; supporting our global employee resource groups, known as Cisco Global Inclusive Communities; and expanding our impact across our ecosystem of partners, suppliers, and customers.



Our impact

Accelerating full-spectrum diversity

Within Cisco, we've accelerated the diversity of our global workforce each year for the past eight years, creating the most diverse Cisco ever across gender, race, and ethnicity. All members of our Executive Leadership Team (ELT) have developed targeted Action Plans for how they will accelerate full-spectrum diversity and sustain high levels of community engagement.

In fiscal 2022, we continued to make significant progress, with hiring of AA/B, Latinx, and women employees a key strength. Through Social Justice Action 2, Increase Representation, we have created a powerful alliance with the OneTen Initiative—which is committed to upskilling, hiring, and promoting 1 million AA/B Americans over the next 10 years. Through this initiative we have hired 75 AA/B individuals as project managers, engineers, technicians, and more. Our hiring rate is almost double the percentage of available talent within the marketplace—a clear indicator of the momentum we are gaining.

We've also continued to expand the ways we support career advancement, both within and beyond our company. Five years ago, we launched The Multiplier Effect (TME), a program leveraging the power of sponsorship to change the equation for diversity. Leaders pledge to sponsor at least one extraordinary person different from themselves for career advancement and to challenge their peers to do the same. To date, 2446 sponsors and 3761 sponsees have participated. The benefits of the program go both ways, as data indicates that TME sponsors and sponsees alike are more likely to be promoted than others at Cisco. Our Social Justice Action 6, Connect Leaders and Employees, was created to drive engagement and accelerate the impact of TME. We also set enterprisewide goals for our ELT, senior vice presidents, vice presidents, and leaders to achieve. Over the last three years, 100 percent of Cisco vice presidents have taken the pledge.

Visit Cisco's ESG Reporting Hub for more information on inclusion and collaboration, including our workforce diversity statistics.

Bold beliefs lead to bold action

For years, Cisco has taken considerable steps to fight injustice and inequity around the world. In 2020, we came together to make our commitment to social justice integral to our company's purpose by creating our Social Justice Beliefs and Actions—the beginning of a five-year, US$300 million commitment to address our biggest challenges and drive lasting, generational change. We've made significant progress in our Social Justice Actions through fiscal 2022, including:

- Achieved a 60 percent increase in AA/B employees in entry level through manager roles, a 94 percent increase in AA/B directors, and a 160 percent increase in AA/B vice presidents and above since fiscal 2020
- Invested into BIPOC and female-led startups and venture funds through Cisco Investments' Aspire Fund, including investments in Corellium, Work-Bench, L'ATTITUDE Ventures, and Acrew
- Expanded our pay fairness program to include analysis on promotion and stock participation, in addition to the analysis we run annually on base pay, bonus, and stock grant value
- Distributed millions of dollars donated by Cisco and employees to nonprofits and social justice initiatives
- Received workforce diversity reports from 90 percent of our targeted fiscal 2022 preferred suppliers

12 Social Justice Actions:

1. **Influence Ecosystem**
2. **Increase Representation**
3. **Expand Pay Parity**
4. **Increase Board Diversity**
5. **Deliver Anti-discrimination Education**
6. **Connect Leaders and Employees**
7. **Supplier Engagement**
8. **Commit to HBCUs**
9. **Support Black-owned Companies**
10. **Diversify Partner Ecosystem**
11. **Invest in Black Innovators**
12. **Human Rights in Technology Solutions**



92% of Cisco employees completed our Building Skills for Conscious Culture training in fiscal 2022

Making bold moves for HBCUs

One of the most powerful examples of Cisco's focus on bold action and generational impact is our US$150 million commitment to preserve the legacy and sustainability of Historically Black Colleges and Universities (HBCUs) through Social Justice Action 8. Our commitment makes Cisco the largest corporate donor in HBCU history.

Of Cisco's total commitment through 2025, US$50 million is dedicated to fund STEM education as the first corporate donor to the Student Freedom Initiative's Access to Education endowment. An additional US$100 million is focused on driving technology modernization at four-year HBCUs. Learn how this commitment is coming to life and bridging the digital divide. In collaboration with key partners and suppliers, we've recently completed the modernization initiatives for an initial group of eight HBCUs. By building a bridge to technology excellence, we're not only supporting compliance, but also helping these remarkable institutions meet cybersecurity compliance standards while preserving their legacies. In addition to technology modernization, we are supporting HBCUs by:

- Offering Cisco Networking Academy at approximately 50 HBCUs, with plans to introduce it at all 107 institutions
- Joining the HBCU Partnership Challenge, a commitment to create strategic partnerships with HBCUs and hire HBCU graduates
- Convening a Cisco HBCU Advisory Board to share best practices and engage community stakeholders



"Our intention is to make a lasting impact for HBCUs and their students for generations to come. We need to act now to help ensure that we are all doing our part to empower this community."

Maria Martinez
Cisco Executive Vice President and Chief Operating Officer

Gaining proximity and allyship

Getting closer to different perspectives, experiences, and identities has become the common thread that weaves together the way we innovate, expand, and accelerate inclusion. For example, our Proximity Initiative challenges leaders and teams to share stories, engage in courageous conversations, and work together to weave inclusive behaviors into every part of the business. Proximity Meetings—one-on-one dialogues between leaders and employees from across the full spectrum of diversity—are central to the initiative. In fiscal 2022, we expanded a coaching program designed to build on the insights of the dialogues, deepen understanding, and drive inclusive leadership. Over 300 leaders at the vice president level and above have participated in the program since its inception in fiscal 2019.

Creating a more seamless connection with Cisco Global Inclusive Communities has also been a critical success factor in creating proximity. In fiscal 2022, they drove participation for more than 700 Proximity Meetings. Cisco's Global Inclusive Communities also play a critical role in driving social justice. In fiscal 2022, they transformed our annual Social Justice Week into a year-round Social Justice Movement. Communities lead monthly events featuring guest speakers, panel discussions, and personal testimonials designed to drive awareness and create a sense of belonging.

Expanding impact across our ecosystem

Expanding diversity, equity, and inclusion across our ecosystem of partners and suppliers is part of Powering an Inclusive Future for All. We requested our preferred suppliers that provide over 50 contingent workers to Cisco to track and then aggregately report diversity. In return, we are sharing our innovations and successful solutions aimed at accelerating diversity. In fiscal 2022, we began discussing how we could share our highly effective Building Skills for a Conscious Culture training with key suppliers. Cisco continues to invest in our Supplier Diversity Executive Sponsorship Program, which pairs diverse suppliers with Cisco executives for regular coaching and feedback and curriculum sessions where suppliers learn more about Cisco's supplier environment and priorities. To date, 56 executives from the United States, United Kingdom, and India have completed this program.

Cisco's contingent workforce:

Employees of our nonmanufacturing suppliers, also known as contingent workers, make up our extended workforce. We track not only diversity in ownership of our supplier community, but also the diversity of preferred suppliers' employees that directly support Cisco. In fiscal 2022, 53 preferred suppliers shared diversity metrics. From this data, we learned that the overall representation of women, minorities, and veterans has increased by 3 percent from previous year.

27
Cisco Global Inclusive Communities

300
chapters

70+
countries



Employee experience

Cisco's purpose gives meaning to the work our people do. And intentional investments in career development make our workplace one where people stay and grow.

The past three years have seen massive changes in how, where, and when we work, and we've undertaken focused efforts to adapt our tools and processes to support a variety of workstyles. This includes providing people with the collaboration tools they need to do their jobs effectively, teaching leaders how to engage in hybrid work, and reimagining our offices as safe, secure places to collaborate. Listening to employees remains an important part of every decision we make. Outreach in the form of our quarterly Real Deal surveys gives people the opportunity to share what's working for them—and what's not—so that we can make improvements that keep everyone engaged.



"Cisco is intentional about investing in both career and personal development. We know that when our people play to their strengths and show up as their whole, best selves, we can deliver exceptional results and drive our Purpose forward."

Kelly Jones
Chief People Officer

Visit Cisco's ESG Reporting Hub for more information on employee experience.

Our impact

Scaling up My Onboarding Journey

Any employee's first months at Cisco set the tone for the rest of their time here. In fiscal 2022, we launched My Onboarding Journey (MOJ), a new program for all full-time hires. The program includes connection points during an employee's first week and after 30, 60, and 90 days, where they get connections to benefits and resources, introductions to Cisco Global Inclusive Communities, and ways to build their skills and give back to communities. Recently, we enhanced the program by offering more intimate breakout sessions, translating content into local languages, and organizing events for MOJ alumni. Because the program was created during the pandemic, we are now working on adding in-person components through which new hires can further make connections and experience Cisco's cross-functional collaboration culture.

11,187
new hires participated in My Onboarding Journey during fiscal 2022

Illuminating career possibilities

Through employee feedback, we've learned that there is a strong appetite for virtual resources that people can use to grow their careers—and that people need dedicated time to focus on learning and development. Based on these insights, in fiscal 2022 we launched Cisco Illuminate, an ongoing program of quarterly learning experiences connecting employees with the relevant people, information, and skills to move forward with confidence. Each quarter, we focus on a different topic (Your Learning, Your Leadership, Your Career, Your Team). Illuminate Your Leadership, for example, brought together internal and external speakers who shared examples, best practices, and simple actions leaders can take to engage their teams. In addition to Illuminate, which is intended to act as a momentum builder for learning and development, we continue to offer a range of leadership and professional development programs. Learn more in our ESG Reporting Hub.

Health and wellbeing

Cisco supports employees in cultivating a safe and healthy work environment. As we embrace a hybrid work future, this means helping them take good care of themselves and others no matter where they are.

Our emphasis on health and wellbeing is an embodiment of our Conscious Culture. The benefits and wellbeing programs we offer are designed to help employees through life's routine ups and downs, as well as extraordinary events like the COVID-19 pandemic and societal crises that may impact physical or mental wellbeing.

Increasingly, fostering work-life balance means being flexible with where and how our people work. The hybrid work model has allowed Cisco to think deeply about our preferred work styles, team dynamics, and individual wellbeing to create an inclusive, positive environment for all, including the approximately 60 percent of Cisco employees who self-identify as caregivers. Quarterly employee surveys indicate that this flexibility makes a difference.



Our impact

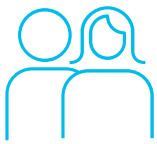
A hybrid approach to wellbeing offerings

As the pandemic has progressed, we have taken a thoughtful approach to the services we continued to offer in person and the ones that transitioned to a virtual format. As we learn to live with COVID-19, we are embracing a hybrid approach that allows people to engage in the ways that suit them. For example, Cisco's LifeConnections Health Centers remained open, offering primary medical care, physical therapy, acupuncture, chiropractic, vision care, dental care (in San Jose, California), and behavioral health. Employees and contractors also had access to care via telehealth. We kept our Children's Centers in San Jose and Bedfont Lakes, United Kingdom, open under strict safety measures, and welcomed kids back for summer camps in 2022. Also this year, we were pleased to reopen our Global Fitness Centers, where employees can come together for group exercise, nutrition education classes, and more. Technology teams in San Jose; Research Triangle Park, North Carolina; and Bangalore, India have installed telepresence and Webex capabilities to fitness studios, making for a true hybrid experience.

Visit Cisco's ESG Reporting Hub for more information on health and wellbeing.

Benefits that benefit all

Cisco's benefits strategy is to support employees with inclusive, adaptable, and meaningful offerings and experiences that help them realize the best version of themselves. This means we don't take a one-size-fits-all approach. We seek to offer equitable coverage around the globe and design experiences that accelerate equity and fairness. These include:



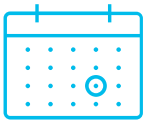
Gender-neutral child bonding leave

Employees take time away to welcome a new child based on the caregiving role they'll play, not gender or birth role.



Paid time off for grandparents

Up to three days away—because we know how important it is to celebrate this milestone.



Critical time off

Paid time off to deal with family emergencies—with "family" broadly defined as anyone who depends on you.



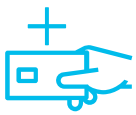
Therapists from several diverse backgrounds

Select a therapist with a shared identity, such as gender, ethnicity, or religious affiliation.



Specialized support around gender identity

Transgender, intersex, and nonbinary employees can get dedicated physician advocates with expertise in navigating the healthcare system with their needs in mind.



Medical travel reimbursement

Cisco covers necessary travel expenses for U.S.-based employees who must travel for healthcare treatments, including gender-affirming care and abortion services.



Resources for caregivers

RethinkCare, available to all employees, provides parents and other caregivers with guidance and resources to help children navigate social, emotional, developmental, or behavioral challenges. Wellthy, available in several countries, offers dedicated care coordinators who lend extra support.



Supportive employee communities

Eight Cisco Global Inclusive Communities support health and wellbeing, allowing employees to turn to their peers for support on a range of issues.

Learn more about benefits available to Cisco employees in our ESG Reporting Hub.

Employee community impact

Encouraging Cisco employees to contribute to their local and global communities is one way we bring our purpose to life.

In fiscal 2022, for the third year in a row, we maintained over 80 percent employee participation in community impact. We measure impact by employees' actions, including advocating for causes they care about; environmental sustainability actions; hybrid volunteering (virtual and in-person); donating; digital give-back experiences; survey sharing; and participating in programs that positively impact people, society, and the planet. The fact that we have engaged four out of every five Cisco employees, representing 95 countries, for the past three years—even throughout a global pandemic—is proof of a purpose-driven culture where small acts of kindness can add up to incredible impact.

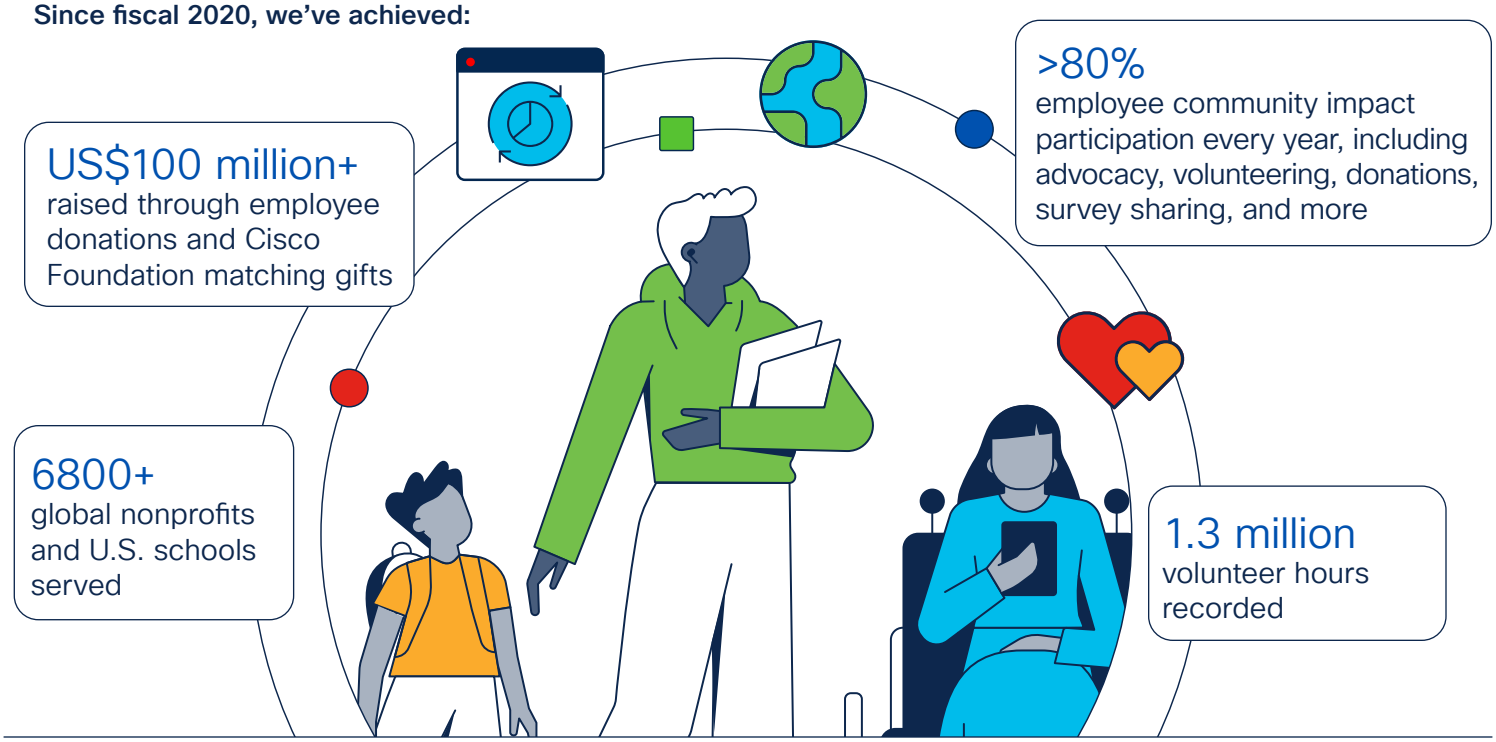
Principles of behavioral science and economics and data-forward insights drive our strategy and allow all employees to contribute, no matter where they are. For example, we use nudges like giving all new hires a credit to donate to a nonprofit of their choice and integrating easy give-back actions into digital spaces, meetings, and business events. Now, we are leveraging the power of Webex to increase engagement and help create positive habits. By communicating with a chat bot, employees can make donations and pledges directly in chat. With a digital widget, anyone can more easily track Cisco's and their team's participation, anytime, anywhere.

Community impact continues to be an integral part of Cisco's Conscious Culture. Our ELT integrates community impact into their business operations, reinforcing their commitment to supporting communities in need and setting the expectation that community impact is a business imperative. In addition, many of our Global Inclusive Communities have their own impact goals and participate in giving. As we've transformed our approach to giving back over the years, we are uniquely positioned to share strategies and outcomes with others through forums like the Boston College Center for Corporate Citizenship. This allows us to accelerate and multiply impact for good.

Visit Cisco's ESG Reporting Hub for more information on employee community impact.

Leading in community impact

Since fiscal 2020, we've achieved:



Our impact

Engaging employees in supporting equal rights for all

As part of Social Justice Action 1, Influence Ecosystem, which seeks justice and equal rights for AA/B people by supporting nonprofits and policy change, community impact partnered with Cisco's Connected Black Professionals (CBP) Inclusive Community to create the Power to Empower Campaign. The campaign encouraged CBP members and other employees to nominate racial equality and social justice nonprofit organizations that were meaningful to them. Through this campaign, over 100 new nonprofits were added to our matching gifts portal so our employees could have their volunteer time and donations matched by Cisco.

Additionally, Cisco's Black Equity Grant program (BEG) awards US$500,000 in cash grants each fiscal year to Black-serving and/or Black-led nonprofit organizations who support social justice and racial equity. Through the BEG program, community impact partnered with CBP to identify organizations and distribute US$75,000 in cash grants to five organizations they were passionate about.

A journey for a cause

The Camino de Santiago extends for more than 500 miles across northern Spain, attracting tens of thousands of hikers each year. In 2022, 425 Cisco employees, friends, and families from 21 countries came together to train, prepare, and hike the trail—while raising funds for global charities battling cancer. Many employees made use of Time2Give, the 10 days of time off each employee receives to volunteer, to take part. In total, employees raised more than €100,000 for cancer charities in nine European countries. The experience was an opportunity for colleagues to connect after an extended time apart—as well as to make a positive impact on people and the environment throughout the journey. Watch a video of the event.



Engaging employees on sustainability

Cisco encourages employees to contribute to environmental sustainability. We have numerous programs and platforms through which people can access resources, get inspiration and share ideas (learn more in the ESG Reporting Hub). In fiscal 2022, we launched Sustainability Central, an internal site that provides information on Cisco's commitment to sustainability, resources for sales teams, and sustainability news and highlights from across the business. We also began a new Sustainability Ambassadors program to train employees to represent Cisco's global sustainability strategy and portfolio internally and to customers, partners, and other external stakeholders. Over 60 employees became Cisco Sustainability ambassadors during the initial launch of the program.

Employees continue to participate in 24 Green Team Networks (Global Inclusive Communities focused on driving sustainability impacts) and join in our annual Earth Day celebration, Earth Aware, that culminates in SustainX each year. And for the first time since the pandemic began, we were able to host an in-person Recycle IT Day for the 25th anniversary of this event, during which employees brought in used electronics for recycling. During the event, we collected 128 metric tonne of equipment from 100 sites around the globe.

To grow awareness and inspire employees to contribute to Cisco's circular economy transformation, we publish a quarterly circular economy newsletter (which is now a sustainability newsletter), manage a circular economy Webex space, and have embedded trainings across key groups at Cisco. In fiscal 2022, our newsletter readership grew by 20 percent, and over 5500 employees in the design community were trained on incorporating Circular Design Principles into their roles.

Applying technical skills for good

Beyond the actions they take and the donations they contribute, many Cisco employees have specific skills that are valuable to our nonprofit partners. We are creating more targeted Tech4Good opportunities for those employees to apply their skills to make a positive impact. For example, Cisco engineers are lending their expertise to LifeMoves, Destination: Home, Covenant House Alaska, and Westhab, four organizations serving homeless communities in the United States. Their contributions are increasing access to connectivity for these nonprofits, as well as for the homeless and formerly homeless individuals they serve—an essential stepping stone for people seeking housing and work.

Systems engineers visit shelter sites or meet with staff virtually, then design Cisco Meraki networks to suit them. LifeMoves, for example, has sites that range from short-term shelters in parking lots to brick-and-mortar buildings, which have different communications needs. After determining the sites' requirements and advising on the bill of materials, Cisco donates Meraki networking equipment.

Paul Simpson is the Chief Financial Officer of LifeMoves, one of the beneficiaries of Cisco's work. "Homelessness is a global issue," he says. "And while technology alone is not the solution, there is much that the tech community can do to remove barriers to finding solutions."



Purpose Personified:

"It's a great opportunity. We have a chance to make a difference not just for corporations, but also in the lives of people who are helping people. The impact that we make now is an impact that you can see on the street every day."

Tim Curry
Cisco Program Manager,
Networking Experiences Strategy & Operations

Our global communities

Crisis response

Cisco has long focused on helping vulnerable populations meet their critical needs and build resilience against crises like conflict and natural disasters.

As a technology company, we are uniquely positioned to assist. When a natural disaster or humanitarian crisis occurs, connectivity is a critical form of aid—just like food, water, shelter, and medical care. Being connected allows responding agencies to coordinate their work and enables people to contact their loved ones and access critical information and services.

The Cisco Crisis Response (CCR) team leverages our people, technology, and financial resources to support nonprofit and emergency response partners that are working tirelessly on disaster preparedness and response, in addition to facilitating long-term recovery and building community resilience. The 11-person team is comprised of technical engineers, operations and logistics coordinators, and grant portfolio managers, along with an extended team of over 400 Cisco employees who volunteer their time and expertise. Over the past year, we deepened many of our strategic partnerships and grew our team to reach more people in more places.

Our impact

Addressing the homeless crisis

Cisco is in the final year of our current five-year, US$50 million partnership with nonprofit Destination: Home to address homelessness in Santa Clara County, California, through housing, prevention programs, and connectivity. Through this partnership, which began in 2018, we have learned that despite common stereotypes, only 38 percent of the homeless population experiences severe mental illness or chronic substance abuse. Instead, many people who are homeless are simply unable to afford a home. We are tackling homelessness from this angle, providing private capital, which, combined with public funding, allows developers to acquire land and build new affordable housing units faster. Knowing that Internet access helps people more fully participate in their communities and access critical services, installing Wi-Fi connectivity in new housing developments is also an important part of our work.

As a result of Cisco's support, Destination: Home has:

Funded 30 affordable housing developments that will create 2600+ new homes

Prevented 12,300+ individuals from becoming homeless



Supporting refugees worldwide

There are more than 27 million refugees in the world today. When people are displaced from their homes, they often also lose access to the ways they would typically get information, including connecting to critical resources and communicating with loved ones far away. In today's highly connected world, connectivity is a lifeline. CCR responded to evolving crises across the world in fiscal 2022, establishing secure Internet connectivity at shelters and community centers on the U.S.-Mexico border; at sites supporting Venezuelan migrants in Colombia; at U.S. military bases housing Afghan refugees; and in refugee accommodation centers supporting Ukrainian refugees in Moldova, Poland, Slovakia, Hungary, and Romania. Since 2015, CCR has worked with nonprofit and UN partners to provide free, secure connectivity for refugees in 15 countries (and four continents) around the world.

Visit Cisco's ESG Reporting Hub for more information on crisis response.

Expanding NetHope's impact

For more than 20 years, Cisco and NetHope have been tackling humanitarian challenges through technology. Cisco helped establish NetHope—now a consortium of over 65 leading global nonprofits—in collaboration with Save the Children, and has supported the organization with equipment, employee time, and expertise ever since.

The latest phase in our partnership is a US$15 million grant from Cisco to launch the Digital Breakthrough Initiative. The funding will allow NetHope and its NGO members to be better able to prepare for and respond to emergencies, build resilience against climate change, and enhance nonprofit members' cybersecurity and digital protection practices and capabilities. Approximately US$6 million of the grant will fund NetHope's Emergency Preparedness and Response program, which includes:

- Expanding disaster resilience curriculum and training for NetHope members and response agencies globally
- Growing and maintaining a qualified rapid response team, both at a local and global level
- Capitalizing a Rapid Response Fund to allow NetHope and its members to respond and mobilize more quickly
- Prepositioning equipment in disaster-prone countries and regions to reduce the time it takes to restore power and communications after disasters

The grant will also allow NetHope to grow its crisis informatics and digital innovation programming, leveraging the power of technology and data to improve coordination and deliver more effective responses to emergencies.

Says Lance Pierce, CEO of NetHope, "These funds will help NetHope reorient our emergency work around localization and resiliency. They will facilitate a new wave of climate-focused partnerships and action across the relief, development, and conservation sectors."



Cisco helped establish NetHope in 2001 and continues to support its consortium of humanitarian organizations. This year, we provided a US$15 million grant to help NetHope build the capacity of the humanitarian and international development sector.

Learning and digital skills



In an increasingly competitive, connected, and technology-driven world, a digitally informed education is critical.

Collaborating to deliver quality education through public-private partnerships to people everywhere is an important way Cisco brings about our purpose. Learners of all ages are thinking about schooling, careers, and skills development in new ways, embracing hybrid, remote, and independent learning.

Cisco Networking Academy, one of the world's longest-running IT skills-to-jobs education programs, delivers some of the most in-demand digital skills with high-quality curriculum backed by learning science and Cisco industry expertise. We continue to innovate, invest in, and evolve learning technologies for greater opportunity to scale and personalize learning. The global program operates through an unmatched ecosystem of partnerships including governments, academic institutions, and nonprofits, as well as direct delivery of courses to learners. In October 2022, Cisco announced a new goal to provide digital and cybersecurity skills training to 25 million learners over the next 10 years through its Cisco Networking Academy program. Networking Academy celebrates its 25th year in 2022.

Across our areas of work, we are building resilience by bringing education and career connections to people who have historically been underserved and underrepresented in technology fields, including women, racial minorities, people with disabilities, and rural populations worldwide. We also focus on cybersecurity education, knowing the importance of addressing the global cybersecurity skills shortage. At the White House National Cyber Workforce and Education Summit in Washington, D.C., in 2022, Cisco announced our commitment to train an additional 200,000 students in the United States over the next three years in networking and cybersecurity skills.

Visit Cisco's ESG Reporting Hub for more information on learning and digital skills.

Career opportunities for all

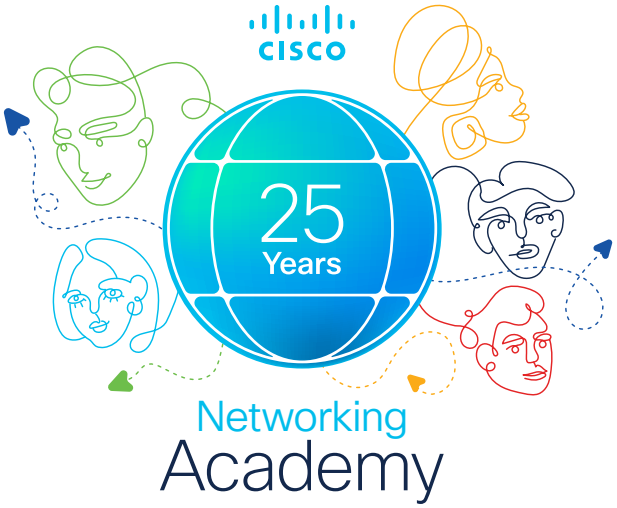
Focusing on underserved and underrepresented populations will help us build an equitable and inclusive global workforce. In fiscal 2022, we worked to diversify the candidate pool of the Talent Bridge program by connecting with refugee groups and underrepresented communities. For example, we are leveraging existing relationships that Cisco has with NGOs to introduce refugees to our program. We implemented two-factor authentication on the Matching Engine to provide simplified and secure access for refugee candidates. And we worked with experts (UNHCR, Tent Partnership for Refugees, Fragomen, and EY Global Consulting Services) to educate Cisco channel partners on the benefits of hiring refugees.

Our impact

Reaching more learners through Cisco Networking Academy

Despite challenges and disruptions in the education sector at large, we've continued to see steady growth in demand for our digital skills programs. We continue to expand the Cisco Networking Academy program to reach more people in the way they learn and connect today. In fiscal 2021, we launched Skills for All, a free, mobile-first learning platform, further evolving equitable access to education. In fiscal 2022, we made a deeper investment in our Skills for All Cybersecurity Learning Pathway with alignment to a new industry-recognized cybersecurity certification for learners to signal their readiness for entry-level cybersecurity roles, such as cybersecurity technician and junior cybersecurity analyst. Further supporting learners with employment opportunities, Networking Academy's Talent Bridge program offers learners a career portal, career resources, an alumni network, and the Talent Bridge Matching Engine to connect learners to over 1000 employment partners.





17.5 million
students reached globally since inception

26%
female students since inception

95%
of students surveyed say that Networking Academy helped them obtain a job and/or educational opportunity[1]

3.4 million
students say that Networking Academy helped them obtain a new job[2]

Since 2019

153,000
students who have self-reported a disability[3]

In fiscal 2022

11,800
academies

190
countries

29,300
instructors

21%
female instructors

92%
of instructors say that Networking Academy helped them become a better educator[4]

1 Based on student outcome surveys of students participating in Cisco certification courses between fiscal 2005 (when exit surveys began) and fiscal 2022.

2 Based on student outcome surveys of students participating in Cisco certification or IT Essentials courses between fiscal 2005 (when exit surveys began) and fiscal 2022.

3 Since July 2019 when Cisco starting collecting this data; self-reporting is optional.

4 Based on instructor survey participants in fiscal 2022 who were actively teaching.

Connecting girls with digital skills

The right role model can make a big difference in one's choice of career. The Women Rock-IT program, which works in tandem with Cisco Networking Academy, exposes girls to female role models in IT, entrepreneurship, and many other technology fields. The main fiscal 2022 event, which was broadcast online around the world for International Girls in ICT Day, focused on esports and gaming, and how players can translate their skills into careers in technology. It included remarks from women leaders at Cisco as well as esports players, engineers, and advocates. Since its launch in 2014, Women Rock-IT has engaged 2 million participants, of which nearly 870,000 subsequently enrolled in Networking Academy courses.

Cisco also inspires girls to explore STEM topics through our partners in the education sector. Research shows that girls, particularly in developing nations, are less likely than boys to have access to STEM education opportunities. Engaging girls during the school day, therefore, is one way to help steer them toward degrees and career paths in STEM fields. We are engaged in a multiyear partnership with picoCTF, an initiative of the CyLab Institute at Carnegie Mellon University (CMU) in Pittsburgh, Pennsylvania. picoCTF is a free, online computer hacking challenge geared toward U.S. students in grades 6 through 12. Cisco's investment is helping teachers integrate picoCTF into their daily lesson plans, which allows them to better reach female students. CMU reported at the end of its grant that with Cisco's investment, picoCTF observed an increase in female participants in its programs.



2 million
participants in Women Rock-IT since 2014

The bridge from learning to a career

Early in the pandemic, Agnes Chege was laid off from her customer service job at an electronics company in Nairobi, Kenya. She had networking skills and a degree in information sciences, but job opportunities were limited, and she wasn't sure of her next career move.

Six months later, she received an email from the Kenya Ministry of Education, a Cisco Networking Academy partner, promoting a free Introduction to Cybersecurity course through Cisco's Women Rock-IT program. She attended the Women Rock-IT virtual event, took the course, and then added its digital badge to her LinkedIn profile. Soon after, she was approached by a Kenyan cybersecurity company about a security analyst internship—where she still works today.

"When I was thinking about Cisco Networking Academy, the first thing that came into my mind was a supermarket where you get everything under one roof. That is what Cisco Networking Academy is: you have so many things that can give you a direction on your career," says Chege.

On the job, Chege immediately applied the skills she gained in the course, such as understanding the different types of cyber attacks, threats, and vulnerabilities. "Threat hunting is my favorite part of the job," she says. Chege now trains clients on cybersecurity awareness, and is sharing her passion by participating in mentorship programs for girls. She continues to upskill with self-paced options on Skills for All, as well as instructor-led training through Cisco Networking Academy. Chege's advice to others considering cybersecurity careers? "Go for it!"

Purpose Personified:

"If Cisco Networking Academy didn't exist, I wouldn't be in cybersecurity right now. I had very little knowledge of it before I took the Introduction to Cybersecurity course."

- Agnes Chege



Economic empowerment

A sustainable and regenerative economy is one in which people have the knowledge, skills, and opportunities they need to support themselves and their families. Cisco works to facilitate widespread and equitable access to these resources. We do this by providing cash grants, donating Cisco technology, and contributing staff time and expertise to nonprofits that design, deliver, and scale technology-based solutions. Our investments drive economic empowerment for individuals and families in three ways:

- Skills to careers: Delivering culturally relevant technical and professional skills training and mentoring to help people obtain meaningful jobs that support long-term career development
- Financial inclusion: Offering affordable and relevant financial products and services that enable people to securely save and access their money, buy inputs for their crops, and pay school fees
- Entrepreneurship: Helping entrepreneurs build networks, connect with mentors, and gain access to investors and capital to launch and grow their businesses

Beyond grants to nonprofits, awards programs are an important part of our strategy. Through prize competitions, we enable social entrepreneurs and changemakers to share their ideas on a global stage and, through our funding, advance their ideas to deliver results.

Our impact

Jumpstarting entrepreneurs' biggest ideas

The Cisco Global Problem Solver Challenge continues to inspire entrepreneurs to pitch their solutions to some of the world's toughest problems. In 2022, US$1 million was awarded to 15 teams in 10 countries. A team from Kenya, Drop Access, won the Grand Prize worth US$250,000. Their solution, VacciBox, is a portable, low-cost solar-powered fridge that can be used to store vaccines even without a reliable cold chain. At a rural health care center in Kenya, the use of VacciBox has more than tripled vaccination rates.

In response to the growing urgency to mitigate climate change, we introduced a new Climate Impact and Regeneration Prize category worth US$300,000. These prizes were awarded to teams with solutions to reduce or remove GHG emissions or regenerate depleted ecosystems. Across all prize categories, we received nearly 1200 applications in 2022. Setting a new record, 67 percent of winning teams have a woman founder.



Purpose Personified:

"It's hard for entrepreneurs trying to bring innovation into the world. With Cisco's stamp of approval, we'll stop listening to naysayers."

Norah Magero,
Drop Access, Cisco Global Problem Solver Challenge 2022 Grand Prize Winner

Supporting communities in India

The India Cash Grant Program provides funding and advisory services to organizations working in our focus areas of critical human needs and crisis response, education, and economic empowerment. Recently, we partnered with Social Alpha, a multistage venture development organization, to launch Krishi Mangal. Krishi Mangal is an accelerator for agritech startups, designed to address the siloed nature of India's agricultural innovation systems. In the first cohort of the program's scale-up accelerator, five startups received grants of 4 million rupees (about US$50,000) to implement their solutions in new geographies or market segments. Throughout the process, Cisco mentors provided domain expertise and market knowledge to help teams scale their ideas.

Funding solutions for ending food waste

Fiscal 2022 marked year four of Cisco's partnership with Global Citizen, and of the Global Citizen Prize: Cisco Youth Leadership Award. The award celebrates an individual between the ages of 18 and 30 who has contributed meaningfully toward the goal of ending poverty in their community. The 2022 winner is Nidhi Pant, who co-founded an India-based food preservation organization, S4S Technologies, in 2011. S4S was created when Pant and her team noticed significant waste when food spoiled before reaching farmers' markets. They addressed this challenge by providing solar-powered food dehydrators that give farmers the option of storing their yields for consumption or sale throughout the year, allowing them to become microentrepreneurs. The startup supplies the dehydrators specifically to women farmers, who are often marginalized in India's agricultural sector. The prize money allowed S4S to work with an additional 1200 microentrepreneurs in 2022.

Visit Cisco's ESG Reporting Hub for more information on economic empowerment.

Shining a light on energy poverty

When you live without electricity—as do 600 million people in sub-Saharan Africa alone—the day ends when the sun goes down. You cannot work, study, or charge your phone without walking into town and using a generator-run kiosk. If you need power for light, heat, or cooking, you're likely to build a fire or purchase kerosene. But both of these energy sources contribute to indoor air pollution, which disproportionately harms women, as well as any young children at home with them. Kerosene is often purchased in small quantities at a high cost—amounting to up to 30 percent of a household's income each year.

This lack of sustainable and affordable energy services and products is known as energy poverty—and it's an issue that Cisco grantee Solar Sister is committed to solving. Solar Sister trains women entrepreneurs to sell products like solar-powered lanterns, clean cookstoves, radios, fans, and water filters to people in their communities, nearly all of whom live off-grid. The women-to-women model creates trust between entrepreneurs and their customers and helps get products into hard-to-reach areas. To date, the organization has provided over 7400 entrepreneurs with the opportunity to build clean energy businesses and 3.4 million people access to energy—while avoiding nearly 1 million metric tons of CO_2e emissions. Now, Cisco is helping Solar Sister's entrepreneurs enhance their digital skills and operate more efficiently—so they can have an even bigger impact.



Photo Credit: Solar Sister

Purpose Personified:

"Just a single light bulb changes everything in a family's wellbeing. They do not have to burn fossil fuels, so it's better for the environment, and it's so much cheaper. The family is no longer spending up to 30 percent of their income just on something like kerosene."

Katherine Lucey
Founder and CEO,
Solar Sister



Future

Help ensure a sustainable and regenerative future for our planet

An Inclusive Future for All must include a deep focus on maintaining a livable planet. Cisco is leveraging our scale and innovation to help ensure that our increasingly digital future is sustainable, inclusive, and resilient. We are doing this by reducing emissions across our operations, supply chain, and products; continuing to source more renewable energy; and helping customers and communities reduce their environmental impacts and adapt to a changing world. We are also embedding sustainability and circular economy principles across our business and helping to address issues such as water scarcity, waste, pollution, and biodiversity.



In this section:

45 Climate change
51 Circular economy
54 Environmental stewardship

Climate change

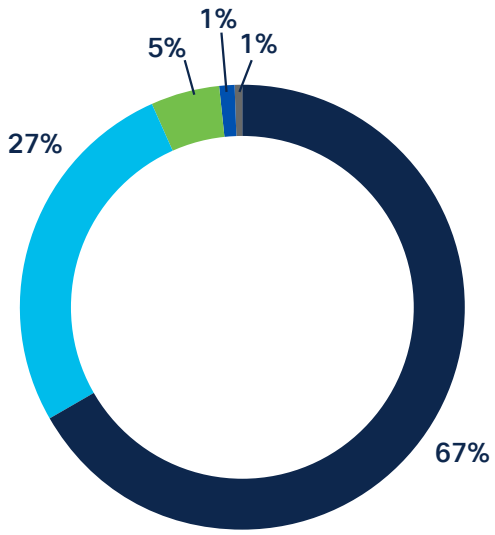
Climate change poses significant risks to people, communities, ecosystems, and businesses.

For Cisco, it represents a long-term strategic priority and an opportunity to innovate responsibly and help enable the transition to a low-carbon future.

As a large, global company, we want to do our part to decrease the GHG emissions associated with our business and help our customers do the same. Because many of our products operate 24/7 and stay in use for several years, the majority of our emissions result from the use of our products. The manufacture and transport of our products accounts for the next-largest share. Cisco operations account for only 1 percent of our total emissions. However, we remain committed to reducing emissions from our operations by procuring renewable electricity and improving the efficiency of our buildings.

CHART 2:

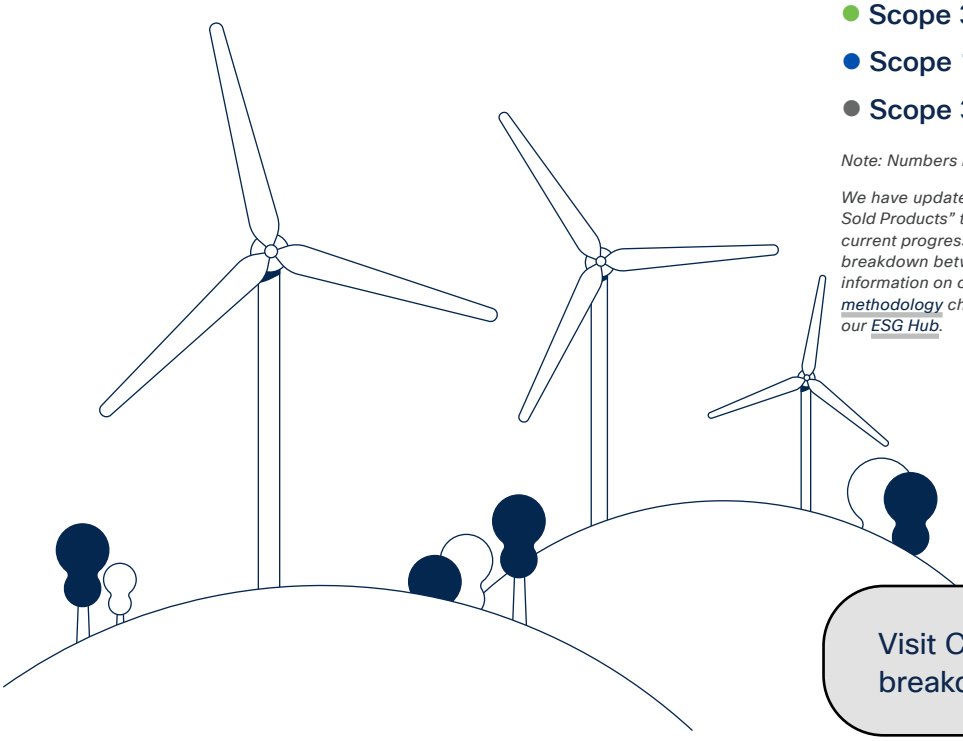
Cisco FY22 Scope 1, 2, and 3 emissions



- **Scope 3:** Use of sold products
- **Scope 3:** Purchased goods and services
- **Scope 3:** Upstream transportation and distribution
- **Scope 1 and 2:** Cisco operations
- **Scope 3:** All other categories

Note: Numbers may not add up to 100 percent due to rounding.

We have updated our methodology for calculating "Scope 3, Category 11: Use of Sold Products" to align with the Greenhouse Gas Protocol. This update has changed our current progress toward our Scope 3 goal, which in turn has changed the percentage breakdown between emissions scope categories reflected in the chart. For more information on our methodology and previous reporting results, visit the Historic GHG methodology changes section in the Strategy, goals and emissions data section on our ESG Hub.



Visit Cisco's ESG Reporting Hub for a detailed breakdown of our Scope 1-3 emissions.

Our climate goals

Scientific consensus says that we must quickly reduce GHG emissions to avoid the worst effects of climate change. Cisco has been setting and achieving five-year GHG reduction goals since 2008, and recently announced our most ambitious goal yet. Last fiscal year, Cisco set a goal to reach net zero across its value chain (Scopes 1, 2, and 3) by 2040. Our net-zero goal includes two near-term targets:

- To reduce absolute Scope 1 and Scope 2 emissions 90 percent[1] by fiscal 2025 compared to our 2019 fiscal year
- To reduce absolute Scope 3 emissions from purchased goods and services, upstream transportation and distribution, and use of sold products 30 percent by fiscal 2030 compared to our 2019 fiscal year[2]

Fiscal 2022 is our first year reporting progress toward this goal and our two near-term targets. In July 2022, our goal was approved by the SBTi under its new Net-Zero Standard. This standard provides a consistent approach for setting net-zero targets that are aligned with climate science, specifically the need to limit global temperature rise to 1.5°C above preindustrial levels. Cisco is among the first technology hardware and equipment companies to have its net-zero goal validated under the SBTi Net-Zero Standard. In addition, Cisco joined SBTi's Business Ambition for 1.5°C campaign, which drives the adoption of robust emissions reduction targets at the pace and scale required by climate science.

Learn more about our progress toward these goals in the ESG Reporting Hub.



Net-zero goal

By 2040:
Reach net zero GHG emissions by reducing absolute Scope 1, 2, and 3 emissions by 90 percent[1] (FY19 base year).

→ **Active. We are reporting progress through the near-term targets, below**

Near-term targets

By FY25:
Reduce absolute Scope 1 and Scope 2 emissions 90%[1] (FY19 base year).

→ **Active. 39% reduction**

By FY30:
Reduce absolute Scope 3 emissions from purchased goods and services, upstream transportation and distribution, and use of sold products by 30% (FY19 base year).[2,3]

→ **Active. 33% reduction (based on Cisco's current Scope 3 emissions calculation methodology and subject to change)**

1 and neutralizing any remaining emissions by removing an equal amount from the atmosphere

2 This goal expands on our previous goal to reduce Cisco's absolute supply chain-related Scope 3 GHG emissions by 30 percent by fiscal 2030 and includes the use of sold products. The baseline and progress reported for our 2030 goal includes: purchased goods and services from manufacturing, component, and warehouse suppliers; upstream transportation and distribution from Cisco purchased air transportation; and use of sold products.

3 We have updated our methodology for calculating "Scope 3, Category 11: Use of Sold Products" to align with the Greenhouse Gas Protocol. With the change, our reduction percentage has increased to 33%, exceeding our near-term target of 30%. While we hope to maintain or increase this level of reduction, our progress may fluctuate year-over-year based on the number and type of products we sell each year. In the next fiscal year, we will be evaluating our current near-term targets before deciding on any potential updates. For more information on our current methodology, as well as data and goal tracking using our previous methodology, visit the Historic GHG methodology discussion in the Strategy, goals and emissions data section on our ESG Hub.

Our impact

Reducing product emissions

We strive to embed sustainability and circular economy principles into the design of our products. When designing new products, power and performance mean a constant tradeoff. To reduce the emissions associated with the use of our products, we are making improvements in four key areas: power; thermal; high-speed interconnects and ASICs; and integration into our customer facilities (read more in the ESG Reporting Hub). In fiscal 2022, we completed our energy efficiency goal, achieving 87 percent system power efficiency in our large rack-mounted equipment, as measured from the input power from the facility to the board-mounted ASICs, memory, and other chip devices. We reached this goal by focusing on three of our four areas for improvement, including using high-efficiency power supplies, optimizing ASIC power distribution, and optimizing system power distribution.

To accelerate the decarbonization of our value chain and help our customers achieve their own sustainability goals, we created a new Engineering Sustainability Office in fiscal 2022. This group works across Cisco's engineering teams and in partnership with other functions to design sustainable products, offers, and solutions, guided by one roadmap with measurable results.

Purpose Personified:

"It's constant internal innovation to ensure that we're balancing power and performance. One example of searching for that innovation within the internal team is a Net Zero Challenge we held where we asked anyone within CHG to brainstorm ideas for energy efficiency and ways to reduce power needs. We got new ideas from improvements in design simulation, to improved fans, software/hardware interaction, to customer environments, and more."

Beth Kochuparambil,
Technical Lead, Common Hardware Group (CHG)



Three areas in which we are driving innovation:



Sustainable data centers

Data centers require ongoing energy management to handle vast amounts of data. In Cisco lab tests, the new Nexus 9800 series switches, built using modular design and both 80 Plus Titanium-rated and Platinum-rated power supplies, were shown to be 1.6 times more efficient than the 400G GX-based Nexus 9500 series.



Hybrid work

Webex is our integrated solution that creates safe, secure, and supportive places to work. The entire product lifecycle of a Webex Desk Pro, from production through five years of use independent of location, is offset by avoiding emissions associated with one person traveling on a long-haul flight.



Smart buildings

Cisco Meraki delivers energy savings, asset tracking, and remote IT management. When smart IoT sensors are connected within buildings and run on low-voltage Power over Ethernet cables, we can use data to control building operations at a much more granular level and use less power.

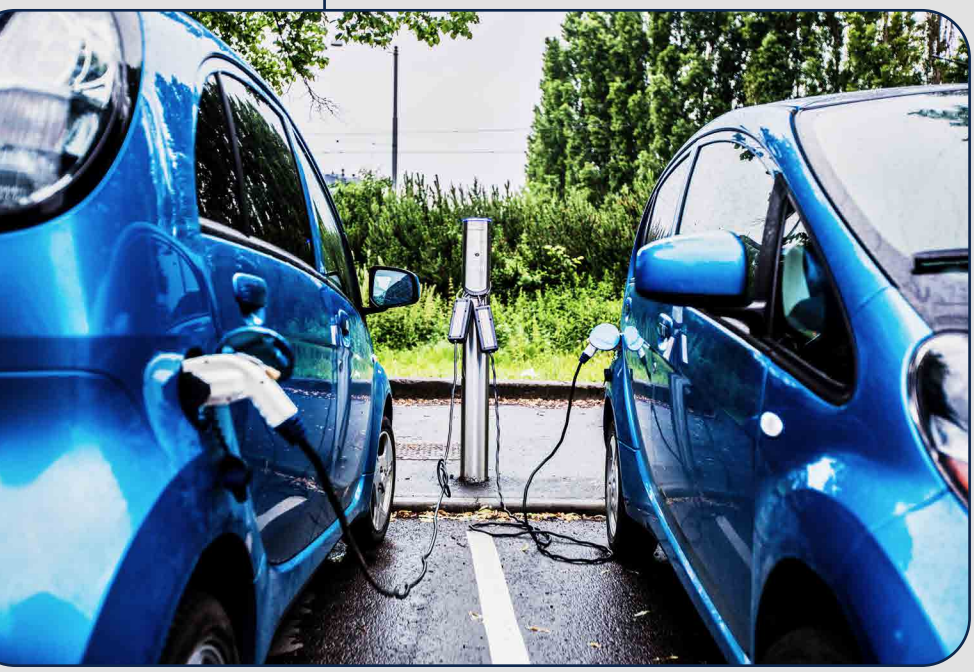
Powering an EV-ready grid

More countries are making plans to phase out gas-powered vehicles—and more consumers are ready to start driving electric. But power grids may not be prepared for demand from millions of electric vehicles (EVs) trying to charge at the same time.

Vehicle-to-grid (V2G) technologies could help reduce pressure on electricity grids, especially during peak charging times. These technologies would treat every EV like a battery that can supply power back to a network or building. For now, V2G is just a concept—but a recent Cisco partnership is helping bring it closer to commercial reality.

The E-Flex project—a joint initiative between Cisco's Country Digital Acceleration (CDA) program, Imperial College London, and other partners—is proving the potential of V2G with fleets of vehicles owned by public and private-sector organizations. Twenty locations around the United Kingdom were outfitted with two-way charging stations from which data was collected. As a lead partner on the project, Cisco provided secure connectivity at the charging stations through its Umbrella cloud security solution, and Cisco Meraki cameras added to physical security.

If it proves successful at scale, V2G could become a critical part of a lower-carbon future, as well as helping energy managers reduce operational costs. This project provided a glimpse of what that future could look like. "Vehicles can act as local energy storage alongside renewables," says Peter Shearman, Cisco Head of Innovation, United Kingdom and Ireland. V2G technology could be deployed at smart buildings or business parks with their own renewable microgrids. "This could help with fluctuations in renewable energy generation and move smart buildings closer to net zero."



Plugging an EV into a power supply is already second nature for many drivers. How will the energy grid cope when everyone is doing it?

Focus on our facilities and direct operations

We are committed to embedding environmental sustainability into operations in part by creating and maintaining workplaces that support our employees' wellbeing and productivity. Through our hybrid work strategy, we are embedding sustainable building practices and standards into the design, operation, and maintenance of our facilities. Our shift toward hybrid work at Cisco includes investing in collaboration hubs and, in some cases, reducing leased and owned office spaces to reinvest in other priority areas. From August 2017 through the end of fiscal 2022, we have reduced our real estate square footage by 16 percent. As of fiscal 2022, we have 40 Cisco facilities with green building certifications, such as U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED®) and International WELL Building Institute's, with five more in progress. These certified spaces make up 22 percent of our building portfolio. The retrofit of our office space at Penn 1 in New York City combines sustainable building principles, Cisco collaboration technology, and hybrid work principles to create an intuitive and inviting workspace.

We're also working to make our global data centers more sustainable by focusing on sustainable design, optimized operations, energy management, asset recovery and reuse, and responsible procurement. Since 2016, we've reduced our data center power consumption by 40 percent, significantly increased internal reuse of equipment, and reduced our facility data center costs by 23 percent.

In fiscal 2022, implemented **34** energy efficiency projects that avoid approximately 14.5 GWh of energy consumption and 8000 metric tonne CO_2e annually

Visit Cisco's ESG Reporting Hub for more information on our environmental initiatives in our operations.



89% of global electricity came from renewable sources in fiscal 2022

We've been developing and executing initiatives to reduce the environmental impact of our facilities for more than 15 years. Cisco operations account for only 1 percent of our total GHG emissions. However, we remain committed to reducing GHG emissions in our operations by procuring renewable electricity and improving the efficiency of our offices, labs, and data centers. From fiscal 2017 through the end of fiscal 2022, we invested approximately US$60 million to execute hundreds of energy-efficiency projects across our operations and achieved our previous goal to reduce Scope 1 and 2 emissions by 60 percent (compared to fiscal 2007 base year). To achieve our fiscal 2025 goal to reduce Scope 1 and 2 emissions 90 percent (compared to fiscal 2019 base year), we have committed to investing an additional US$39 million from fiscal years 2023 to 2025 to continue funding efficiency, renewable energy, and electrification projects.

Increasing our use of renewable electricity is a fundamental part of our strategy. In fiscal 2022, 89 percent of our global electricity came from renewable energy sources, including 100 percent in the United States, Canada, and several European countries. We are ramping up both our onsite and offsite renewable energy efforts, targeting approximately 5 MW of new onsite solar and securing over 500 MW of new long-term renewable energy contracts by the end of fiscal 2025. In India and Europe, we are actively evaluating long-term power purchase agreements (PPAs) that would collectively add over 100 MW of new solar and wind developments to these regions.

By FY25:
80% of Cisco component, manufacturing, and logistics suppliers by spend will have a public, absolute GHG emissions reduction target.

→ **78% with targets**

Engaging our supply chain

Cisco suppliers around the world provide components and assemble, test, and ship products to customers. As a result, supply chain-related Scope 3 emissions make up approximately one quarter of our GHG footprint. Over the last several years, we have focused on shifting transport from air to ocean when possible, working with suppliers to set absolute GHG emissions reduction goals, and asking suppliers to transparently report on GHG emissions reduction progress to CDP annually.

Accelerating the use of clean energy globally is a key lever to reducing emissions, and we need to collaborate with our customers, suppliers, and policymakers to drive progress. We partner with organizations such as the Clean Energy Buyers Association and the U.S. Environmental Protection Agency's Green Power Partnership and, in fiscal 2022, began engaging our suppliers in the Asia-Pacific region on renewable energy as part of their GHG emissions reduction plans. We also joined, as a founding member, the Asia Clean Energy Coalition, a coalition which will convene NGOs, as well as renewable energy buyers, sellers, and financiers, focused on shifting policy and increasing corporate renewable electricity procurement in Asia. We are actively pursuing a strategy to increase our procurement of renewable energy through long-term PPAs in the near term with a view to adding new renewable energy to the grid. Learn more about supplier engagement on emissions-reduction activities in our ESG Reporting Hub and how it will help us meet our 2030 goal.



Purpose Personified:

"I started to see there was something we could do about the catastrophic fire problem, as long as we had the right information and worked together across jurisdictions, inclusive of different perspectives. I observed how data was gathered and planning was done. I saw a way to modernize and improve collaborative planning and democratize access to the best possible science. Once I saw what was needed, I couldn't not do it."

Allison Wolff,
Co-Founder, Vibrant Planet, a Cisco Foundation funding recipient

Thinking beyond our business

We are committed to accelerating decarbonization beyond our own footprint and that of our customers. We have a variety of initiatives dedicated to supporting innovative climate solutions. A year ago, the Cisco Foundation committed to investing US$100 million over 10 years to fund climate solutions. At the end of fiscal 2022, the Cisco Foundation committed approximately US$11 million to early-stage solutions that are in diverse stages of development, from conceptual ideas to those that are ready for commercial deployment and widespread impact. This blended finance approach will help address critical climate financing gaps and catalyze impact.

Also in fiscal 2022, we launched the Cisco Digital Sustainability Challenge to reward Cisco partners, both in the United States and globally, who are using Cisco technology to help customers tackle climate concerns and achieve their own sustainability goals. Solutions must measurably reduce GHG emissions, waste, or energy consumption; accelerate climate innovation; and demonstrate collaboration. Cisco introduced a new category of Climate Impact and Regeneration Prizes to the 2022 Cisco Global Problem Solver Challenge. These prizes are specifically for solutions that reduce or remove GHGs in the atmosphere or regenerate depleted ecosystems. In fiscal 2022 the Challenge awarded five startups a combined US$300,000 for solutions that reduce agricultural pollution, increase access to clean energy, enable sustainable fishing, and incentivize farmers to plant trees.

Finally, we strive to assist those who experience the most severe effects of a changing climate, such as extreme weather, flooding, drought, food shortages, and population displacement, through Cisco Crisis Response. Our products and solutions provide infrastructure that customers, communities, and governments can use to improve their resiliency and remain connected amid climate-related disruptions.

Circular economy

Cisco works to extend the life span of our products and reduce material waste.

We are evolving to a regenerative, circular model in which we reduce the resources we consume and the waste we generate. With this approach, we prioritize materials with recycled content; design products for resource efficiency; and facilitate repair, remanufacturing, and recycling to extend product life.

Customer data security is a critical part of the circular economy. We have continued to focus on security capabilities and the removal of residual customer data from products returned to us to support repair and reuse.

In fiscal 2021, we exceeded our goal to decrease use of virgin plastics in products by 20 percent compared to a fiscal 2018 base year. Building on the momentum and key learnings from this goal, we recently set a new goal that by our fiscal 2025, 50 percent of the plastic used in our products (by weight) will be made of recycled content.

Circular economy goals

By FY25: Reduce foam used in Cisco product packaging by 75% as measured by weight (FY19 base year).

→ **23% reduction**

By FY25: Increase product packaging cube efficiency by 50% (FY19 base year).[1]

→ **36% cumulative improvement**

By FY25: 100% of new Cisco products and packaging to incorporate Circular Design Principles.[2]

→ **4% meeting circular design criteria**

By FY25: 50% of the plastic used in our products (by weight) will be made of recycled content.[3]

→ **New goal as of FY23: Not yet reporting**

By FY25: 70% of Cisco component and manufacturing suppliers by spend will achieve a zero waste diversion rate at one or more sites.[4]

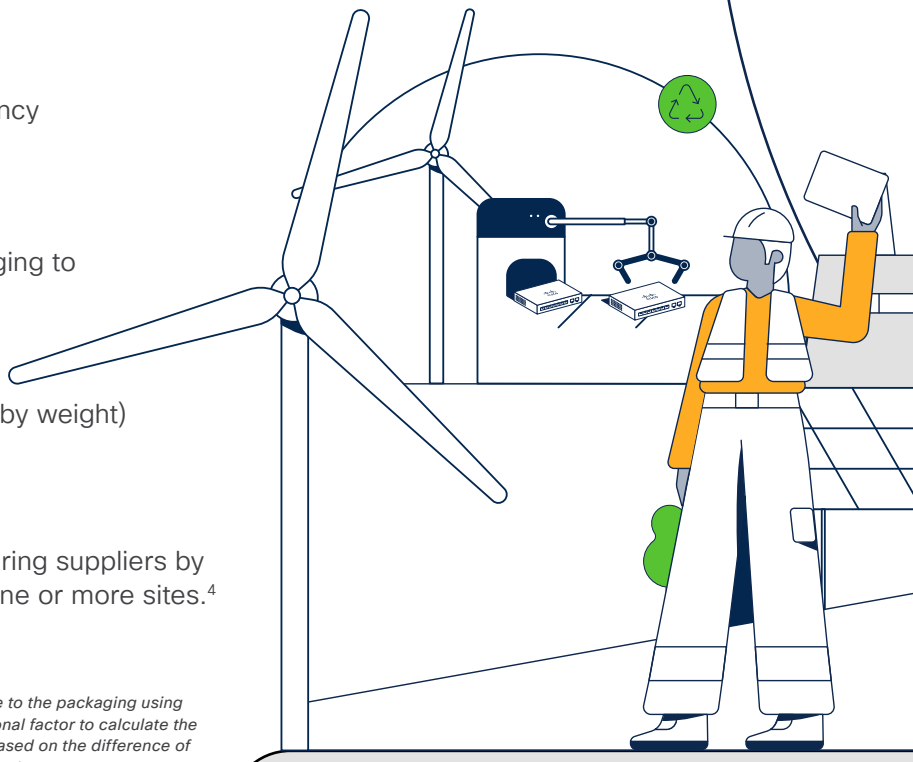
→ **51% by spend with at least one certified site**

1 Packaging efficiency is measured by comparing the size of the product relative to the packaging using dimensional weight. Dimensional weight uses volume and a standard dimensional factor to calculate the weight of a package. In this methodology, the packaging efficiency metric is based on the difference of the normalized dimensional weight (by volume) between the baseline and current year.

2 In fiscal 2022, we had a soft launch of the scoring tool to evaluate 13 percent of new products and packaging, and 33 percent of them successfully met our circular design criteria. This is equivalent to 4 percent of total new products and packaging released in fiscal 2022 meeting circular design criteria. In early fiscal 2023, the scoring tool was formally launched across all business units, so we expect the universe of new products and packaging evaluated to increase in fiscal 2023.

3 The plastics included in this goal exclude those contained in commodity components sourced from suppliers (e.g., plastic screws, fans, and cables).

4 According to current standard definitions used in certification protocols, "zero waste" diversion is defined as a 90 percent or greater overall diversion of solid, nonhazardous wastes from landfill, incineration (waste-to-energy), and the environment. Diversion methods can include reduction, reuse, recycling, and/or compost.



Visit Cisco's ESG Reporting Hub for more information on circular economy.

Our impact

Applying circular design thinking

Circular design means designing products and systems that enable reuse, minimize environmental impact and resource use, drive innovation, and realize value for our stakeholders. In fiscal 2021, we launched a design evaluation methodology to help us track progress toward our circular design goal. In the initial year of using this methodology, 13 percent of new product and packaging designs were evaluated and scored against that methodology, 33 percent of which met our circular design criteria. We are taking steps to further embed the evaluation process into the product development lifecycle.

For example, Cisco's NCS1K product family consists of controller cards, optical interfaces, fan trays, and power supplies. Given the complexity of this system, thoughtful design for circularity is crucial. The NCS1K team developed the device for multiple, extended lifecycles with redundant fans (one can be repaired while the other runs), easily replaceable modules, and a working hours counter that provides refurbishers with runtime data.

One of Cisco's circular design focus areas is packaging and accessories. We are taking a close look at what accessories we can remove from standard configurations, and reducing our use of virgin plastics wherever possible. Recent innovations and their impacts in fiscal 2022 include:

- For many product lines, we have replaced plastic with more sustainable materials, including recycled paperboard and wax paper, and for power cords, we replaced plastic bags with scannable wraps

→ **4M Meraki accessories shipped in paper-based packaging made of 70% recycled content**

- To reduce the volume of unused accessories and avoid waste, we added a "no power cord" option to thousands of product configurations and also eliminated the disposable electrostatic discharge strap from the accessory kit for our enterprise products

→ **205,000 power cord shipments and associated packaging avoided**

- For several product lines, we replaced foam packaging, another plastic-based material, with more sustainable alternatives, the packaging for the Catalyst IR8140 Heavy Duty Router being the first solution at Cisco to use a fiber-flute material in place of the foam cushioning typically required for heavier products

→ **37,273 pounds of foam reduced across Cisco products**

- With the aim of decreasing overall material use, we reduced the use of corrugate in our packaging through several initiatives, including the shipment of products in multipack packaging and the removal of unused accessories and their associated packaging

→ **>700,000 pounds of corrugate reduced, equivalent to >1 million pizza boxes**

Embedding circularity from sale through product reuse

We know we have an important role to play in how our customers are meeting their own sustainability goals. Customers are increasingly considering as-a-service models and want to extend the lifecycle of their equipment. In fiscal 2022, Cisco Capital launched Cisco Green Pay, a payment solution that makes it easier for customers to build a sustainable technology strategy to reach their ESG goals. It provides a path for customers of all sizes to acquire Cisco sustainable solutions. The program offers predictable payments for five years, with a 5 percent incentive on equipment at the outset, while Cisco retains ownership. Our other long-standing programs focused on return and reuse, including our remanufactured products offered through Cisco Refresh, help contribute to our customers meeting their sustainability goals, while also helping us make progress towards our PACE Capital Equipment Pledge.

Including Cisco partners in our circular journey

Cisco's customer base is supported by a vast partner ecosystem worldwide. In fiscal 2022, we focused on empowering this community to advance sustainability conversations with our customers. We launched the Environmental Sustainability Specialization (ESS), a new business specialization available to all Cisco partners.

The specialization recognizes partners for supporting Cisco's sustainability initiatives and equips them to educate customers, promote product takeback, assist in customers' move to circular business models, and further their own sustainability practices. One benefit ESS partners can share with customers is our new Takeback Incentive—an incremental discount of up to 7 percent on new products with a commitment to return used hardware back to Cisco.



"Taking advantage of the specialization and helping our customers with ways to participate in the circular economy has been a boost to our business initially, and I see it being a big part as we go forward as well."

John Samz
Senior Vice President Cisco Channel Alliance, Core BTS



Environmental stewardship

Environmental issues such as climate change, pollution, and waste disproportionately affect disadvantaged socioeconomic groups, who are often less resilient to their consequences.

These issues can create humanitarian crises and also cause disruptions for businesses, electrical grids, and water supplies. Cisco strives to be a force for positive change, sharing best practices for sustainable resource stewardship and engaging with vulnerable workers and communities to help protect the vibrancy of human rights and the environment.

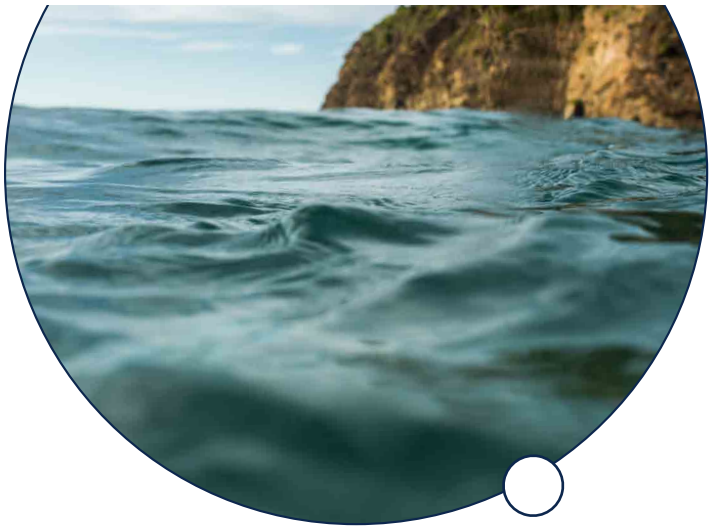
Our impact

Reducing water use worldwide

Cisco does not use significant amounts of water in our direct operations. All the same, we are committed to reducing water consumption as much as we can in our operations and supply chain. In Cisco's supply chain, water is both an environmental and human rights issue, because suppliers operating in water-stressed areas must balance their needs with those of the surrounding communities. Cisco requires its top suppliers by spend to set and report on water usage targets, as well as to complete the CDP water security questionnaire.

In fiscal 2022, Cisco worked with eight component suppliers to use a water checklist developed in partnership with the Alliance for Water Stewardship to set water usage baselines and improvement plans. Cisco has an ongoing partnership with the Institute of Public and Environmental Affairs (IPE) to prevent and mitigate environmental risks from supplier sites in mainland China. IPE has recognized Cisco's work on its Green Supply Chain, and Cisco ranked first in the IT industry for the Corporate Information Transparency Index at the end of fiscal 2022.

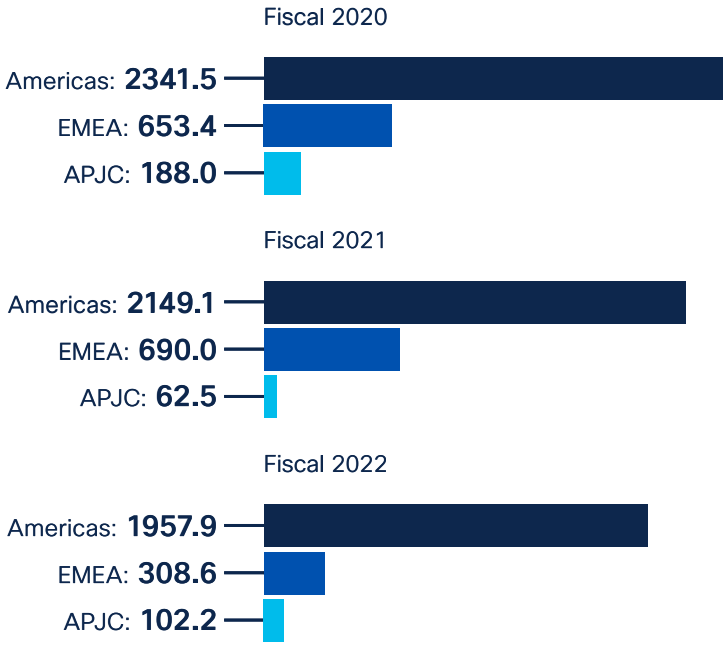
Visit Cisco's ESG Reporting Hub for more information on environmental stewardship.



We report our operational water use and risks in our CDP water security questionnaire and our ESG Reporting Hub. To limit our impact, we prioritize water management projects at sites in water-stressed locations. For example, we maintain a comprehensive water management system at our campus in Bangalore, India. The campus is a zero-discharge facility, meaning no wastewater is discharged to third parties or the environment. Discharged water is sent to two recently upgraded sewage treatment plants. The treated water is used on campus in an evaporative cooling system, for landscaping irrigation, and for toilet flushing.

CHART 3:

Total water withdrawn (thousand m^3)





Progress on waste

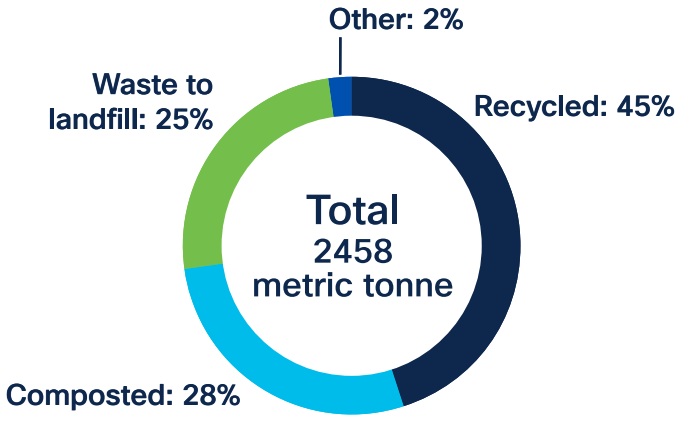
Cisco works to reduce the amount of waste we produce through reuse, recycling, composting, and donations. In fiscal 2022, we diverted 75 percent of our operational waste from landfill. We have a variety of initiatives for ISO 14000-certified sites. We also have programs to reuse and recycle e-scrap within our direct operations. Our headquarters in San Jose, California, continues to maintain a robust waste diversion program and diverted 88 percent of total waste from landfill in fiscal 2022.

Occupancy is still low in our offices due to the global shift toward hybrid work, which impacts our ability to implement some waste-reduction activities. Of course, with fewer employees working in offices, we produce significantly less waste at our campuses, and therefore divert less as well.

Cisco also engages suppliers on waste. We have a goal that our manufacturing and component suppliers will achieve a zero-waste diversion rate at one or more sites by fiscal 2025. For details on fiscal 2022 progress toward our supplier waste diversion goal for fiscal 2025, see our ESG Reporting Hub.

CHART 4:

Cisco waste streams



Protecting habitat and species

Cisco recognizes that climate change and environmental degradation can accelerate habitat loss, which in turn accelerates the impacts of climate change by undermining natural defenses against extreme weather, like forests and coastline ecosystems. We are committed to doing our part to protect the natural world and its species in our own operations and beyond. Since 2015, Cisco surveillance, data, and analytics technology have been used to protect endangered species around the world through Connected Conservation—the first solution of its kind to proactively protect animals while leaving them to roam freely. In fiscal 2022, Connected Conservation added 3 million hectares for a total of 5 million hectares of wilderness connected and secured across Kenya, South Africa, and Zambia. Nine wilderness reserves are now equipped with technology to gather real-time data enabling analysis that can support ongoing research and innovation related to wildlife protection.

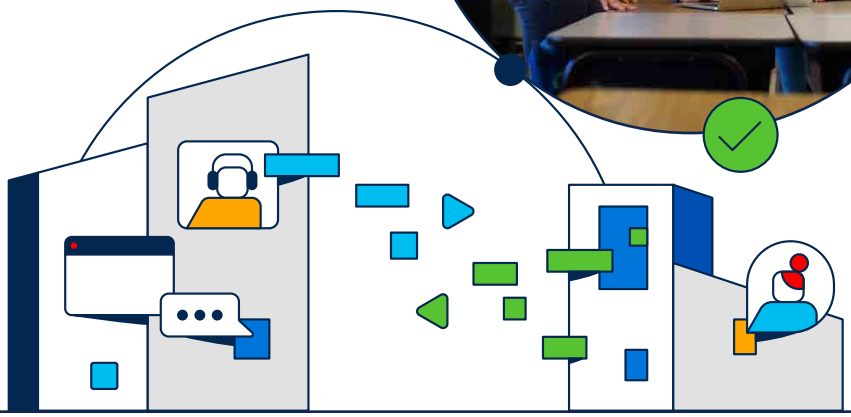
For all of us

In 2022, as the world continued to open back up, we were once again able to experience the power of human connections. To engage with our customers, partners, suppliers, and employees. To come together in communities around the world. And to collaborate with organizations large and small, global and local, to drive lasting and meaningful impact. These connections personify our purpose: all of us, working together, to Power an Inclusive Future that is shaped by–and for–All.









Americas Headquarters
San Jose, CA, USA

Asia Pacific Headquarters
Singapore

Europe Headquarters
Amsterdam, The Netherlands

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Forward-looking statements

This report contains forward-looking statements that are subject to the safe harbors created under the Securities Act of 1933, as amended, and the Securities Exchange Act of 1934, as amended. All statements other than statements of historical facts are statements that could be deemed forward-looking statements. These statements are based on current expectations, estimates, forecasts, and projections about the industries in which we operate and the beliefs and assumptions of our management. Words such as "expects," "anticipates," "targets," "goals," "projects," "intends," "plans," "believes," "momentum," "seeks," "estimates," "continues," "endeavors," "strives," "may," variations of such words, and similar expressions are intended to identify such forward-looking statements. In addition, any statements that refer to (1) our goals, commitments, and programs; (2) our business plans, initiatives, and objectives; (3) our assumptions and expectations; (4) the scope and impact of our corporate responsibility risks and opportunities; and (5) standards and expectations of third parties are forward-looking. Readers are cautioned that these forward-looking statements are only predictions and are subject to risks, uncertainties, and assumptions that are difficult to predict, including those identified in our most recent filings with the Securities and Exchange Commission on Form 10-K and Form 10-Q. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.