



## Cisco Systems, Inc.

Ticker : CSCO

Country of Operation : USA

Meeting Date : 12/6/2023

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Management	For	Against	Pay and performance are misaligned. The company awarded problematic one time grants, and we continue to note concern regarding the quantum of pay and LTI structure.
2	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	Shareholder	Against	Against	Based on AB's Shareholder Proposal Assessment Framework, the proposal does not appear to be value-additive. Cisco's existing disclosure regarding tax contributions is sufficiently transparent and aligned with peers.