FY25

Purpose Report



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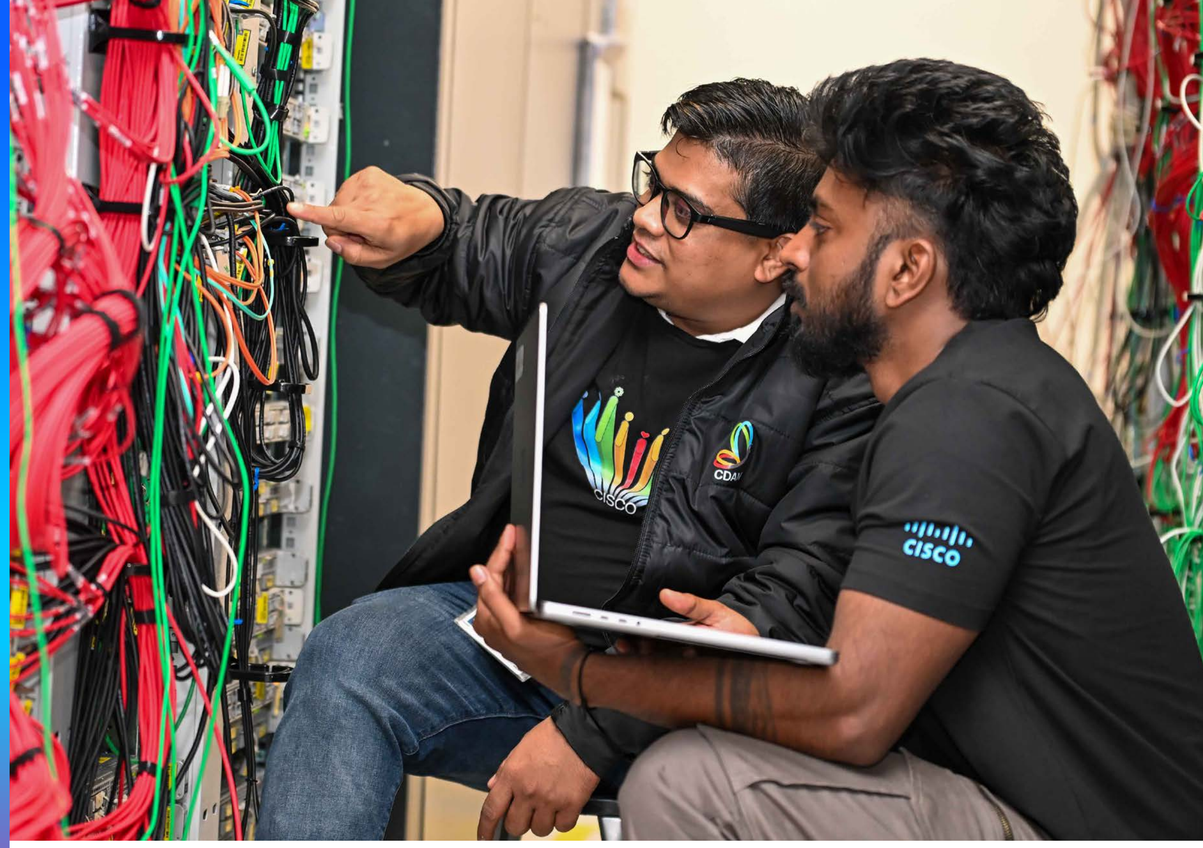
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Forward-Looking Statements

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 (SEC) 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.

Cisco continuously strives for transparency in our reporting on our Purpose initiatives, goals, and progress. We set ambitious timelines and goals in an effort to maximize progress.

It takes time to integrate data from recent acquisitions into the data streams that support our analyses. Therefore, unless otherwise noted, the information included in this report includes data for acquisitions completed before the end of our previous fiscal year.

Cisco engaged an external third party to perform limited assurance procedures over greenhouse gas (GHG) Scope 1, Scope 2, and Scope 3 category 3 emissions. Assurance will be conducted separately over our remaining Scope 3 emissions categories, waste, and water data. Please refer to the Data and Assurance page of our Purpose Reporting Hub for additional information.

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We securely connect everything to make anything possible.

Cisco is the worldwide technology leader that is revolutionizing the way organizations connect and protect in the artificial intelligence (AI) era. With our industry leading AI-powered solutions and services, we enable our customers, partners, and communities to unlock innovation, enhance productivity, and strengthen digital resilience.

1984
founding

86,200
employees

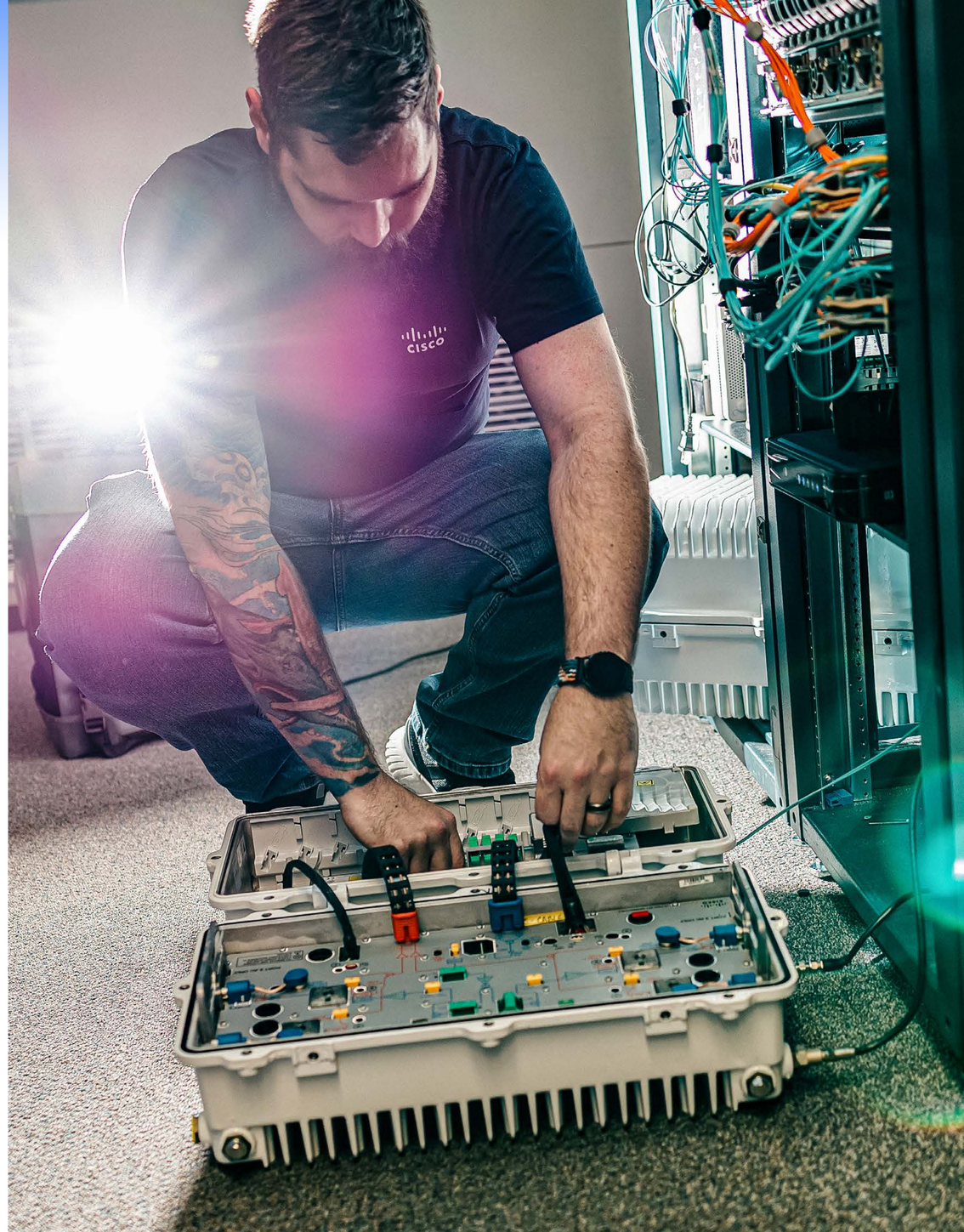
US$57B
FY25 revenue

93
countries

About This Report

This Purpose Report shares Cisco's progress in our fiscal year (FY) 2025 toward our Purpose to Power an Inclusive Future for All. But it is not the full story of our progress. Our Purpose 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 Purpose Reporting Hub where additional detail is available.

Cisco's fiscal year 2025 was July 28, 2024 through July 26, 2025. Unless otherwise noted, metrics are as of the end of the fiscal year.



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A Message from Chuck Robbins

Cisco is delivering the critical infrastructure for the AI era — and the trusted foundation for a more connected, protected, and inclusive future for all.

Over the last year, the pace of technological change has accelerated beyond anything I've seen in my career. We are witnessing a once-in-a-generation transformation with AI, and the possibilities are truly endless for what this technology will do for businesses, communities, and countries around the world. However, realizing these possibilities requires accelerated innovation and entirely new levels of trust, security, and digital resilience.

In this AI era, Cisco's technology is more relevant than ever, and the trust our customers and partners place in us has never mattered more. The innovation we are delivering today will undoubtedly shape the world we live in tomorrow, and we know that aligning our technology with our Purpose — to Power an Inclusive Future for All — only amplifies our impact. We see this every day through all the meaningful ways our solutions make a difference.

Our Cisco Silicon One architecture and Nexus platforms power AI workloads while also helping to increase energy efficiency. Security solutions like Cisco Hypershield and AI Defense don't just protect networks; they build trust that allows organizations to innovate responsibly and create digital resilience. Webex connects classrooms and workplaces worldwide, and our routers and switching infrastructure helps keep hospitals and public agencies running.

We also remain committed to opening new pathways of opportunity through our strong partner ecosystem and our focus on continuous learning and upskilling. This is reflected in the digital infrastructure we're helping nations build and the quantum research we're advancing to fuel responsible innovation. It also comes to life through the AI upskilling we're enabling — from school classrooms to professional certifications — and in the expansion of connectivity across every region we serve.

Our belief that purpose and innovation can be a force for good is foundational to our company. It's this conviction that has brought us to this moment, and it will continue to guide our path forward as we remain focused on delivering the critical infrastructure for the AI era and building the trusted foundation for a more connected, protected, and inclusive future for all.



Chuck Robbins
Chair and Chief Executive Officer



The innovation we are delivering today will undoubtedly shape the world we live in tomorrow, and we know that aligning our technology with our Purpose only amplifies our impact."



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Five Years of Powering an Inclusive Future for All

Our Purpose hasn't changed. But the world around us has.

In 2020, we put into words what has long guided Cisco: our Purpose is to Power an Inclusive Future for All.

What started as an ambitious statement became a core part of our business, guiding how we drive impact and innovation around the globe. Fueled by our customers, partners, and employees, we positively impacted millions of lives and reshaped how we think about technology's role in the world.

We learned that when we combine our technology, people, and broader networks, we can address society's greatest challenges.

What's Next for Purpose

Today, our world is transforming – and our business is transforming alongside it.

- **AI's exponential growth creates new divides as quickly as it solves old problems.** We're working to better connect and protect customers and communities in the AI era.
- **The half-life of skills continues to shrink, making lifelong learning essential for economic inclusion.** We're upskilling communities globally, including our own employees, to drive innovation at scale and help close the digital skills gap.
- **Data and networks are growing increasingly complex and, in turn, increasingly vulnerable.** We're building innovations, like Cisco Silicon One, that are scalable, programmable, and secure by design.
- **Energy efficiency is becoming critical for resilience.** We're prioritizing efficiency across our business and our infrastructure, from the products we create to the buildings we operate.

To meet this moment, we're sharpening our focus on how Cisco's unique strengths – from digital upskilling to crisis response, responsible AI to product accessibility – can make the greatest difference in the age of AI.

That's why we're marking our five-year Purpose milestone with a refreshed framework called CORE: Community Resilience, Our People, Responsible Innovation, and Energy & Sustainability. In the pages ahead, you'll see how our work across these four interconnected pillars creates an outsized impact around the world.

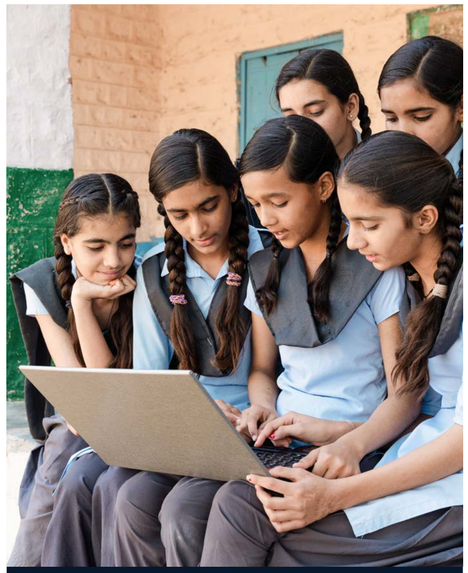
We believe technology should open doors, not close them. It should connect communities, not divide them. And it should create opportunities for all, not an advantage for some.

Our Purpose is core to who we are and what we do. Together, we continue to Power an Inclusive Future for All.

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Purpose at the Core

Introducing CORE, how we categorize our Purpose to Power an Inclusive Future for All and tell the story of our impact.



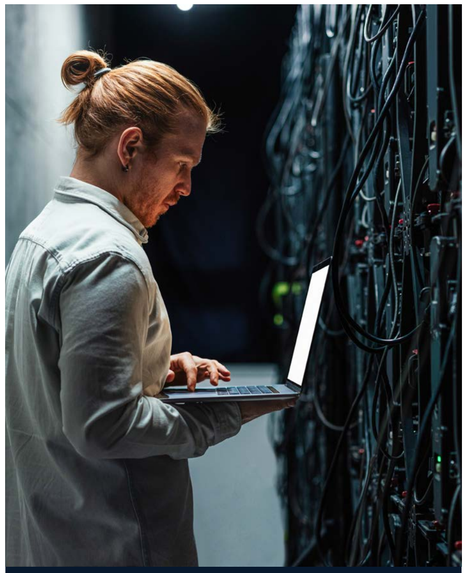
Community Resilience

We empower communities to adapt and thrive in the face of change through digital readiness, crisis response, and strategic investments.



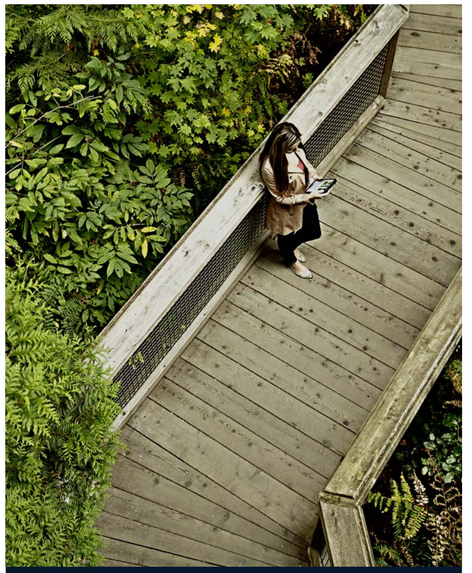
Our People

Our people power our Purpose. They fuel our business – and our award-winning culture – through their commitment to learning, connection, and collaboration.



Responsible Innovation

Our technology connects and protects in the AI era. We prioritize security, privacy, trust, and ethics in what we build and how we build it.



Energy and Sustainability

Through our products, solutions, and operations, we drive energy efficiency and resilience – helping advance sustainability for Cisco, our customers, and communities around the world.

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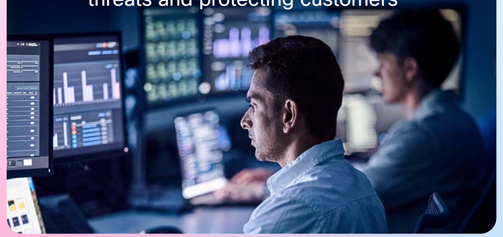
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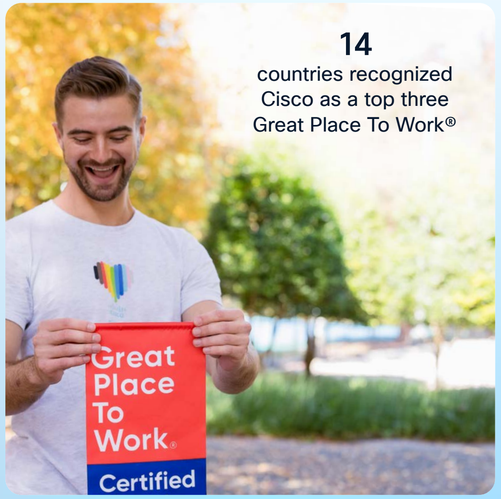
FY25 Highlights

154M
lives positively impacted through the Cisco Foundation and Social Impact Investments

Up to
886B
security events processed daily through Cisco Talos, detecting threats and protecting customers



14
countries recognized Cisco as a top three Great Place To Work®



90%
Scope 1 and 2 greenhouse gas (GHG) emissions reduction goal achieved (compared to FY19 base year)[1]

31
response efforts to natural disasters and humanitarian crises through Cisco Crisis Response



10
years of Country Digital Acceleration driving digital transformation around the world

573,000
employee volunteer hours



100%
renewable energy to match global annual electricity needs at Cisco owned and leased facilities[2]



5.3M
Cisco Networking Academy students



US$650M
in cash and in-kind charitable donations provided by Cisco and the Cisco Foundation



3
new Guiding Principles:

- Think Really Big
- Play to Win
- Drive Durable Growth

100%
of new Cisco products and packaging incorporate Circular Design Principles[3]



[1] Percentage is rounded from an 89.7% reduction. This rounding is for presentation purposes only and does not affect the underlying data.

[2] Cisco achieved this milestone using a variety of methods, including on-site renewables, contractual arrangements such as power purchase agreements, and energy attribute certificates. See the Purpose Reporting Hub for our renewable energy strategy.

[3] The scope of this goal is limited to hardware products and associated packaging, excluding: standalone components (e.g., chassis, application-specific integrated circuits (ASICs), optical modules); standalone basic product accessories (e.g., power cables, brackets); Original Equipment Manufacturer products (where Cisco does not own the design); and products and packaging of nonintegrated acquisitions. Product and packaging designs achieving a score of 75% or higher are counted toward the goal.

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Goals and Progress

We measure progress on advancing our Purpose through quantitative enterprise goals that we report against each year. Here's where we stand on these goals at the end of fiscal 2025:

✓ Goal Met

Community Resilience

By FY30: Provide digital and cybersecurity skills training to 25 million more learners through Cisco Networking Academy (FY23 base year).[1]	**11.9M** learners trained

Our People

✓ **In FY25:** Sustain 80% community impact participation, as measured by employees' actions, including donating, volunteering, participating in programs that positively impact communities, and advocating for causes they care about.	Maintained **>80%** participation in community impact for sixth year in a row

Energy and Sustainability

Net-Zero Goal

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

We are reporting progress through the near-term targets below:

✓ **By FY25:** Reduce absolute Scope 1 and Scope 2 emissions by 90% (FY19 base year).[3]	**90%** reduction[4]
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).[5]	**35%** reduction[6]

Supply Chain

✓ **By FY25:** 80% of Cisco component, manufacturing, and logistics suppliers by spend have a public, absolute GHG emissions-reduction target.[7]	**88%** with targets
✓ **By FY25:** 70% of Cisco component and manufacturing suppliers by spend achieve a zero-waste diversion rate at one or more sites.[8]	**76%** by spend with at least one certified site

Circular Design, Products, and Packaging

✓ **By FY25:** 100% of new Cisco products and packaging incorporate Circular Design Principles.[9] **NEW:** Maintain Circular Design Principles in 100% of new products and packaging in FY26.[9]	**100%** meeting circular design criteria
✓ **By FY25:** Reduce foam used in Cisco product packaging by 75% as measured by weight (FY19 base year).	**78%** reduction
✓ **By FY25:** Increase product packaging cube efficiency by 50% (FY19 base year).[10]	**73%** cumulative improvement
By FY25: 50% of the plastic used in our products (by weight) will be made of recycled content.[11]	**45%** recycled content

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

1 This goal timeline has been accelerated from fiscal 2032 to fiscal 2030.

2 We intend to neutralize the remaining 10% of emissions by removing an equal amount from the atmosphere.

3 Cisco purchased verified voluntary carbon removals in support of our fiscal 2025 goal to neutralize the residual emissions from our operations.

4 Percentage is rounded from an 89.7% reduction. This rounding is for presentation purposes only and does not affect the underlying data.

5 The baseline and progress reported for our fiscal 2030 goal includes a subset of Scope 3 Category 1 (purchased goods and services from manufacturing, component, and warehouse suppliers), a subset of Scope 3 Category 4 (upstream transportation and distribution from Cisco purchased air transportation), and all of Scope 3 Category 11 (use of sold products).

6 We expect our progress to fluctuate year-over-year based on the number and type of products we sell each year.

7 Suppliers are expected to set public absolute GHG emissions-reduction targets or intensity targets that produce an absolute emissions reduction during the target period. Cisco encourages suppliers to set targets in line with an approved science-based methodology. Progress toward this goal is quantified using Cisco's supply chain spend, which can vary annually.

8 According to current standard definitions used in certification protocols, "zero-waste" diversion is defined as a 90% 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.

9 The scope of this goal is limited to hardware products and associated packaging, excluding: standalone components (e.g., chassis, application-specific integrated circuits (ASICs), optical modules); standalone basic product accessories (e.g., power cables, brackets); Original Equipment Manufacturer (OEM) products (where Cisco does not own the design); and products and packaging of nonintegrated acquisitions. Product and packaging designs achieving a score of 75% or higher are counted toward the goal.

10 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. This goal applies to high-volume packaging requiring redesigns.

11 The scope of this goal excludes plastics contained in commodity components (e.g., plastic screws, fans, and cables) and in products designed and manufactured by our Original Design Manufacturers. While we did not meet the 50% target, our teams drove innovation and deepened collaboration across our supply chain, resulting in an increase in recycled plastic use.

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Purpose Reporting at Cisco

Our Purpose programs and disclosures help deliver value to our stakeholders, including our shareholders, customers, partners, suppliers, employees, and global communities.

Purpose Governance and Management

Our People, Policy, and Purpose organization champions our companywide commitment to our Purpose. Within this organization, a dedicated team engages with stakeholders, leads various assessments for voluntary reporting, and stewards reporting activities. The Responsible Business Steering Committee, which consists of cross-functional senior leaders, provides oversight and management of Cisco's Purpose initiatives and reports on these matters to our Executive Leadership Team (ELT) and, as appropriate, the Board of Directors. Our reporting is aligned with global standards and frameworks, including:

- Global Reporting Initiative
- Sustainability Accounting Standards Board
- Task Force on Climate-related Financial Disclosures
- CDP
- United Nations Sustainable Development Goals

Awards and Rankings

We participate in and monitor our performance through ratings and rankings to understand our strengths and areas for improvement. Examples in fiscal 2025 include:

- CDP Climate Change A List
- EcoVadis Gold Medal
- Ranked #3 on Institute of Public & Environmental Affairs Supply Chain Corporate Information Transparency Index – IT Industry
- Ranked #3 on the 100 Best Companies to Work For by Great Place To Work®
- World Index and North America Index of Dow Jones Sustainability Index

More at the CORE

Visit Cisco's Purpose Reporting Hub for more information.

Community Resilience

FY25 Highlights

154M

lives positively impacted through the Cisco Foundation and Social Impact Investments

5.3M

Cisco Networking Academy students

31

natural disasters and humanitarian crises responded to by Cisco Crisis Response



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We empower communities to adapt and thrive in the face of change through digital readiness, crisis response, and strategic investments.

At Cisco, we see resilience as the ability to turn disruption into growth and innovation. Whether it's responding to a crisis, building AI skills, or investing in nonprofit partners, our goal is to make people and places stronger for the future.

At a time when the digital divide persists and natural disasters remain frequent, our resilience efforts have never been more urgent. We aim to pair innovation with inclusion, social impact with skills development, and technology with trust – creating lasting impact for communities around the world.



Cisco Foundation partner, Digital Green

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Cisco Crisis Response

We're proud to be a longstanding leader in private sector humanitarian response.

When hurricanes knock out power, wildfires disrupt infrastructure, or conflict displaces communities, one thing becomes immediately clear: connection is not a luxury; it's a lifeline. That's where Cisco shows up – not just as a technology provider, but as a trusted partner in rebuilding and resilience.

First deployed during Hurricane Katrina in 2005, Cisco Crisis Response (CCR) leverages Cisco's people, technology, financial resources, and strategic partnerships to securely connect communities affected by crisis. We help in both the immediate aftermath and in longer-term recovery and rebuilding efforts. Our impact is felt across four areas:

- **Incident Response:** Providing financial support, technology, and expertise to enable critical services during crises
- **Technology Solutions:** Offering Cisco products via grants, loans, and/or technical support
- **Strategic Partnerships:** Collaborating with nongovernmental organizations (NGOs), governments, and intergovernmental organizations to maximize impact
- **Capacity Building:** Investing in nonprofit partners through cash grants, pro bono solutions, and volunteer training

FY25 Highlights[1]

31
response efforts to natural disasters and humanitarian crises

US$1.1M
support to disaster campaigns through employee donations and matching gifts

US$9.8M
cash grants

900+
CCR volunteers

US$4.1M
product donations

60+
solutions consulting engagements

[1] A portion of CCR cash grants and product donations are provided by the Cisco Foundation and Social Impact Investments.

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Responding to Crises Around the World

From disaster recovery to homelessness prevention, here are a few of the many ways CCR is driving global community resilience.

Powering Connectivity in Western North Carolina

After Hurricane Helene made landfall in September 2024, many southeastern U.S. communities struggled to access power, water, cellular coverage, and the internet.

Working together with emergency responders, CCR quickly responded to provide connectivity to 11 organizations, ranging from hospitals to fire departments. On the ground, CCR volunteers contributed more than 500 hours and logged over 7,000 miles to deliver critical equipment and services. In addition, CCR facilitated more than US$800,000 in cash donations (via grants and matching gifts), as well as US$1.4 million in product donations.[1]

Delivering Flood Relief in Spain

Following devastating floods in southern and eastern Spain in October 2024, CCR deployed Cisco Mesh Response Kits — powerful Wi-Fi solutions with built-in firewall and cybersecurity features — to the Spanish Military's emergency response unit.

The equipment supported secure connectivity across seven sites, helping relief personnel and displaced residents stay connected. Cisco also launched a matching gifts campaign to benefit the Spanish Red Cross and World Central Kitchen.

Supporting Global Refugee Response

Since 2015, CCR has worked with the United Nations High Commissioner for Refugees (UNHCR) to provide connectivity to refugees and response organizations in 19 countries. In fiscal 2025, we committed US$1 million in product donations to UNHCR's Refugee Emergency Telecommunications Sector, in addition to providing grant funding for the Connectivity for Refugees initiative, which aims to connect 20 million refugees by 2030.



Photo of two members of CCR and emergency.lu assembling a satellite terminal in Panama

CCR also supported six UNHCR connectivity projects in sub-Saharan Africa, including equipping more than 60,000 people in Ethiopian refugee camps with Wi-Fi. In addition, through the Standby Partnership, we provide equipment and expertise to refugee communities globally.

Expanding Programs to Combat Homelessness

In fiscal 2025, we expanded our homelessness prevention work in Silicon Valley through Destination: Home's Right at Home initiative, which offers financial aid, legal help, and other critical services to those experiencing homelessness. Together with Destination: Home and local partners, we supported planning initiatives in Asheville, North Carolina; Atlanta, Georgia; and Austin, Texas.

Cisco also supports the expansion of MyConnectSV, a digital platform funded by Cisco to improve resource access for those experiencing homelessness.

All In on AI

Cisco leverages AI/machine learning (ML) product integrations during CCR missions and through our technology donations. This includes AI-powered radio frequency tuning, which improves the stability of deployed networking, connectivity troubleshooting through the Cisco Meraki AI Assistant, and improved audio quality with Webex AI. These solutions strengthen our response partners and allow CCR to focus on the most urgent needs.

[1] A portion of CCR cash grants and product donations are provided by the Cisco Foundation and Social Impact Investments.

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Cisco Foundation partner, Bridges to Prosperity

Cisco Foundation and Social Impact Investments

At Cisco, we invest in people and communities to help create a more connected, resilient, and thriving world.

Through the Cisco Foundation and our corporate Social Impact Investments (SII), we support organizations that use technology in bold, innovative ways — from saving energy to saving lives. By combining catalytic, early-stage seed funding, strategic guidance, and technology donations, we help incubate, validate, and scale solutions that make both a local and global impact. In fiscal 2025, we continued to invest in innovative AI solutions that are showing promising results and impact.

The Cisco Foundation and our corporate SII focus on four key areas of impact: crisis response, education, economic empowerment, and climate resilience.[1]

FY25 Highlights

US$20M
in cash grants to more than 100 nonprofit partners operating across more than 100 countries

40%
of solutions operating at significant scale (1M+ people)

US$42M
additional funding catalyzed via our investments

54%
of solutions replicated beyond initial country of operation

154M
people positively impacted

US$12M
in technology donations to nonprofit partners

[1] Climate resilience is funded via the Cisco Foundation's US$100M commitment to climate solutions.



Empowering 40 Communities Around the Globe

Last year, in honor of our 40th anniversary, Cisco set a bold new global ambition. Over the next 10 years, we aim to engage with and invest in 40 communities around the world.

Our strategy focuses on maximizing impact through Cisco technology, donations, crisis response, and more. It only felt right that Western North Carolina, which continues to feel the long-term impacts of Hurricane Helene and is home to many of our Cisconians, was chosen as our first 40 Communities site.

In fiscal 2025, we committed US$6 million to two local nonprofits helping the community rebuild. Through Asheville Regional Coalition for Home Repair, we're supporting 110 low-income homeowners with repairs. And together with Chief Cares, we're helping to build new housing for 100 families who lost homes or are experiencing significant housing challenges, with 40 homes in construction as of July 2025. Our employees are a driving force behind this work, showing up for partners like Asheville Area Habitat for Humanity through hands-on volunteering.

More at the CORE

Learn more about 40 Communities and the Cisco Foundation's strategy and impact in our Cisco Foundation Impact Report.

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Scaling Impact and Connectivity Through Our Technology Donations

At Cisco, we know technology drives transformation.

That's why, alongside cash grants and advisory support, we donate Cisco technology to our Cisco Foundation and Social Impact Investments partners. This helps them connect more securely, deliver critical services, make data-informed decisions, and operate more efficiently.

The result? Greater impact on more people and communities around the world.



Cisco Foundation partner, Bridges to Prosperity

Advancing Secure Connectivity

Through our suite of cybersecurity solutions, we help nonprofits better safeguard their assets. For example, in fiscal 2025, our Cisco Secure Endpoint and Cisco Duo technology donations helped protect and secure the systems of Bridges to Prosperity so their team could focus on rural connectivity initiatives throughout sub-Saharan Africa and beyond.

In addition, our funding helped enable Bridges to Prosperity to launch WaterNet, an AI-powered dataset that helps connect rural communities to healthcare and education by mapping local rivers and streams. Since launching, WaterNet has tripled the world's known waterways.

Modernizing IT Infrastructure

Many nonprofits are limited by outdated IT systems. Through our technology grants, we provide more reliable networking and connectivity solutions, enabling them to deliver critical services without interruption.

This year, United Food Bank Arizona replaced older networking equipment with donated Cisco Meraki firewalls, switches, and wireless access points. From inventory management to volunteer coordination, the new infrastructure maximizes operations and helps food reach those in need faster.

Automating Insights at Scale

Splunk, a Cisco company, provides technology grants to help nonprofits scale their mission-driven work, giving organizations the tools to ingest, analyze, and act on data at scale. One grantee, Ersilia, expands access to data science tools to researchers working to eradicate infectious diseases in the Global South. Through the Splunk Global Impact donation program, they received a full Splunk Enterprise license, training, and support – enabling them to automate manual data processes, double the number of models running AI predictions, and save more than 700 hours of work annually.

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Community Resilience Spotlight

Impacting 50 Million Lives in India

With nearly one billion internet users and the world's third-largest digital economy, India is both a global connectivity hub and a powerful engine for inclusive growth.



India Cash Grant program partner, Tata Trusts & Centre for Microfinance

In 2013, India implemented a law requiring companies to invest in corporate social responsibility initiatives. Cisco saw an opportunity to not just meet the mandate, but to go above and beyond — setting a goal in 2018 to positively impact 50 million lives in India.

In fiscal 2025, Cisco exceeded that.

To do so, we combined innovative technology with collaborative partnerships, aligning with government priorities. Leveraging our India Cash Grant program, we supported local nonprofits that use technology to address critical needs, like education and economic empowerment. Our employees also played a key role, from mentoring our partners on cybersecurity to business operations.

Here are some initiatives made possible through our collaborations:

Transforming Education Through Policy

Cisco's partnership with Indus Action transforms education through tech-driven solutions. Supporting India's Right to Education Act, which makes education a fundamental right for children ages 6-14, Cisco helped Indus Action develop a technology platform designed to streamline education admissions processes. Our ongoing partnership with Indus Action has helped enable more efficient decision-making and policy execution, positively impacting 500,000 people.

Skilling Up With Cybersecurity

Cisco and the NIIT Foundation collaborate to champion education and empowerment through the Cyber Suraksha project. From 2022 to today, this project has helped more than one million individuals — 40% of them women — develop cybersecurity skills, and more than 6,000 participants secured cybersecurity roles.

Creating New Career Pathways

The Future Right Skills Network is a collaborative effort between Cisco, Accenture, SAP Labs, and J.P. Morgan, facilitated by Quest Alliance. So far, more than 300,000 students have gained career skills, over 26,000 students landed full-time jobs, and more than 1,500 trainers received support.

Driving Entrepreneurship Through India Cash Grants

In India, micro, small, and medium-sized businesses are a critical component of the economy, contributing approximately 30% to its gross domestic product (GDP). For the government, supporting these businesses' digital transformation is a national priority.

Through our India Cash Grants, we enable innovation and collaboration at scale for many of these nano- and micro-entrepreneurs. Our grants are focused on driving opportunity for all, with over 60% of efforts supporting women-led businesses.

The work of our many partners — including with Learning Links Foundation, Centre for Microfinance, Jagriti, and Bharatiya Yuva Shakti Trust — ranges from digital solutions for food ventures to AI entrepreneurship to manufacturing services. Collectively, these efforts were critical to achieving our 50 million lives goal.

> By aligning with government priorities and fostering collaboration, we support innovation and capacity building. This holistic approach amplifies impact, ensuring resources create lasting change for a more inclusive and prosperous society."
>
> — **Harish Krishnan,** *Managing Director and Chief Policy Officer, Cisco India, Southeast Asia*

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Country Digital Acceleration

This year, we celebrated 10 years of innovation, partnership, and impact.

From powering AI in Saudi Arabia to driving autonomous vehicle innovation in Italy, Cisco's Country Digital Acceleration (CDA) program demonstrates Cisco's strategic commitment to advancing digital transformation worldwide.

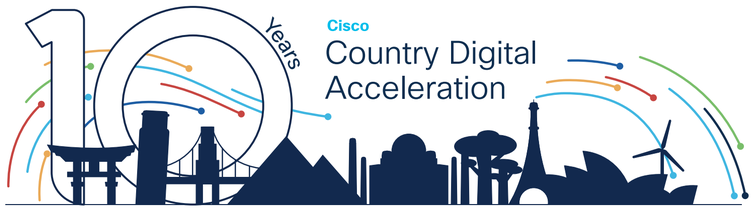
By collaborating with governments, industry, and academia, CDA creates real-world, scalable solutions that address national and local priorities, drive innovation, and expand access to the digital economy.

1,700+
active and completed projects

56
countries

More at the CORE

Check out our interactive map to learn more about CDA projects around the world, categorized by industry and technology focus.





Self-driving car prototype, developed in partnership with Cisco and Politecnico di Milano

A Decade of Global Impact

Cisco's CDA program delivers not just technology, but a pathway to national digital advancement. Here are a few examples of our accomplishments in fiscal 2025:

Canada

Now in its 10th year, Cisco's Toronto Innovation Centre is powered by strategic investment and partnerships from the CDA program. Featuring a hybrid work studio with Cisco Spaces technology, a newly launched healthcare showcase, and more, the Centre helps customers and partners safely experiment, collaborate, and deliver real-world impact. It's part of Cisco's more than CA$200 million annual investment in innovation across Canada.

Italy

Since 2023, Cisco and Politecnico di Milano have partnered to drive innovation in autonomous vehicles, starting with Maserati's participation in the Mille Miglia, a classic car rally. This collaboration extended autonomous technology to fully electric vehicles and addressed new challenges in long-distance and high-speed contexts. Leveraging these learnings, in fiscal 2025 we became the technology partner for Sharing for Caring, a program that autonomously provides safe, accessible transportation for people in small communities and those with limited mobility.

India

To support India's digitization efforts, CDA rolled out Cisco on Wheels, a traveling mobile experience center that brings Cisco technology solutions directly to businesses. To date, Cisco on Wheels has traveled to 18 cities across India – from Pune to Vadodara – offering hands-on demonstrations and training across Cisco Meraki secure networking solutions, Webex collaboration tools, and more. Through this program, Cisco is helping organizations advance their digital transformation and expand market reach.

Saudi Arabia

CDA has supported the Kingdom since 2016, driving digitalization and innovation through high-impact projects across healthcare, education, and government. In fiscal 2025, Cisco announced a partnership with Saudi Arabia's HUMAIN AI enterprise to help build the Kingdom's AI infrastructure, aiming to create the world's most open, scalable, resilient, and cost-efficient AI ecosystem.

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Learning and Digital Skills

At Cisco, we believe education is the ultimate equalizer, enabling learners to build their career in the digital era.

According to the World Economic Forum's Future of Jobs Report, 50% of today's global workforce needs to upskill or reskill to stay relevant. Failure to do so could result in a global GDP loss of up to US$15 trillion by 2030.

To meet this challenge, Cisco's global learning and digital skills portfolio is working across the talent pipeline, unlocking individual opportunity while strengthening global communities. As one of the world's longest-standing corporate education ecosystems, we help the workforce of today build the digital skills they need for tomorrow.

African Child Projects is dedicated to reaching Tanzanian students through their partnership with Cisco Networking Academy



In fiscal 2025, we unveiled Learn with Cisco, which brings together our learning programs and helps people upskill at every stage of their careers:

- **Cisco Networking Academy:** Our IT skills-to-jobs program focusing on early-career talent and workforce development
- **Cisco Certifications:** Certification programs designed to help shape the modern workforce
- **Cisco U.:** Personalized technology learning with flexible, digital experiences for professionals
- **Cisco Learning Network:** A global community of learners designed for networking, collaboration, mentorship, and certification preparation

Learn With Cisco FY25 Highlights

5.6M
individuals trained

704,000
active certifications

1.7M
Cisco Learning Network members

US$519M
in-kind contributions

All In on AI

In our fiscal 2025 survey of Cisco Networking Academy instructors, 87% recognized the importance of teaching AI and ML, but only 10% felt equipped to do so.

To help address this, Learn with Cisco expanded access to free, high-demand AI trainings, including Cisco Networking Academy's Introduction to Modern AI and Understanding AI and LLMs as a Network Engineer on Cisco U.

In addition to existing AI features like My Knowledge Check, we are innovating to make courses more interactive and personalized – like our new Data Science Essentials with Python course featuring an embedded, context-aware AI assistant that acts as a personal tutor.

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Cisco Networking Academy Around the World

Cisco Networking Academy empowers learners, educators, and communities worldwide through in-person and online technology courses — all for free.

In partnership with governments, schools, and nonprofits, we align digital skills training with workforce and transformation needs.

This year, we focused on reaching more learners in more places. Our learning platform is now available across 195 countries in eight languages, including Japanese, Korean, and Simplified Chinese. We also focused on digital accessibility, partnering with Teach Access on a new teaching accessibility resource for educators.

Australia

To address digital skills shortages in the health sector, the Royal Melbourne Institute of Technology, in partnership with Cisco Networking Academy and Grampians Health, launched five learning modules focused on digital health foundations and emerging AI technologies. Following the pilot's strong uptake, the Victorian Government committed an additional AU$5 million to expand the initiative across Victoria in key skills shortage areas.

Brazil

In fiscal 2025, Cisco Networking Academy reached a major milestone in Brazil: empowering over one million learners with digital skills. This impact was made possible through partnerships with more than 600 institutions and over 1,400 active instructors across the country, from urban centers like São Paulo to remote villages in the Amazon.

Germany

In Germany, there are an estimated 140,000 IT jobs unfilled due to lack of candidates. Through our partnership with the ReDI School of Digital Integration, Cisco Networking Academy is working to build a qualified talent pipeline, reaching over 900 student learners in fiscal 2025. Further, through our broader Cisco Networking Academy outreach in Germany, we supported more than 77,000 students and 400 Cisco Networking Academies.



Nurturing Tomorrow's Cybersecurity Leaders With Splunk

Splunk Academic Alliance is shaping the cybersecurity leaders of tomorrow — starting today. Through the program, university students, faculty, and IT staff receive free Splunk training and industry-recognized certifications, creating a gateway to careers in IT and data.

As career opportunities evolve, so does the Splunk Academic Alliance program. In fiscal 2025, recognizing the growing need for skills in two areas of cybersecurity — incident detection and response, and automation — Splunk expanded their higher education offerings to include access to Splunk Enterprise Security and Splunk SOAR (Security, Orchestration, Automation, and Response).

This past year, we saw more than 31,000 total enrollments and 16,000 trained across 44 countries. Leading the way are innovative programs at University of Nevada, Las Vegas; Louisiana State University; and California Polytechnic State University — all powerful examples of what's possible when academia meets application.

More at the CORE

Explore our whitepaper, Educating Tomorrow's ICT Workforce, to learn how generative AI is impacting jobs and how Cisco Networking Academy is equipping the workforce of the future.

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Cisco Networking Academy Goals

Since 1997, over 28 million learners worldwide have benefited from Cisco Networking Academy's high-quality training platform and trusted partnerships. But there is more work to be done, and it's never been more urgent than now in the age of AI.

In fiscal 2023, we set a 10-year goal of reaching an additional 25 million learners by fiscal 2032. But, given the urgent need and our ongoing momentum, we know we can move faster. In support of the World Economic Forum's Reskilling Revolution, Cisco is proud to accelerate our goal to reach 25 million additional learners by fiscal 2030, two years earlier than our original goal.

✓ Goal Met

Global	Progress
Provide digital and cybersecurity skills training to 25M more learners by FY30.[1]	11.9M learners trained
Americas	
✓ Provide cybersecurity skills training to 200,000 people in the United States by FY25.	205,000 people
Provide digital and cybersecurity skills training to 6.2M people in Latin America by FY30.	2.9M people
Provide digital and cybersecurity skills training to 100,000 people in partnership with Serviço Nacional de Aprendizagem do Comércio (SENAC) Networking Academy Support Centers in Brazil by FY27.	55,000 people
NEW: Provide digital and cybersecurity skills training to 75,000 people in partnership with Centro Paula Souza de Ensino in Brazil by FY30 (FY26 base year).	Progress tracked starting FY26
Europe, Middle East, and Africa (EMEA)	
Provide digital and cybersecurity skills training to 10M people across EMEA by FY30.	4.7M people
✓ Provide cybersecurity skills training to 250,000 people in the European Union (EU) by FY25.	392,000 people
Provide digital and cybersecurity skills training to 2.6M people in the EU by FY30.	1.3M people
Provide digital and cybersecurity skills training to 3M people in Africa by FY30, representing an estimated US$200M of in-kind contributions.	1.8M people; US$101M in-kind contributions
NEW: Provide Essential Foundation Skills training to 1.5M people and 5,000 instructors in the EU by FY30 (FY26 base year).	Progress tracked starting FY26
NEW: Provide digital and cybersecurity skills training to 500,000 people in the United Kingdom and Ireland by FY30 (FY25 base year).	110,000 people
NEW: Provide digital and cybersecurity skills training to 230,000 people in France by FY28 (FY26 base year).	Progress tracked starting FY26
NEW: Provide digital and cybersecurity skills training to 500,000 people in Saudi Arabia by FY30 (FY26 base year).	Progress tracked starting FY26
NEW: Provide digital and cybersecurity skills training to 250,000 people in Egypt by FY29 (FY25 base year).	115,000 people
Asia Pacific, Japan, and China (APJC)	
Provide digital and cybersecurity skills training to 6.7M people across APJC by FY30.	3.4M people
✓ Provide cybersecurity skills training to 500,000 people in India by FY25.	710,000 people
Provide digital and cybersecurity skills training to 141,000 people in Malaysia by FY30.	95,000 people
✓ Provide digital upskilling training to 50,000 women annually across Brunei, Fiji, India, Indonesia, Malaysia, the Philippines, Thailand, and Vietnam through FY32.	76,000 women
NEW: Provide digital and cybersecurity skills training to 500,000 people in Indonesia by FY30 (FY25 base year).	145,000 people
NEW: Provide digital and cybersecurity skills training to 20,000 people in South Korea by FY27 (FY25 base year).	9,000 people
NEW: Provide digital and cybersecurity skills training to 100,000 people in Japan by FY29 (FY25 base year).	26,000 people

Impact Since 1997

28M

students reached globally

195

countries

FY25 Highlights

5.3M

students reached

12,200

academies

60+

courses aligned to 25 certifications in up to 21 languages

97%

of students say Cisco Networking Academy helped them obtain a career and/or educational opportunity[2]

92%

of instructors say that Cisco Networking Academy helped them become a better educator[3]

Note: Country sub-goals contribute to broader regional goals. Progress against all goals listed by fiscal year is measured through the end of the fiscal year. Unless otherwise noted, goals listed have a base year of FY23, and progress against all goals is cumulative and measured through end of FY25.

1 This goal timeline has been accelerated from FY32 to FY30 (FY23 base year).

2 Based on outcome surveys of students participating in Cisco certification-aligned courses in FY25.

3 Based on instructor survey participants who were actively teaching in FY25.

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Community Enablement

Five years ago, Cisco made a US$300 million commitment to help underserved communities build resilience. Together, we created, innovated, and delivered lasting impact.

Today, our Community Enablement team is evolving their work to continue driving sustained impact at scale. We're investing in people and partnerships that create long-term social value, guided by three pillars:

- **Investment:** Identify community needs and fund scalable infrastructure, like broadband and digital connectivity
- **Incubation:** Co-create pilots, empower leaders, and support schools and organizations with technology
- **Continuity:** Embed and scale through Cisco's ecosystem, foster partnerships, and track outcomes

In fiscal 2025, we focused on advancing solutions at the intersection of education and technology. Key partnerships included:

North Carolina A&T State University

Cisco's strategic partnership with North Carolina A&T State University is helping to develop future technology leaders through hands-on learning, student scholarships, and an established partnership framework. This work is furthered by a recent donation supporting the Association of Information Systems and the creation of an AI innovation space in the Deese College of Business and Economics, advancing cutting-edge AI learning and career development.

University of the District of Columbia (UDC)

Through a US$4.3 million in-kind gift, Cisco is helping to power UDC's next chapter of digital transformation. The investment will strengthen UDC's IT infrastructure and cybersecurity capabilities – providing faculty, staff, and students with the tools and connectivity that foster a more secure, inclusive, and future-ready campus.

Winston Salem State University (WSSU)

Cisco is helping advance WSSU's digital capabilities and student opportunities through trainings, career fairs, and leadership events. This collaboration is furthered by a US$2.7 million IT modernization donation that has bolstered WSSU's security infrastructure, establishing a robust digital foundation and ensuring compliance with the National Institute of Standards and Technology (NIST).

> Cisco's investment enables us to provide the most advanced and secure digital environment for our campus community, furthering our position as a national leader in research and innovation."
>
> – **Maurice D. Edington,** *President, University of the District of Columbia*

Our People

FY25 Highlights

14

countries recognized Cisco as a top three Great Place To Work®

3

new Guiding Principles shape the ways we lead, learn, and work in the AI era

573,000

employee volunteer hours, one of the many ways Cisconians give back



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Our people power our Purpose. They fuel our business — and our award-winning culture — through their commitment to learning, connection, and collaboration.

The world of work is changing faster than ever, but our greatest strength remains our Cisconians. They are the heart of our culture, the driving force behind our innovations, and a critical part of how we make a positive impact around the world.

Whether it's AI upskilling or community building, hybrid connecting or everyday collaborating, we aim to create a workplace where our people are empowered to succeed. Because when our people thrive, they bring their best to everything they do — for our customers, our communities, and one another.



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Employee Experience

We strive to create the best possible workplace so our employees can thrive, and Cisco can win.

In fiscal 2025, we announced a new set of Guiding Principles: actionable values that shape the ways we lead, learn, and work in the AI era. These were co-created across the business, with input from employees and our Executive Leadership Team.

Our Guiding Principles keep us focused on the skills and behaviors that matter most, driving success for our customers and our communities.

Prioritizing Team Rituals

Leaders have the most direct influence over Cisconians' experiences. In fact, our internal research shows that employees who checked in with their leader weekly had 33% greater confidence in their organization's strategy.

Today's global and hybrid workplace requires our leaders to be more deliberate about the norms and rituals to be successful. That's why we offer leadership tools and development opportunities, including:

- **Weekly Check-Ins:** All employees are encouraged to complete a Weekly Check-In, inviting them to reflect on the past week (What did you love? What did you loathe?) and outline priorities for the week ahead.
- **Quarterly Engagement Pulses:** These quick, leader-led surveys measure how motivated and engaged team members are through 10 simple questions.
- **Bi-Annual Performance and Development Discussions:** This process creates a two-way dialogue between employees and leaders, driving ongoing clarity, accountability, and growth.

FY25 Highlights

2M+

Team Space Check-Ins submitted

76%

of employees completed Check-Ins



Our Guiding Principles

Think Really Big

Be curious, learn fearlessly

Take smart risks

Innovate. Adapt. Do it again.

Play to Win

Be real, be coachable

Speak up, debate often, and ***commit***

Execute with quality, a sense of urgency, and accountability

Drive Durable Growth

Drive customer outcomes with products and experiences they love

Embrace One Cisco and the power of the platform

Connect our work to Cisco's priorities and Purpose

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Investing in Ongoing Learning and Development

Whether it's engineers designing next-generation architecture or sales teams creating new go-to-market strategies, a drive to learn and innovate is what keeps Cisco ahead.

Cisco employees have access to our industry-leading external platforms, including Cisco Networking Academy and Cisco U., as well as personalized training programs, like Cisco Leader Fundamentals. In fiscal 2025, 89% of Cisco employees voluntarily participated in a learning or development offering, with more than 37,000 employees completing AI-focused offerings — a 76% year-over-year increase.

Supporting Employee Health and Well-Being

At Cisco, we don't think of well-being as a nice-to-have; rather, it's a business imperative and core to our Guiding Principles.

In fiscal 2025, we continued to invest in mental health and well-being for all Cisconians. For employees, we introduced the Calm app, offering free tools to help improve sleep, manage stress, and develop mindfulness. For leaders, we offered numerous learning events, including our "Leading with Humanity" series, a research-backed well-being series based on needs identified from employee listening surveys.

This year, we also grew our Well-Being Ambassador program, a community of proactive employees who champion healthy behaviors and foster connection. In fiscal 2025, more than 500 ambassadors reached nearly 4,800 employees through team activities and challenges, creating meaningful momentum in how well-being is activated and supported across the business.

> As business leaders, it's up to us to make mental health and well-being part of the everyday experience at work. That starts with really listening to our people, investing in the programs and resources they need, and enabling our leaders to lead with empathy. When we get this right, our people feel supported and connected, and both our people and the business thrive."
>
> – **Kelly Jones,** *Chief People Officer*

All In on AI

In fiscal 2025, we began piloting Ask P&C Assistant, an AI-powered digital agent that helps employees interact with People & Communities (HR) services. From "Can you submit my vacation request for me?" to "What are my parental benefits?", the assistant aims to simplify employee requests and bring personalized answers to Cisconians' fingertips. Ask P&C responds to common HR questions six to 10 times faster, with employees reporting a 20% increase in satisfaction.

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Our People Spotlight

Upskilling in the AI Era

AI is transforming how we work — and our employees are leading the way.

According to the Cisco AI Readiness Index, close to a third of organizations surveyed report that employees are limited in their willingness to adopt AI. Not so at Cisco.

We believe that thriving in the age of AI requires not just cutting-edge technology, but a deep investment in people. We're actively creating a culture of continuous AI learning and experimentation, considering ourselves "customer zero" when it comes to leveraging Cisco's AI-first technology.

Digging Deep Into AI Research

In fiscal 2025, we conducted a multimodal analysis of how employees were using AI tools and how that impacts the workplace experience. The study focused on three key areas of impact:

- **Adoption:** Leaders are the biggest predictor of AI adoption. At Cisco, if your leader uses AI, you're two times more likely to use it too. Tenure is also an indicator; employees with less than one year or more than 20 years at Cisco had the highest AI usage.
- **Experience:** In addition to Cisco-sponsored courses, 91% of focus group participants were learning AI through trial and error.
- **Impact:** AI is a workflow enhancer, with high-performing employees embedding AI into daily workflows to boost efficiency and focus on higher-priority work.

These insights will help inform and shape our overall AI employee experience strategy moving forward.

Developing AI for Everyone

AI for Everyone is Cisco's flagship AI learning program, designed for all employees — no technical background required.

Built by Cisconians for Cisconians, this training offers bite-sized lessons and hands-on AI exercises. Four persona-based modules — Users, Leaders, Enablers, and Builders — provide role-based learning, from foundational skills to AI data analytics. This initiative signifies a shift in our AI learning strategy, moving from broad training to more focused, role-relevant content.

As a complement to this, we also developed a standalone AI training focused on data privacy, inclusive design, and human-in-the-loop decision making to help employees make more thoughtful, ethical decisions on AI adoption.

Introducing CIRCUIT

Two years ago, we launched our first Cisco IT Enterprise Chat AI tool. But what started as a simple way for employees to safely use generative AI has evolved into much more.

In fiscal 2025, we launched a new-and-improved AI assistant, CIRCUIT. Developed by Cisco IT, this internal tool securely brings together the latest AI models into one cohesive system.

CIRCUIT can handle everything from routine tasks, like drafting emails, to unlimited deep research. And it continues to evolve alongside AI technology to tackle more complex data, introduce more intelligent agents, and lay the groundwork for truly connected, automated workflows.

Each new feature we release brings us closer to a streamlined and seamless AI-powered work experience for employees — with Cisco-grade trust and security at its core.



FY25 Highlights

66%
of employees leveraged CIRCUIT

17M
total CIRCUIT interactions

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Inclusion

By connecting across distance and difference, we help fuel stronger teams, smarter solutions, and greater impact.

Inclusion isn't just a part of Cisco's culture; it's essential to how we innovate and create value for communities and customers around the world.

Building Inclusive Skills

We strive to create a culture where each and every employee takes responsibility for fostering an inclusive and collaborative environment. To accomplish this, we equip employees with ongoing talent and leadership development opportunities.

This starts with a training designed to help employees cultivate respect and identify harassment at work. In fiscal 2025, 83% of employees completed the training, with 96% of participants reporting they could identify inclusive behaviors at work following the course.

For those wanting to dig deeper, the Proximity Initiative brings together leaders and employees for one-to-one dialogues to learn more about the other's lived experiences. In fiscal 2025, through a research study with Great Place To Work®, we found that Proximity Initiative members were three times more likely to experience belonging.

> At Cisco, we know that having a global workforce with a broad set of perspectives and experiences is good for our teams, good for our customers, and good for our business."
>
> – **Brian Tippens,** *Chief Social Impact & Inclusion Officer*



The inaugural cohort of the Cisco Veteran Leadership Program

Introducing Our Veteran Leadership Program

In fiscal 2025, we launched our Cisco Veteran Leadership Program, an initiative that aims to bridge the gap between military and civilian careers. The program was developed and managed by volunteers within our VETS Inclusive Community, with Chief People Officer Kelly Jones serving as the executive sponsor.

The inaugural cohort achieved an 100% satisfaction rate, with one participant noting, "The program reinforced key leadership fundamentals... and the hands-on team exercises combined with insightful discussions were incredibly valuable."

More at the CORE

Learn more about our open-to-all events and leadership development opportunities – including JUMP, DARE, Next Generation Leaders, and The Multiplier Effect – on the Purpose Reporting Hub.

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Connecting Through Inclusive Communities

Cisco's employee-led Inclusive Communities bring together people with shared experiences or interests to help foster connection, collaboration, learning, and engagement around the globe. Open to all, nearly one-third of Cisco employees are members of at least one Inclusive Community.

FY25 Highlights

31
inclusive communities

345
chapters

79
countries

1,200
volunteer leaders



- Adult Caregivers Network
- Alzheimer's Support Network
- Back to Business Network
- Cancer Support Network
- Cisco HAVEN
- Conexión Latin Network
- Connected Asian Affinity Network
- Connected Black Professionals
- Connected Disability & Neurodiversity
- Connected Jewish Network
- Diabetes Network
- Emerging Talent at Cisco
- Filipino Professional Network
- Finance Women's Network
- Green Team Network
- Indians Connecting Network
- Interfaith Network
- Iranians & Friends Network
- iWISE: Supply Chain
- Lebanese at Cisco
- Men for Inclusion
- Mindfulness & Resilience Network
- Native American Network
- Palestinian Network at Cisco
- PRIDE LGBTQ+ & Allies
- Special Children's Network
- Veteran Enablement & Troop Support
- Women in Cybersecurity
- Women in Science & Engineering
- Women of Cisco
- Women's Inventor Network

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Employee Giving and Volunteering

At Cisco, giving back is part of our company DNA.

What happens when you combine Purpose, passion, and people?

At Cisco, the answer is measurable, meaningful impact through our employee volunteering and giving benefits, including:

- **Time2Give:** 80 hours of paid time off annually to volunteer
- **Matching Gifts Program:** US$10,000 in matching donations per employee each calendar year, including matches for cash and stock donations and/or US$10 per hour for volunteer efforts

These actions are good for our communities – and great for employee engagement. Our three-year internal study found that Cisco employees who gave back stayed at the company longer, had higher bonuses, and received more peer recognition.

Creating Long-Term Impact

In fiscal year 2025, for the sixth year in a row, more than 80% of our employees participated in giving-back initiatives by volunteering, donating, advocating for a cause, or other efforts that positively impact a community.

Our employees continued to give generously to communities in need, including those impacted by crises like Hurricane Helene, the Los Angeles wildfires, and Texas flooding.

Tracking our impact is fueled by our always-on Community Impact Portal, available in 20 languages. Through this digital platform, employees can easily track volunteer hours, make donations, or create opportunities for giving back.

We've continued to expand the number of nonprofits and NGOs eligible for volunteering and matching donations, with more than 100,000 organizations now included in our Matching Gifts Program.

FY25 Highlights

81%
of employees participated in community impact actions

573,000
employee volunteer hours

US$33M
employee donations and matching gifts



Cisco employees pack food kits with Second Harvest in San Jose, California

All In on AI

Our Tech for Social Good program matches trained Cisco volunteers with Cisco Foundation and Social Impact Investments grant organizations, providing these nonprofits with free, strategic consulting on data architecture, AI, operational efficiency, and more.

A growing area of this work is helping nonprofits navigate and apply AI responsibly. In fiscal 2025, Cisco Tech for Social Good volunteers partnered with nonprofit EforAll, advising them on leveraging AI in their operations and programming to reach more entrepreneurs globally.

More at the CORE

From fundraising on the Camino de Santiago trail to setting up wireless connectivity in Japan, discover more stories of community impact.

Responsible Innovation

FY25 Highlights

Up to

886B

security events per day processed through Cisco Talos

40,000+

learners participated in cybersecurity simulations

99.9%

of employees completed Cisco's Code of Business Conduct training



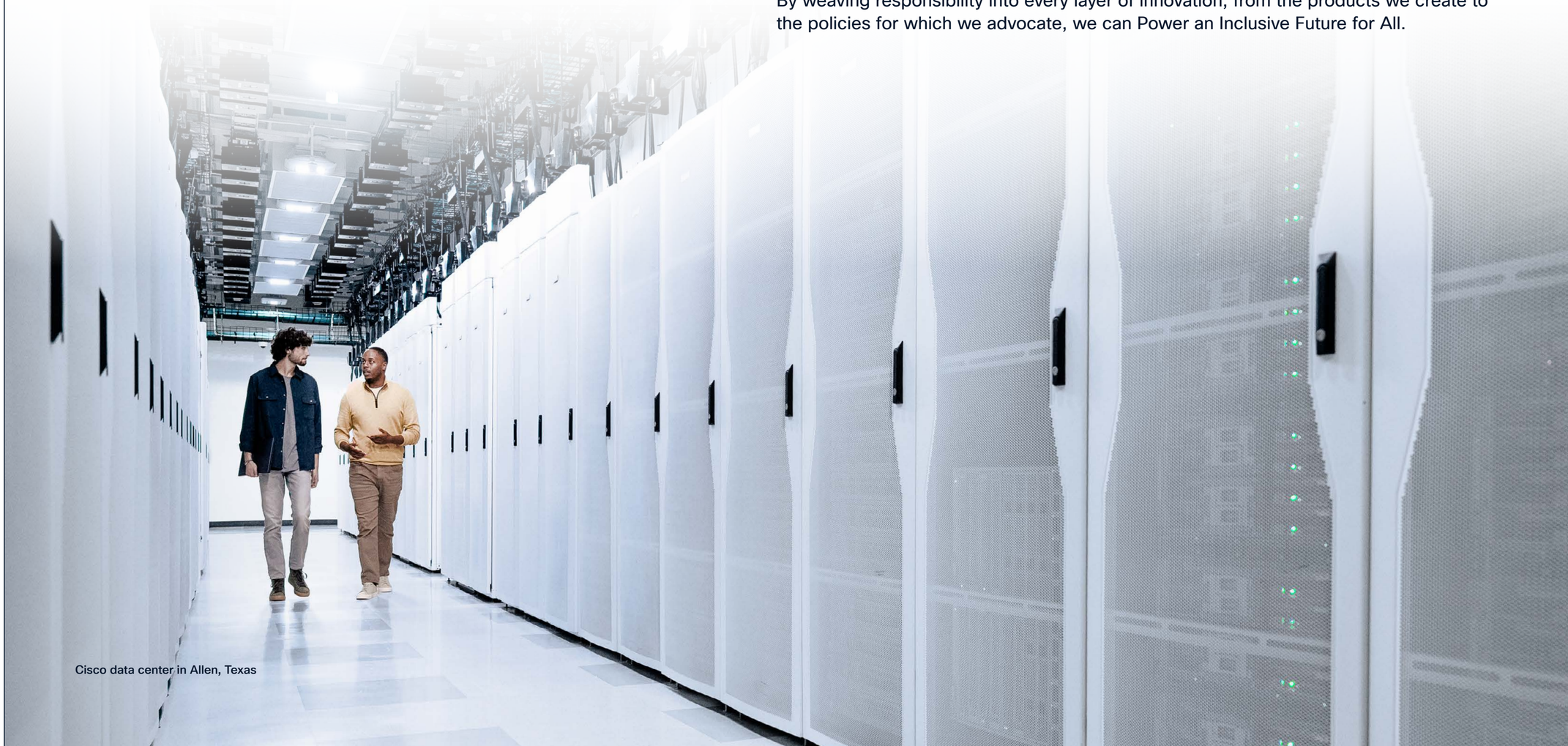
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Our technology connects and protects in the AI era, and we prioritize security, privacy, trust, and ethics in what we build and how we build it.

Technology has the power to close gaps, open doors, and create opportunities — but only if it is built, deployed, and used securely with trust at its core.

That's why Cisco puts responsible innovation at the center of our work. For us, it means embedding security, privacy, and ethics into our operations, respecting human rights, and keeping accessibility by design in mind. It also means engaging in thoughtful public policy to help set the guardrails for how technology impacts society.

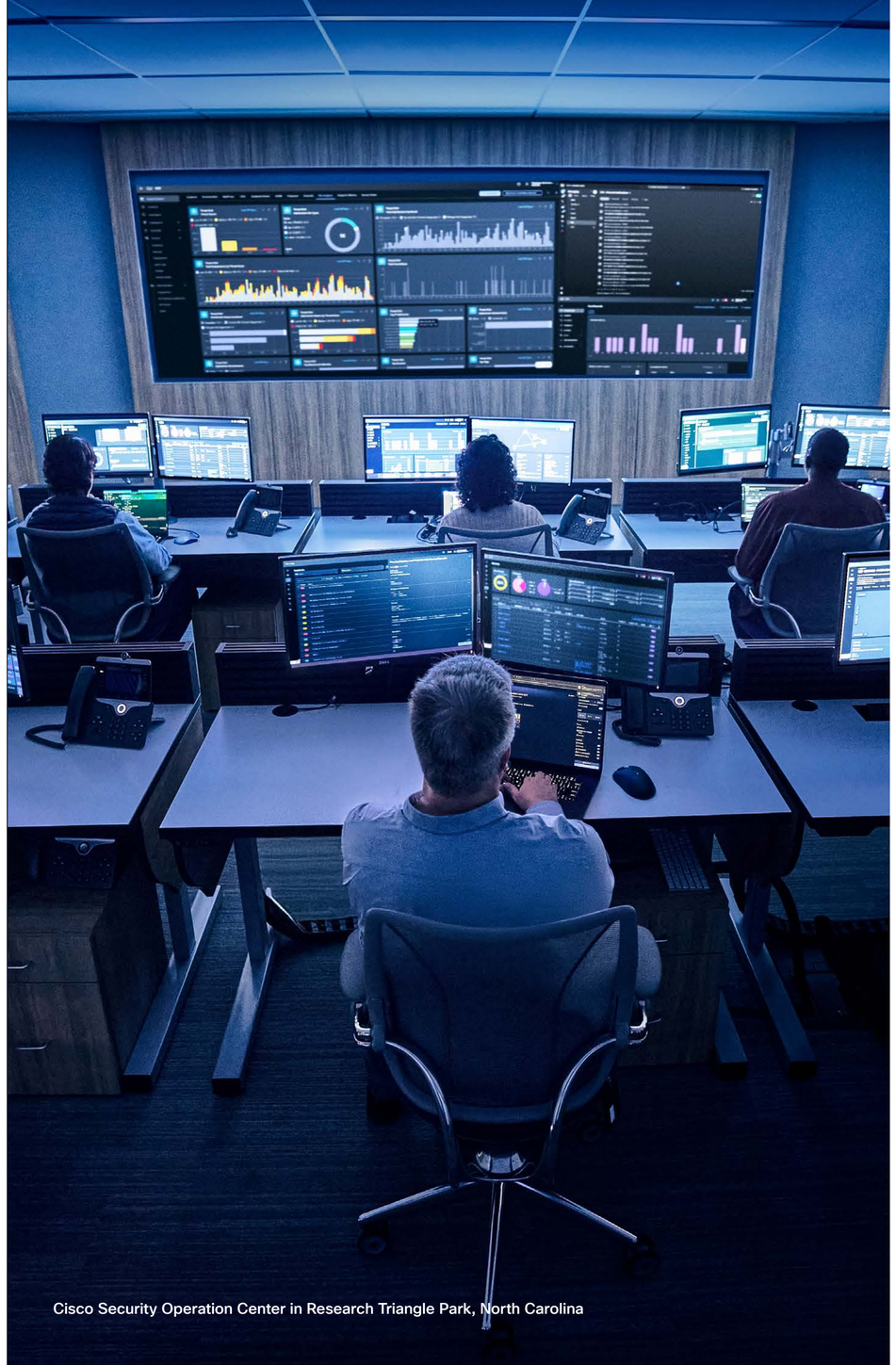
By weaving responsibility into every layer of innovation, from the products we create to the policies for which we advocate, we can Power an Inclusive Future for All.



Cisco data center in Allen, Texas

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Cisco Security Operation Center in Research Triangle Park, North Carolina

Security, Privacy, and Trust

As innovation accelerates, the need for strong security, data protection, and privacy has never been more critical.

In a world where nearly everything is connected and generating data, technology holds extraordinary promise to solve our greatest challenges, from improving education to curing disease. But with this opportunity comes increasing vulnerability if security and privacy are not prioritized.

At Cisco, we view security and privacy not as mere checkboxes, but as business imperatives and foundations for responsible innovation. Key to that innovation is governance for secure, trustworthy, transparent, fair, and accountable data usage. This involves embedding security, privacy, and responsible AI by design, advancing zero-trust architecture, and enabling ongoing observability for threat detection.

We are guided by our core principles of trustworthiness, transparency, and accountability. In fiscal 2025, we continued to embrace a holistic approach to security and privacy throughout our operations, data management practices, products, and solutions.

Securing Global Data

Our 2025 Data Privacy Benchmark Study revealed that privacy remains core to customer trust, with 95% of survey respondents saying they won't make a purchase if their data isn't properly protected.

We apply a Privacy by Design approach that reflects our commitment to using data responsibly and serves as the foundation for how we handle personal, customer, and corporate data. Incorporating Privacy Enhancing Technologies in the design process helps enable responsible data use, manages risks, and gives users more control over their information.

This work comes to life through our Cisco Privacy Center of Excellence (PCOE). While the PCOE initially focused on protecting personal data, in fiscal 2025, its scope expanded to include regulated data, such as "industrial data," or data generated by connected products, like smart devices. Though this data is driven primarily by commercial considerations, users are also demanding greater visibility and control over their nonpersonal data.

Increasing Data Transparency

In fiscal 2025, PCOE launched data questionnaires to Cisco product developers to gather information about the way data is collected, how the data is used, where the data is stored, and more. Those responses were then used to create public-facing Offer Disclosures to provide transparency to our customers and stakeholders via the Cisco Trust Portal.

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Cisco's Trust Center and Trust Portal highlight how our approaches and solutions consistently meet or exceed industry standards.

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Advancing Cybersecurity Around the World

Data breach incidents surged 70% from 2021 to 2024, with the average data breach costing an estimated US$4.9 million. As a cybersecurity leader, Cisco builds technology to defend against threats and shares our expertise with customers, partners, and communities.

Preparing for the Threats of Today and Tomorrow

As threat actors shift to targeting network infrastructure, we began a multiyear effort to help customers use Cisco equipment more securely and increase resiliency to attacks.

Our commitment to driving resilient infrastructure strengthens the security of Cisco solutions and customer networks, reducing the risk of insecure network configurations and delivering proactive detection and response to safeguard against evolving threats.

To help develop real-world skills, we host hands-on "Capture the Flag" cybersecurity simulations in person and online. In fiscal 2025, more than 40,000 learners around the globe participated, using Cisco products to defend against threats.

We're also looking to the next frontier: quantum networking and computing. To help organizations safeguard against looming threats, like quantum computers cracking encryption keys, Cisco published resources on Cryptography in a Post-Quantum World and opened our Cisco Quantum Labs facility to provide space for experimentation, education, and training.

Building Trust Through Cisco Talos

Cisco Talos' mission is to defend Cisco's customers from the broad threat landscape. Using custom-built detection engines, Talos powers the Cisco portfolio 24/7 — protecting customers across every environment, every event, every day.

Talos analyzes up to 886 billion security events per day. To sift through this data, we use ML engines trained on Talos playbooks, with recent AI enhancements including:

- **SnortML:** Created by Talos engineers, SnortML uses deep neural networks, rather than static signatures, to detect exploit attempts with greater speed and accuracy.
- **Cisco Talos Domain Name System (DNS) Security Service:** To help organizations detect DNS tunneling attacks, Talos developed an AI-based DNS Security Service trained on millions of global patterns.

Talos discovered and responsibly disclosed over 200 zero-day vulnerabilities, or previously unknown security threats, in fiscal 2025.

Threat detection cannot be done in isolation, which is why Talos is committed to educating and working with the security community. We collaborate with over 60 law enforcement partners, in addition to developing and releasing free open-source tools. Additional services offered by Talos include Cisco Talos Incident Response, which provides emergency and proactive support, and a comprehensive suite of cloud-based threat intelligence services.



Cisco Capture the Flag enables customers and partners to have hands-on experience with Cisco technologies virtually and at in-person events, like Cisco Live

More at the CORE

Learn more about the Cisco Cybersecurity Center of Excellence in Tokyo that provides critical threat intelligence for Japan.

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Responsible Innovation Spotlight

Advancing Responsible AI

We connect and protect in the AI era.

At Cisco, we've made responsibility the cornerstone of our AI mission.

To help realize AI's potential while innovating ethically, we provide and deploy AI capabilities in line with our Cisco Principles for Responsible AI: transparency, fairness, accountability, privacy, security, and reliability. We implement these principles by design through the Cisco Responsible AI Framework.

Before Cisco provides, integrates, or deploys AI, we perform an AI Impact Assessment. This includes assessing the underlying models and their technical underpinnings against the Principles and Framework. This helps us to proactively identify, manage, and mitigate the unique risks that AI-based technologies may bring.

Leading in the Age of AI

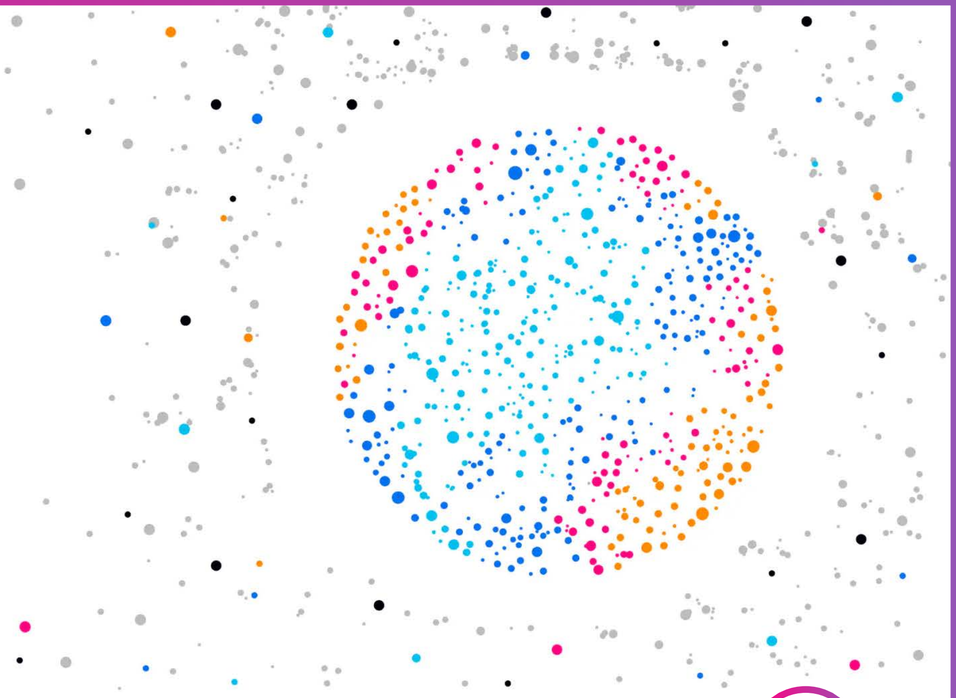
Cisco embeds trust and transparency throughout our AI life cycle and encourages others around the world, from governments to private-sector peers, to do the same.

We are proud to be a founding member of the Coalition for Secure AI, joining other organizations dedicated to secure AI research, product development, and deployment. We also lead the work of the AI Workforce Consortium, working together with our peers to identify upskilling needs for our future workforce.

Powering the Future of AI Around the Globe

Connecting and protecting in the AI era requires a global approach. We actively partner in shaping national and international AI strategies – providing governments with our input and expertise to help improve regulations and public policies related to AI. Here are just a few of the many impacts we made around the globe in fiscal 2025:

- **United States:** Cisco's Security and Trust Organization collaborated with the U.S. Cybersecurity & Infrastructure Security Agency (CISA) to develop an AI Cybersecurity Collaboration Playbook, which helps guide more effective operational collaboration between government agencies, private sector, and international stakeholders.
- **Saudi Arabia:** Cisco's new initiative with HUMAIN plans to help build Saudi Arabia's AI infrastructure from the ground up – delivering scalable, secure, cloud-based solutions to power the Kingdom's AI ambitions. The multiyear initiative through Cisco CDA aims to position Saudi Arabia as a global leader in digital innovation.
- **Indonesia:** Announced in 2025, Indonesia's "Golden 2045 Vision" is focused on spurring growth and accelerating innovation. This includes launching an AI Center of Excellence together with key partners, including NVIDIA, as well as upskilling 500,000 Indonesians through Cisco Networking Academy by end of fiscal 2030.



All In on AI

As AI technologies evolve, so do the potential threats. Launched in fiscal 2025, Cisco AI Defense is our next-generation security solution built specifically for the AI era. It combines advanced ML with global threat intelligence to detect and mitigate attacks targeting AI models, data pipelines, and AI-integrated applications. It's a powerful example of responsible AI in action – driving innovation that's both faster and safer.

More at the CORE

Head to the newly-launched Cisco AI Security Portal for best practices and insights on securing AI systems and applications.

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Human Rights and Supply Chain

Cisco is committed to respecting the human rights of all people, wherever we operate, throughout our value chain.

We formalized our Global Human Rights Policy in 2012 and hold our suppliers accountable to our Supplier Code of Conduct. This work is led by our Business and Human Rights team and our Responsible Supply Chain team.

Together, they integrate human rights considerations into processes, policies, and operations, as appropriate; conduct due diligence to identify actual and potential human rights impacts; and work to ensure that relevant teams and employees understand their roles to further Cisco's commitment to respect human rights.

The Global Human Rights Policy and respective work is overseen by our Chief Legal Officer, and periodic reports are made to the Public Policy Committee of Cisco's Board of Directors.

Our Global Human Rights Policy applies to employees, partners, suppliers, and contractors. Our Supplier Code of Conduct sets specific standards for our suppliers and contractors to responsibly operate while partnering with Cisco.

More at the CORE

Learn more about how Cisco respects human rights, including in our Supply Chain, on the Purpose Reporting Hub.

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Respecting Human Rights

Cisco works to identify and mitigate potential human rights impacts throughout our value chain. This includes striving to ensure decent working conditions for everyone involved in the production of our products and promoting the responsible design and use of our products.

Conducting Risk-Based Due Diligence

Cisco conducts risk-based human rights due diligence to identify potential human rights risks and opportunities. This work enables Cisco to responsibly conduct business in global markets, further compliance with international standards, and help us foster sustainable business growth.

In fiscal 2025, we conducted a human rights saliency assessment to identify salient human rights risks and to help align our human rights program with strategic business priorities. A list of salient risks can be found in our Global Human Rights Policy.

We work to address human rights risks by adhering to human rights policies; engaging with potentially affected stakeholders and their legitimate representatives; conducting human rights due diligence and audits; providing training to relevant employees and business partners to prevent risks; working to remediate actual impacts; and incorporating our learnings for continuous improvement. We publicly report this information on Cisco's Purpose Reporting Hub.

Respecting Labor Rights Within Our Supply Chain

When challenges arise within the supply chain, we use our influence to drive better social and environmental outcomes. We aim to work with suppliers who support our business goals and share our commitments and values. Explore how we respect labor rights in the supply chain through our case studies.

Sourcing Minerals Responsibly

The extraction of minerals presents risk for people and ecosystems. While Cisco does not procure minerals directly from mines or processors, our Responsible Minerals program is committed to sourcing materials responsibly, in alignment with our Responsible Minerals Policy. This commitment is part of our broader human rights and environmental efforts.

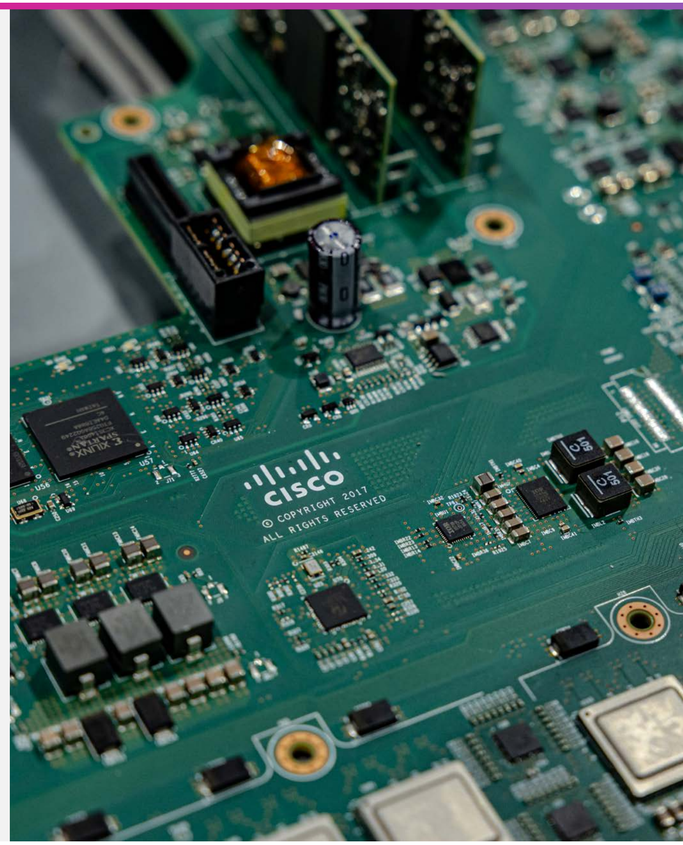
In collaboration with our global supply chain work, we strive to ensure that minerals used in our products — including tin, tungsten, tantalum, gold (3TG), aluminum, cobalt, copper, graphite, lithium, and nickel — are not linked to armed conflict, human rights abuses, or environmental harm.

Incorporating Human Rights Into Our Products and Solutions

We work with product and engineering teams to identify and address potential human rights risks in the design of our products, considering the needs of vulnerable users, intended and unintended uses of our products, and unique use cases.

This work is increasingly important in the age of AI. Our AI Governance program and AI Impact Assessments help to identify potential risks, including those related to human rights.

In fiscal 2025, we continued to use the insights and recommendations from our Human Rights Impact Assessment on data enrichment workers — individuals tasked with enhancing, refining, and augmenting raw data to make it more valuable and actionable — to prevent and mitigate risks. This work further strengthens our commitment to responsible innovation across the AI data supply chain.



Reporting Concerns

Cisco's EthicsLine is the primary grievance mechanism for rightsholders and other stakeholders to report actual or potential human rights concerns. We strive to make this accessible for workers in geographies where our suppliers operate, and submitters can now choose from 27 languages.

More at the CORE

Learn more about how we conduct due diligence in our minerals supply chain on the Purpose Reporting Hub.

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Ethics and Integrity

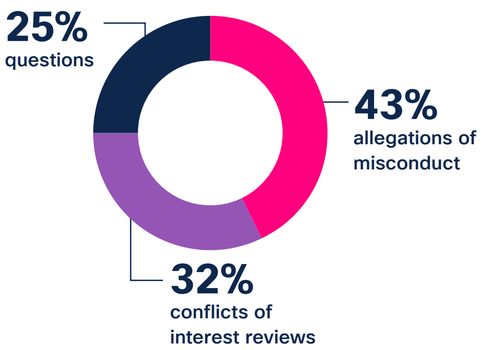
At Cisco, trust isn't just built into what we create, but how we create it.

Our ongoing commitment to doing business with integrity is critical to the trust we've earned with customers, partners, and stakeholders. We safeguard this trust by expecting employees to be personally responsible for ethics and compliance.

Cisco's Code of Business Conduct (our Code) embodies the high standards that guide our daily actions and decisions. In fiscal 2025, 99.9% of Cisco employees completed their annual training on our Code and certified their commitment to comply.

This culture of trust, transparency, and personal responsibility is further reflected through our Ethics Office, where employees and other Cisco stakeholders are empowered to raise questions and report concerns.

FY25 Ethics Office Engagement



FY23	FY24	FY25
1,644	1,784	1,748



Leveraging AI in Compliance

The potential for advanced analytics to detect and prevent compliance issues is leading to a new era of corporate governance, in which AI and data science play a central role in maintaining the integrity of business operations.

In fiscal 2025, Cisco enhanced its risk identification capabilities to harness the power of ML, leveraging data to identify patterns and anomalies that may indicate noncompliant behavior.

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Public Policy and Advocacy

Responsible innovation doesn't happen in isolation – it's powered by partnerships and policies.

Cisco's Government Affairs program engages governments worldwide to help fuel a more connected, secure, and competitive future.

We advocate for policies that:

- Foster innovation and digital transformation
- Ensure competitiveness and fair market access
- Expand access to connectivity, cybersecurity, AI, and digital skills
- Position Cisco as a trusted partner to governments

By leaning on Cisco's extensive global presence, technical expertise, and customer experience, we bridge the gap between complex technology and effective public policy.

In fiscal 2025, our Government Affairs team drove business impact and resilience for customers and communities around the globe.

Advancing Global Connectivity

In the U.S., Australia, Saudi Arabia, Korea, Indonesia, Vietnam, and Colombia, we successfully advocated to open or expand access to the 6 GHz band for unlicensed Wi-Fi use. These efforts unlock Wi-Fi-enabled innovations and faster, more reliable connectivity that fuels economic growth and improves access to digital services.

By expanding use of the 6 GHz band, manufacturing, education, and healthcare enterprises can now use advanced applications, and communities can more fully participate in the digital economy.

Strengthening Security and Resilience

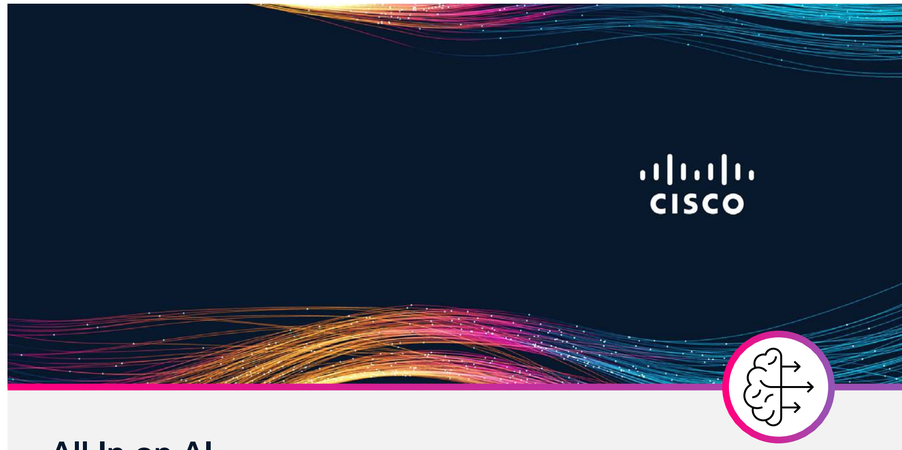
Cisco successfully championed provisions to address technical debt in the U.S. government, worked with policymakers to shape the U.S. Commerce Department's final rule on supply chain security improvements, and led advocacy for the bipartisan Securing America's Federal Equipment (SAFE) in Supply Chains Act.

Together, these milestones strengthen federal resilience by reducing use of outdated or counterfeit equipment, safeguarding critical infrastructure, and directing public resources toward trusted, modern technology.

Enhancing Public Sector Cybersecurity and Cloud Adoption

We advanced policies in Japan and South Korea to simplify adoption of cloud services, which included updating the national cloud certification program for critical infrastructure in Japan (ISMAP) and South Korea's Cloud Security Assurance program.

These improvements will help strengthen the security of digital infrastructure and digital public services, and more effectively protect sensitive citizen data by ensuring that national cloud security certifications are better aligned to the commercial security requirements widely used in the global marketplace.



All In on AI

Cisco advocates for balanced policies that maximize AI's potential and contribute to a trustworthy, transparent, and innovative AI ecosystem.

In the United States, we actively engaged the U.S. House Bipartisan Task Force on AI to advocate for a balanced approach that fosters innovation while addressing risks. We also were a proud signatory of the White House's Pledge to America's Youth: Investing in AI Education and aim to train one million more U.S.-based learners in AI and digital skills over the next four years.

In Saudi Arabia and the United Arab Emirates, Cisco's Government Affairs program supported the development of public-private AI partnerships. And in Europe, Cisco was an original signatory of the EU AI Pact, committing to advance and promote responsible AI. We also supported the development of the Nordic AI Center, which accelerates responsible AI innovation and fosters strategic AI collaboration between governments, companies, and organizations.

More at the CORE

Africa is one of the fastest-growing regions in the world – with an expanding digital economy, rapid urbanization, and the world's largest potential AI workforce. Enabling secure connectivity is key to unlocking the full potential of Africa's digital opportunity. Learn more in Cisco's whitepapers about cyber resilience, urban development, AI in the workforce, and connectivity in the age of AI.

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Accessibility

When we design products, platforms, and workplaces that are inclusive of all abilities, we open doors to more responsible innovation.

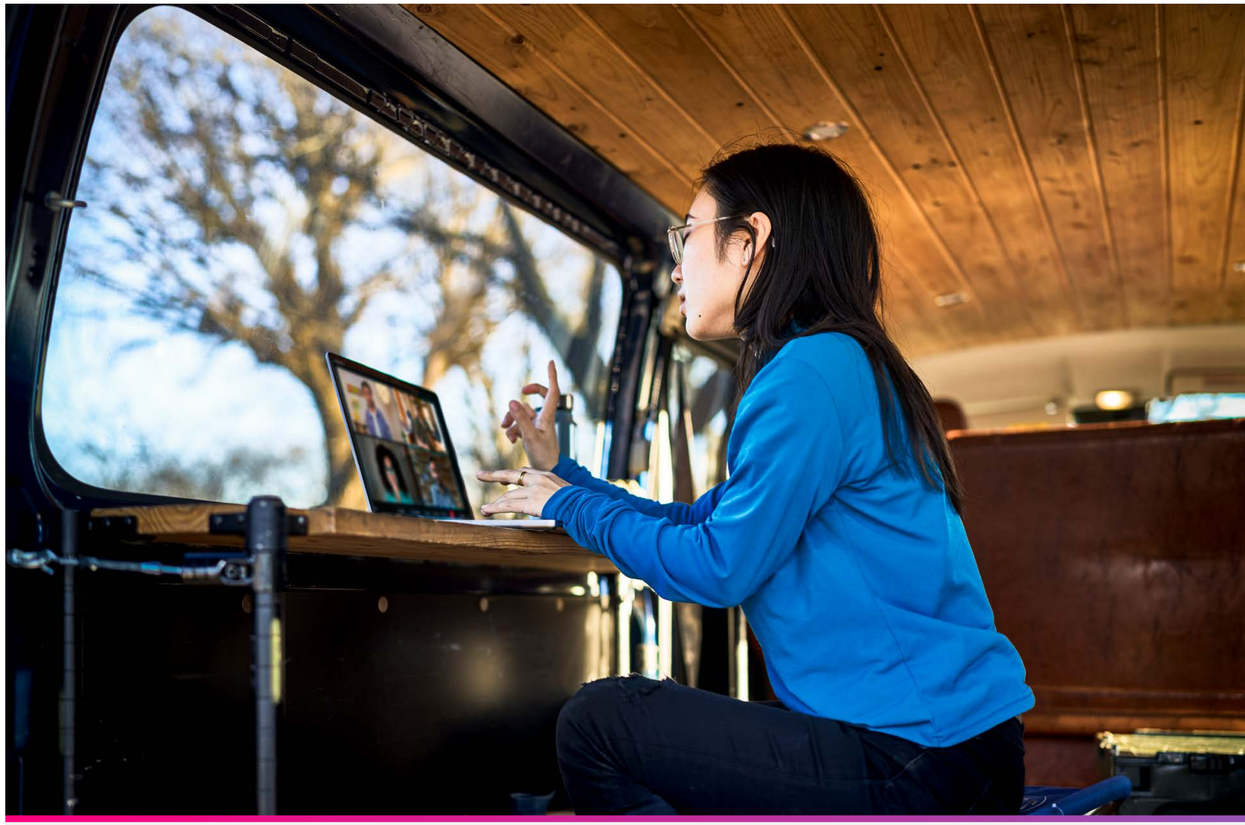
Cisco's Office of Accessibility (OoA) drives companywide adoption of accessibility practices and policies across the product life cycle and our business operations. Bringing together experts in accessibility, disability, and neuroinclusion, the team helps embed accessibility and inclusive design into our work and workplace culture.

In fiscal 2025, the OoA provided consultations and advisory sessions for product teams, as well as for employees integrating accessibility into their work. These requests could be made through our new Accessibility Hub, an internal platform for employees to access accessibility trainings and other resources.

The team also partnered closely with our Connected Disability and Neurodiversity Inclusive Community, including hosting a week-long Global Accessibility Awareness Day celebration. In addition, they engaged directly with customers, highlighting Cisco's accessibility features and advising product teams on gathering feedback from disabled users.

More at the CORE

In fiscal 2025, Cisco shifted accessibility conformance testing criteria for digital assets and web-based products from Web Content Accessibility Guidelines (WCAG) 2.1 to WCAG 2.2, keeping pace with evolving international accessibility standards.



Enhancing Accessibility in Webex

Webex is committed to making collaboration accessible and inclusive for people of all abilities and backgrounds. In the last year, we added the following features:

- **Communication Access Real-Time Translation (CART) Manual Captioning:** Allows meeting hosts to assign captioners directly in meetings, improving accessibility for deaf and hard-of-hearing participants.
- **Flash Content Detection:** Detects flashing shared content and automatically dims the screen to minimize seizure risk for individuals with epilepsy and other seizure-related conditions.
- **AI Assistant Enhancements:** Provides real-time translations in more than 100 languages, smart notetaking, and "Catch Me Up" summaries to improve the experience for all users — especially those with cognitive disabilities and non-native speakers.

Energy and Sustainability

FY25 Highlights[1]

90%

reduction in Scope 1 and Scope 2 emissions, compared to fiscal 2019 base year

100%

renewable energy to match global annual electricity needs at Cisco owned and leased facilities

100%

of new Cisco products and packaging incorporate our Circular Design Principles

[1] For additional information on these goals, refer to pages 41 and 43.



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Through our products, solutions, and operations, we drive energy efficiency and resilience – helping advance sustainability for Cisco, our customers, and communities around the world.

The future of innovation depends on the future of energy. And with technology advancing faster than ever, we have the unique opportunity to help create and scale smarter, more efficient energy and sustainability solutions.

From the products we create to the buildings we operate, sustainability is embedded across our business. This fiscal year, we're celebrating major milestones across circular design and clean energy.



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Clean Energy

As data center and AI usage surge, so does the need for cleaner, more efficient energy solutions.

Cisco has long believed that sustainability action can spur innovation and build a more resilient energy supply. Since 2008, we've set ambitious five-year targets to cut our absolute Scope 1 and 2 emissions, paving the way to major milestones this year.

In fiscal 2025, we proudly achieved our goal of reducing our Scope 1 and Scope 2 GHG emissions by 90%, compared to a fiscal 2019 base year.[1] In addition, for the first time in company history, we sourced renewable electricity to match 100% of global annual electricity needs at Cisco owned and leased facilities.[2]

Reaching these milestones reflects our long-standing commitment to energy and sustainability — and our momentum ahead. We intend to maintain at least a 90% reduction in absolute Scope 1 and 2 emissions as we work toward our goal to reach net-zero GHG emissions by 2040.



Looking Ahead on Our Sustainability Journey

We're continuing to evolve our approach to meet tomorrow's realities, including an anticipated increase in Cisco's operational energy demands alongside the growth of AI and digitization.

To do so, we've prioritized three areas of focus:

1. **Improving the energy efficiency of our products, generation over generation**
2. **Leveraging our solutions to help modernize the electric grid to improve efficiency and connect diverse, decentralized, and clean sources of energy**
3. **Adopting clean energy and supporting clean energy access**

Goal Met

Net-Zero Goal

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

We are reporting progress through the near-term targets below:

By FY25: Reduce absolute Scope 1 and Scope 2 emissions by 90% (FY19 base year).[4]	**90%** reduction[1]
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).[5]	**35%** reduction[6]

[1] Percentage is rounded from an 89.7% reduction. This rounding is for presentation purposes only and does not affect the underlying data.

[2] Cisco achieved this milestone using a variety of methods, including on-site renewables, contractual arrangements such as power purchase agreements, and energy attribute certificates. See the Purpose Reporting Hub for our renewable energy strategy.

[3] We intend to neutralize the remaining 10% of emissions by removing an equal amount from the atmosphere.

[4] Cisco purchased verified voluntary carbon removals in support of our fiscal 2025 goal to neutralize the residual emissions from our operations.

[5] The baseline and progress reported for our fiscal 2030 goal includes a subset of Scope 3 Category 1 (purchased goods and services from manufacturing, component, and warehouse suppliers), a subset of Scope 3 Category 4 (upstream transportation and distribution from Cisco purchased air transportation), and all of Scope 3 Category 11 (use of sold products).

[6] We expect our progress to fluctuate year-over-year based on the number and type of products we sell each year.

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Our Carbon Footprint

Cisco fiscal 2025 emissions and decarbonization strategies by category:[1]

36%

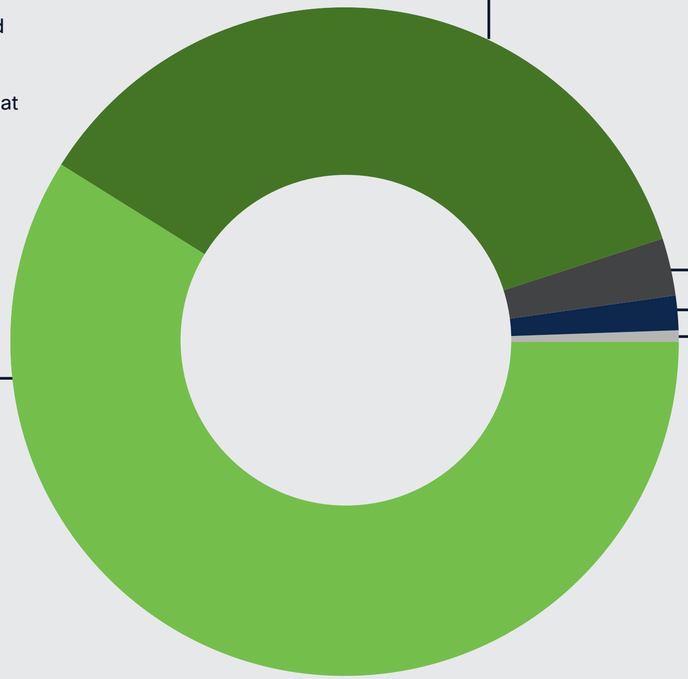
Procurement and Product Manufacturing
(Scope 3 Categories 1 and 2)

About one-fourth of our emissions come from purchased goods and services (including capital goods). For Cisco, this includes manufacturing and warehousing of Cisco components and products, and procurement of goods that support Cisco's business. We collaborate with suppliers to gain insight into their renewable energy use and offer support on emissions reduction.

59%

Product Use
(Scope 3 Category 11)

The largest portion of our emissions results from the energy our products consume during use. We are addressing these emissions by investing in product energy efficiency through cooling systems, optics, and power sources, as well as working to understand our customers' renewable electricity use and strategy.



3%

Logistics
(Scope 3 Category 4)

We are addressing emissions produced by upstream transportation and distribution of our products by prioritizing ocean over air and engaging with suppliers to shift to lower-emission modes of transport.

~2%

All Other Scope 3 Emissions

A small percentage of our emissions comes from other Scope 3 categories such as employee business travel and commuting, downstream product transport, and fuel- and energy-related activities. We are exploring opportunities to reduce emissions in these categories.

<1%

Direct Operations
(Scope 1 and 2)

Emissions from the operation of Cisco facilities and assets account for <1% of our emissions – but they are also within our direct control. We're addressing them through investments in renewable energy, energy efficiency, and building and fleet electrification.

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

[1] Data, data sources, and methodologies used in quantifying and reporting GHG emissions are continuously evolving. We strive to monitor developments regarding these matters with a view to enhancing our calculations and data on an ongoing basis in accordance with Cisco's policies. Visit the Emissions Data section of our Purpose Reporting Hub for more information.

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Sustainability Across Our Direct Operations

Cisco was able to achieve its ambitious Scope 1 and 2 GHG emissions reduction goal through a holistic approach across our global operations, from driving efficiency to sourcing renewable energy.

Driving Efficiency and Decarbonization

In fiscal 2025, we implemented 78 energy efficiency projects that avoid approximately 11.5 gigawatt-hours of energy consumption and 27,200 metric tonne carbon dioxide equivalent (CO_2e) each year through our:

- **Buildings:** Implemented AI and advanced analytics to monitor and optimize energy, airflow, and cooling in our labs
- **Electrification:** Completed our first building electrification projects in San Jose, California and Galway, Ireland, with more underway and planned globally
- **Fleet:** Increased electric vehicles in our fleet of leased company cars for our European employees from 11% in fiscal 2019 to 66% in fiscal 2025

As we look ahead to fiscal 2026 – the final year of our five-year energy efficiency investment plan – we intend to continue investing in renewable energy, energy efficiency, and building electrification projects that reduce our emissions.

Sourcing Renewable Energy

In fiscal 2025, for the first time ever, Cisco sourced renewable electricity to match 100% of global annual electricity needs at Cisco owned and leased facilities[2] through a variety of methods, including new long-term power purchase agreements in:

- **India:** Cisco's Bangalore campus, our largest outside the United States, began receiving power from a new 92 megawatt (MW) solar and wind generation facility. The system is projected to generate approximately 181,400 megawatt-hours (MWh) annually. We also established dual electrical feeds, enabling Cisco to reduce campus diesel fuel use by approximately 30%.
- **Texas:** Cisco served as the anchor buyer for two aggregated virtual power purchase agreements for 172 MW of solar. Of the 172 MW, Cisco will procure 100 MW from two new solar projects estimated to come online in 2027.

Together, these efforts will produce more than 500,000 MWh of renewable energy per year, or the energy needed to power approximately 72,000 U.S. homes annually. They are part of our larger strategy to add more renewable energy sources to the grid, while better matching renewable energy generation with our power consumption.



Cisco office in Bangalore, India

In fiscal 2025, we also piloted the use of renewable fuels in our operations. We began using biodiesel in Bangalore for approximately 10% of our backup power generation needs and sourced renewable natural gas for Cisco sites in the United States and United Kingdom.

Optimizing Our Real Estate Footprint

By creating and renovating spaces with sustainability and employee well-being in mind, we aim to reduce both our environmental impact and operational costs while creating healthier spaces for employees.

At the end of fiscal 2025, 45 Cisco facilities had earned certifications like Leadership in Energy and Environmental Design (LEED®) and the WELL Building Standard, with 11 more underway. These spaces now account for 21% of our global real estate portfolio. For example, our Shanghai office achieved LEED® and WELL Platinum certification and is 18% more energy efficient than code.

We're also bringing intelligence into the built environment. With Cisco Spaces, sensors and Webex endpoints automatically adjust room settings to improve comfort and save energy. This smart building technology is live in our San Francisco and New York offices.

FY25 Highlights

90%

Scope 1 and 2 GHG emissions reduction, from FY19 baseline[1]

100%

of electricity for Cisco owned and leased facilities came from renewable sources[2]

[1] Percentage is rounded from an 89.7% reduction. This rounding is for presentation purposes only and does not affect the underlying data.

[2] Cisco achieved this milestone using a variety of methods, including on-site renewables, contractual arrangements such as power purchase agreements, and energy attribute certificates. See the Purpose Reporting Hub for our renewable energy strategy.

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Supporting Our Suppliers

Reducing our own emissions is only the beginning; we're helping our suppliers do the same. In fiscal 2025, we met and exceeded our goal that 80% of Cisco component, manufacturing, and logistics suppliers by spend have a public, absolute GHG emissions reduction target by fiscal 2025 — with 88% having emissions reduction targets.

We hosted a net-zero roundtable with suppliers in Thailand, convening business partners, suppliers, and local experts to tackle challenges like renewable energy adoption and product carbon footprint calculations.

In addition, we also teamed up with two consumer brands to help suppliers access clean electricity in Asia at more affordable rates. Already, four supplier sites representing three suppliers have committed to purchasing nearly 28 million kilowatt-hours of clean energy in 2025, avoiding an estimated 16,717 metric tonnes of CO_2e of emissions.

Driving AI-Ready Infrastructure

In the AI era, we are continually innovating to make our products more efficient while advancing performance and security. This fiscal 2025, we announced several new products in our switching portfolio that help bring this balance across data centers and campus networks.

Introducing the N9300 Series Smart Switches

The N9300 Series Smart Switches combine intelligent networking silicon and data processing units, which help to simplify data center infrastructure and make it more efficient. The Smart Switches feature two processing engines that together intelligently steer traffic to drive enhanced capabilities, optimal performance, reduced energy consumption, and operational simplicity.

The N9300 series is powered by the Cisco Silicon One processing chip, our unified architecture for multiple network roles and devices. This innovation delivers switching and security products that are more efficient, lowering operational costs while increasing capacity. The Silicon One unified architecture has already supported the development of a broad portfolio of routing and switching devices, with more in progress.

More at the CORE

Read our Clean Energy Playbook to learn how Cisco helps customers, suppliers, and partners increase their adoption of clean energy.

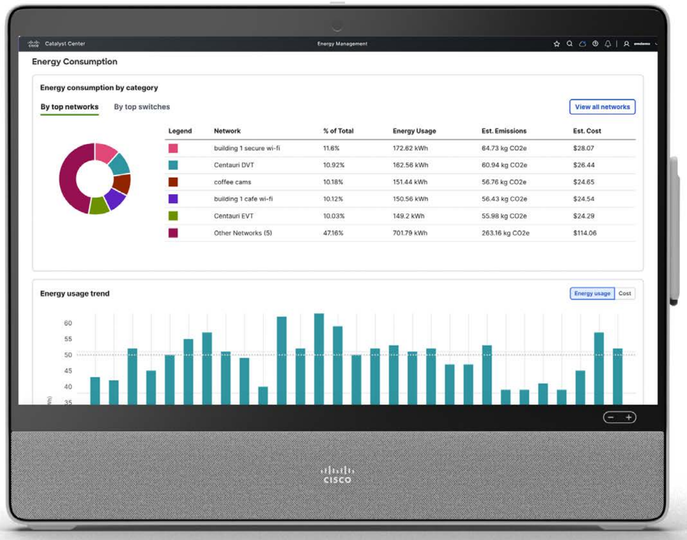
Delivering Impact Through Our Products

Several more products across our enterprise switching, enterprise routing, and data center networking portfolios received ENERGY STAR® certifications. This designation helps customers more easily factor energy efficiency into their purchasing decisions.

Learn more about how we are driving energy efficiency in our products on the Purpose Reporting Hub.

Increasing Energy Data Visibility

We're also helping customers get smarter about their own energy use. Cisco's Energy Management capability provides visibility into five key metrics, from energy cost to total GHG emissions, so customers can make more data-driven decisions. In fiscal 2025, we expanded data access across platforms including Meraki Dashboard, Catalyst Center, Cisco Nexus Dashboard, Control Hub, and Cisco SD-WAN. And with Splunk integration, customers can now unify their view; filter data by device, site, or time; and uncover actionable trends.



Cisco's Energy Management capability enables customers to make data-driven decisions

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Circular Transformation

Now more than ever, we have the opportunity to reimagine how technology is designed, built, used, and reused.

By giving products and materials second lives, we help minimize waste, optimize materials, and create value for customers and communities alike. Through these efforts, this year we celebrated a major milestone: 100% of new Cisco products and packaging now incorporate Circular Design Principles.[1] Building on this, we set a new goal to maintain Circular Design Principles in 100% of new products and packaging in fiscal 2026.[1]

We leverage a three-pronged approach to circular transformation:

- **Circular Design:** Optimizing product life cycles from the start with 25 Circular Design Principles across five focus areas
- **Circular Offerings:** Enabling customers and partners to adopt circular practices through programs like Cisco Refresh and Cisco Green Pay
- **Recover and Redeploy:** Advancing a circular life cycle by taking back customers' end-of-use hardware at no cost through our Product Takeback and Reuse program

Goal Met

Circular Economy Goals and Principles

By FY25: 100% of new Cisco products and packaging incorporate Circular Design Principles.[1] **NEW:** Maintain Circular Design Principles in 100% of new products and packaging in FY26.[1]	**100%** meeting circular design criteria
By FY25: Reduce foam used in Cisco product packaging by 75% as measured by weight (FY19 base year).	**78%** reduction
By FY25: Increase product packaging cube efficiency by 50% (FY19 base year).[2]	**73%** cumulative improvement
By FY25: 50% of the plastic used in our products (by weight) will be made of recycled content.[3]	**45%** recycled content
By FY25: 70% of Cisco component and manufacturing suppliers by spend achieve a zero-waste diversion rate at one or more sites.[4]	**76%** by spend with at least one certified site

Conducting Life Cycle Assessments

Life cycle assessments (LCAs) provide insights into the environmental footprint of our products, from raw materials to end-of-life. We publish representative LCA reports and use them to inform our product design, reduce resource consumption, and help make our supply chain more efficient. In fiscal 2025, we completed a third-party critical review confirming our approach aligns with International Organization for Standardization (ISO) 14040/44 standards.



Photo of the Cisco C9407R Slot Chassis, which incorporates Circular Design Principles.

[1] The scope of this goal is limited to hardware products and associated packaging, excluding: standalone components (e.g., chassis, ASICs, optical modules); standalone basic product accessories (e.g., power cables, brackets); Original Equipment Manufacturer products (where Cisco does not own the design); products and packaging of nonintegrated acquisitions. Product and packaging designs achieving a score of 75% or higher are counted toward the goal.

[2] 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. This goal applies to high-volume packaging requiring redesigns.

[3] The scope of this goal excludes plastics contained in commodity components (e.g., plastic screws, fans, and cables) and in products designed and manufactured by our Original Design Manufacturers. While we did not meet the 50% target, our teams drove innovation and deepened collaboration across our supply chain, resulting in an increase in recycled plastic use.

[4] According to current standard definitions used in certification protocols, "zero-waste" diversion is defined as a 90% 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.

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Energy and Sustainability Spotlight

Achieving 100% Circular Design

Reaching this milestone didn't happen overnight — it was the result of a multiyear journey that began in fiscal 2019.

Over time, we built a process to evaluate product and packaging designs, integrate circular design into product development, and track progress through our scoring methodology. Today, circular design is embedded into new products and packaging we create. Learn more about our progress.

Since fiscal 2019, Cisco has incorporated Circular Design Principles in packaging for both new and legacy products to achieve circular packaging targets. In fiscal 2025, we exceeded our packaging foam reduction target, achieving 78% reduction, and our packaging efficiency target, achieving 73% cumulative improvement.

Inside the C9350 Smart Switch

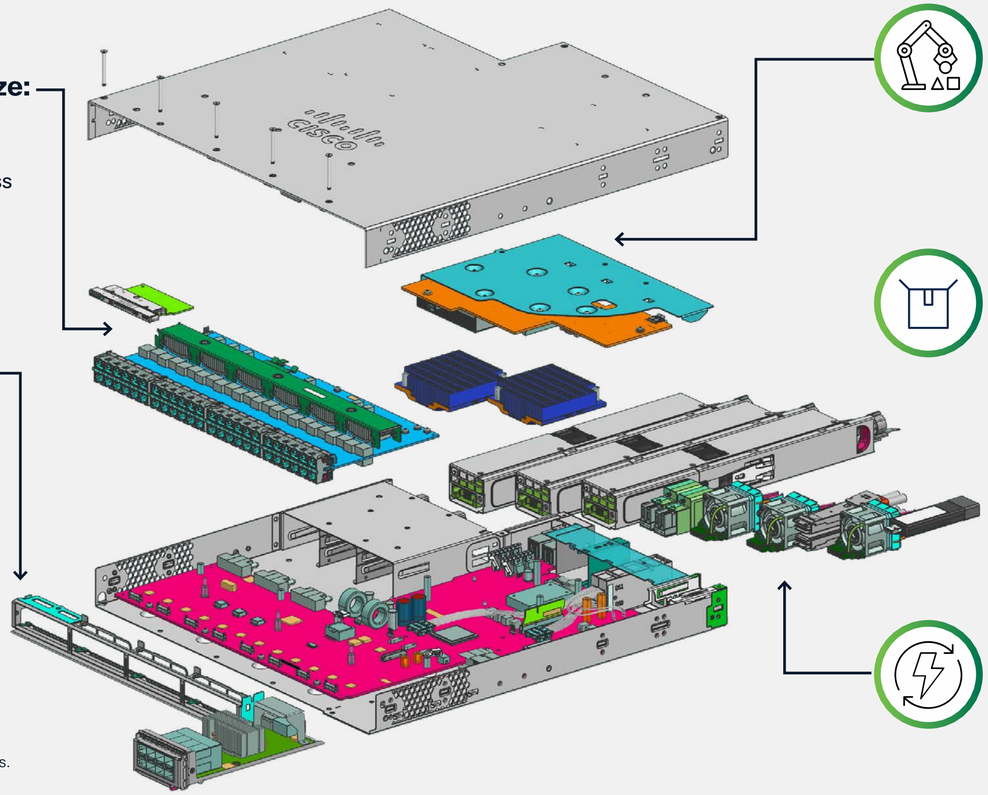
See how one Cisco product incorporates our Circular Design Principles:[1]

Standardize and Modularize:

- Multiple sub-assembly designs, like Power Supply Units and daughtercards, can be used across Cisco's product portfolio.

Material Use:

- Cisco-designed plastic components contain up to 75% post-consumer recycled (PCR) content.
- 66% decrease in plastic usage, by volume.
- 12% decrease in overall weight by reducing the thickness of the top cover.



Disassembly, Repair, and Reuse:

- Modular sub-assemblies like the central processing unit daughtercard, faceplate, and fans can be easily detached and replaced with minimal tool use.

Packaging and Accessories:

- Units are packaged in recyclable fiber-based cushions or thermoform cushions, both made with minimum 25% PCR content.
- Plastic bags have been removed from power cords and accessory kits.
- Customers can opt in to receive optional accessories like RFID tags and cables.

Smart Energy Consumption:

- Customers can choose from 80 PLUS rated Titanium or Platinum power supply options.
- Fan efficiency (at operating point) is approximately 10% higher.

[1] All calculated metrics are compared to previous product generations.

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Resilient Ecosystems

We aim to build a future where ecosystems are stronger and communities are resilient.

At Cisco, we're investing in resilient ecosystems today to build a stronger future tomorrow. In fact, a study by the World Resources Institute found that every US$1 invested in climate adaptation and nature-based resilience will yield an average of US$10.50 in environmental and social benefits over the next decade.

To support resilient ecosystems, Cisco helps communities to adapt to climate realities, cultivate skills for changing economies, and protect and restore ecosystems and biodiversity.

Investing in Innovation

In 2021, the Cisco Foundation pledged US$100 million over 10 years to fund a diverse portfolio of innovative climate solutions. This work is accomplished through:

- **Cash Grants to Nonprofits:** Our nonprofit grants focus on investing in the people and communities that rely most on resilient ecosystems, including smallholder farmers and indigenous communities. Technological innovations like Terraso's landscape data collection tools and Digital Green's AI-powered application for farmers are central to this work.
- **Impact Investments:** The Regenerative Future Fund, an impact investing vehicle for startups and venture funds, allows the Foundation to support climate solutions across the innovation life cycle. This includes investing in AI-native solutions and AI-enabled operations, such as Miraterra, which analyzes soil health and nutrients with ML.

In addition to this work, Cisco Investments, the company's venture investment arm, announced a new focus: investing in emerging technology companies that can help further Cisco's sustainability goals and those of our customers. The first two funding recipients – CorPower Ocean, a startup that harnesses clean wave energy, and DEScycle, an organization that addresses e-waste on a local scale – embody our efforts to build a more sustainable, inclusive future.

Saving Endangered Species, One Network at a Time

Rhinos, elephants, gorillas, pangolins – some of the planet's most endangered animals are running out of time.

Since 2015, Cisco has partnered with the Connected Conservation Foundation (CCF) to help change that, equipping 46 protected areas across 13 countries with IoT and connectivity tools that help rangers stop poaching and safeguard wildlife in real time.

But protecting animals is only part of the story. In 2025, we teamed up with CCF to launch the Protected Area Technician Training Program, a free global course through Cisco Networking Academy that helps kickstart local careers in conservation technology.



Progress Toward the Cisco Foundation US$100M Commitment to Climate Solutions

US$24M

in grants since FY21

US$25M

in investments since FY21

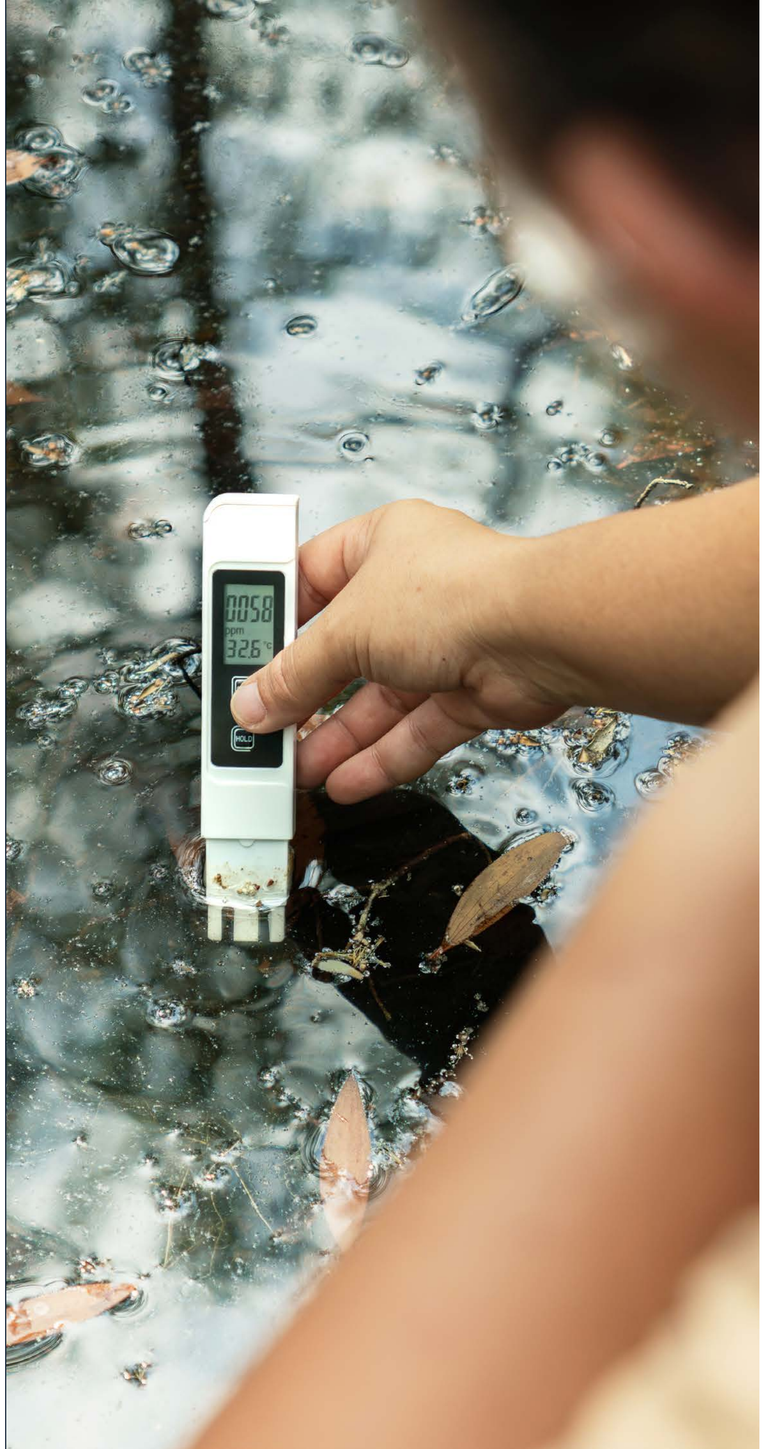
US$49M

total value

"There is incredible innovation taking place in the climate solutions space. These investments don't just provide capital – they signal the broader market on the proven, economically viable solutions we need to adapt our ecosystems over the coming decades."

– **Mary de Wysocki,** *Senior Vice President & Chief Sustainability Officer*

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Addressing Water Impacts

Water is essential to healthy communities and ecosystems, and Cisco works to protect this shared resource.

We address our impact by managing water responsibly in our direct operations. In fiscal 2025, we reduced water withdrawals for our direct operations by 11%.

We also work to promote water stewardship across our supply chain. We're a founding and active member of the Responsible Business Alliance (RBA) and have formally adopted the RBA Code of Conduct as our Supplier Code of Conduct, which explicitly addresses water stewardship requirements. In addition, our approach to water stewardship is aligned with the United Nations Sustainable Development Goal 6: Clean Water and Sanitation and the Alliance for Water Stewardship (AWS) framework.

In fiscal 2025, as an AWS member, we advanced our supply chain participation in the AWS Collective Action Accelerator. This collaborative, place-based approach to water stewardship brings multiple sites together to share costs and maximize impact.

95%

of Cisco key suppliers[1] responded to the water section of the 2025 CDP questionnaire

Powering Belgium's Smart Water Network

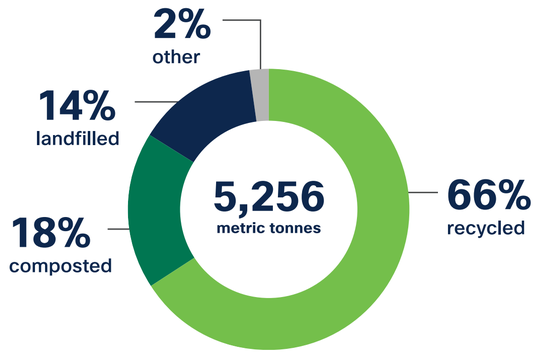
Our water conservation efforts extend beyond the walls of Cisco, with our customers leveraging Cisco products and services to achieve their goals. Compagnie Intercommunale Liégeoise des Eaux (CILE), a Belgian public utility company, supplies water to a half million people throughout the region. To enhance operational efficiency and improve decision making, CILE aimed to create a smart network of sensors across 3,500 kilometers of pipes.

With Cisco technology, we helped CILE build its own IoT telecom network. The resulting water system improves efficiency, cuts costs, and supports the region's long-term sustainability goals.

Reducing Waste in Our Direct Operations

Throughout our global facilities, we work to reduce operational waste and reuse and recycle materials. In fiscal 2025, we generated 5,256 metric tonnes of total waste and diverted approximately 85% of the waste generated at our facilities from landfills globally. We achieved this through a combination of reuse, recycling, composting, and donations.

FY25 Operational Waste Streams



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

[1] Key suppliers include: Cisco Contract Manufacturers, Strategic Original Design Manufacturers, and Hardware Suppliers in the top 80% of spend in fiscal 2025.



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A Message From Fran Katsoudas

A Letter from Fran Katsoudas

Learning is where Purpose and business intersect.

If strategy sets direction, *learning* is what makes it last. Learning is one of the clearest places where Cisco's Purpose and business intersect. Ensuring that people are prepared to take part in a digital and AI-enabled economy is essential to sustainable growth, long-term trust, and shared success. When people have the skills to adapt, organizations move faster — with greater resilience and stronger outcomes.

Within Cisco, we've been intentional about investing in our own capabilities. In fiscal 2025, more than 37,000 employees completed AI-focused learning — a 76% year-over-year increase — strengthening our ability to innovate, redesign work, and deliver value to our customers. As work continues to evolve, learning has become one of the most powerful ways leaders enable the future and drive momentum. For example, at Cisco, employees are twice as likely to use AI when their manager does, and consistent users are more productive and more engaged.

At the same time, our commitment to learning has never stopped at our own walls. Through Cisco Networking Academy, we've helped more than 28 million learners build the skills needed to participate in the digital economy. And, through Learn with Cisco, we're supporting the White House's Pledge to America's Youth: Investing in AI Education with a commitment to train one million people across the United States.

In December, IDC MarketScape recognized Cisco as a Leader in IT Training Services in both Europe and North America.[1] We see that recognition not as a finish line, but as encouragement to move faster — extending the confidence and capability we're building inside Cisco to our partners, customers, and communities around the world.

Millions of Stories: The Impact of Learning

A recent conversation powerfully highlighted the importance and impact of education. During a discussion with Equity Bank in Kenya about their learning programs for underserved youth, we realized that one of our Cisco colleagues in the meeting was a graduate of this program. She shared how this bank-sponsored education profoundly changed her life. This personal testimony underscored the real-world impact of Equity Bank's efforts. As I shared how Cisco Networking Academy builds digital skills at scale, a senior leader from the bank spoke up. He shared that he earned his Cisco Certified Network Associate (CCNA) through Cisco Networking Academy — an experience that launched his career and led him to the executive role he holds today.

In a company as far-reaching as Cisco, we don't always get to hear the individual stories behind our work — but when we do, they bring our impact to life. In the last fiscal year alone, more than five million learners engaged with Cisco Networking Academy, which means millions of stories like these are unfolding around the world. Each one is a reminder that what we do matters — creating pathways for people to participate more fully in the future.

Learning in Partnership

One important way that we continue to learn as an organization and stay connected to our industry is through our leadership of the AI Workforce Consortium. This collaboration brings together Cisco, Accenture, Cornerstone, Eightfold AI, Google, IBM, Indeed, Intel, Microsoft, and SAP. Together, we're mapping how AI is reshaping more than 50 critical technology and supporting roles across G7 countries — and, just as importantly, building practical pathways so people can prepare for what's next.



[1] Source: "IDC MarketScape: European IT Training Services 2025 Vendor Assessment", 1 December 2025, IDC # EUR153005625.
Source: "IDC MarketScape: North America IT Training Services 2025-2026 Vendor Assessment", 4 December 2025, IDC # US52991625.



> At Cisco, we're fortunate to be navigating this moment from a position of strength, grounded in leading technology, hard-earned trust, our people, and our Purpose."

The Consortium's 2025 research shows that 78% of jobs already require AI skills. But it also makes clear that human skills — leadership, problem-solving, innovation, collaboration, and communication — will determine how impactful AI ultimately becomes.

That same research reinforces the need for continuous learning to unlock the full potential of the workforce. It's telling that Learning & Development Specialist is now the most in-demand technology support role in the U.S. and Canada, underscoring how strongly organizations are prioritizing learning agility in an AI-driven economy. That signal is hard to ignore. At Cisco, we're acting on it by investing in new learning roles and enterprise-wide efforts that help our people build the skills to leap ahead in an AI-driven future.

Permission to Rethink Everything

Moments like the one I experienced in Kenya stay with me because they clarify what's truly at stake. They remind me that we are living in a rare time — one that gives us permission to rethink everything. How do we spend our resources? What breakthroughs do we pursue? And what kind of human experience do we want to enable?

At Cisco, we're fortunate to be navigating this moment from a position of strength, grounded in leading technology, hard-earned trust, our people, and our Purpose. But with that strength comes the responsibility to pause and ask the right questions about how we move forward together.

- **As industry leaders,** how will we help shape markets that expand opportunity and set the standard for secure, trusted, and inclusive innovation?
- **As people leaders,** how will we model learning in real time, using AI ourselves and building cultures where curiosity, courage, and compassion drive progress?
- **And as individuals,** how will we adapt, unlearn, and retool, knowing that our collective success ultimately depends on our personal willingness to grow?

Those questions aren't just theoretical for us. In fiscal 2025, we answered each with a real and measurable commitment:

- 573,000 employee volunteer hours and the sixth consecutive year exceeding our 80% community impact target
- 31 crisis response efforts and over 900 employee volunteers supporting communities in crisis
- 100% renewable energy to match global annual electricity needs at Cisco owned and leased facilities[1]
- 154 million lives positively impacted through the Cisco Foundation and Social Impact Investments

Behind each of these metrics are human stories of resilience and expanded possibility. Our responsibility is to ensure this progress continues — human, inclusive, and grounded in trust. That is how we will meet this moment: by learning, by leading, and by helping others do the same.

Best,

Fran Katsoudas
Executive Vice President and Chief People, Policy, & Purpose Officer

[1] Cisco achieved this milestone using a variety of methods, including on-site renewables, contractual arrangements such as power purchase agreements, and energy attribute certificates. See the Purpose Reporting Hub for our renewable energy strategy.

Americas Headquarters

San Jose, CA, USA

Asia Pacific Headquarters

Singapore

Europe Headquarters

Amsterdam, the Netherlands

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Version 2, April 2026

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,” “aim,” 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 SEC 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.

Cisco continuously strives for transparency in our reporting on our Purpose initiatives, goals, and progress. We set ambitious timelines and goals in an effort to maximize progress, and we strive to transparently report on our progress.

It takes time to integrate data from recent acquisitions into the data streams that support our analyses. Therefore, unless otherwise noted, the information included in this report includes data for acquisitions completed before the end of our previous fiscal year.

Cisco engaged an external third party to perform limited assurance procedures over GHG Scope 1, Scope 2, and Scope 3 category 3 emissions. Assurance will be conducted separately over our remaining Scope 3 emissions categories, waste, and water data. Please refer to the Data and Assurance page of our Purpose Reporting Hub for additional information.