



2022 Japan Benefits



Eleven
Cisco
benefits
you won't
believe





There are so many amazing reasons
to join Cisco:

Our
inspiring
people and leaders

Our
inclusivity

Our
incredible
benefits



We care deeply about a positive experience for all.

We celebrate the individuality of our people and have created an environment where unique experiences come together to create a thriving community.

Our benefits are a reflection of our culture. We offer solutions that meet you where you are now and support you where you're going. This brochure highlights just some of the benefits we offer to support every Cisco employee and family.

Medical second opinions



Expert advice FROM world-renowned doctors

Peace of mind matters. If you or a loved one is facing a medical decision, you'll have **access to a free, independent medical opinion**, so you can feel confident moving forward.

We also offer support to our transgender and non-binary employees through a dedicated physician manager who will answer questions and offer support in areas like gender affirmation surgery, hormone replacement therapy, and ongoing physical and mental health needs.

Spouses/domestic partners, children, parents, and in-laws can use these services, too—wherever they live in the world.

PAID DAYS TO FOLLOW YOUR HEART

If you love giving back, you'll fit right in at Cisco. We care about our communities, the world, and each other. In fact, **in 2021, Cisco employees volunteered more than 269,290 hours for causes they're passionate about.** We also committed to making meaningful change through our **\$150 million pledge to social justice reform.**

Each year, you can take up to five extra days off to help a cause that matters to you—whether it's a non-profit, charitable organization, or school. In 2022, due to the pandemic, you can take up to 10 paid days off for Time2Give.

Want to know more about how we're making the world a better place? Check out our annual [Cisco Purpose Report](#).



Critical Time Off



BE WHERE you're needed

Life happens. And when it does, we want you to be able to do what you need to do without worrying about your vacation or Paid Time Off balance. Our Critical Time Off program offers paid time away if you're faced with an emergency or if you need to care for a loved one.



WE'VE GOT YOU COVERED *wherever you go*

International SOS gives you and your family members access to 24/7 support while traveling abroad. They can provide medical referrals, interpreters, lost document advice and assistance, and much more.

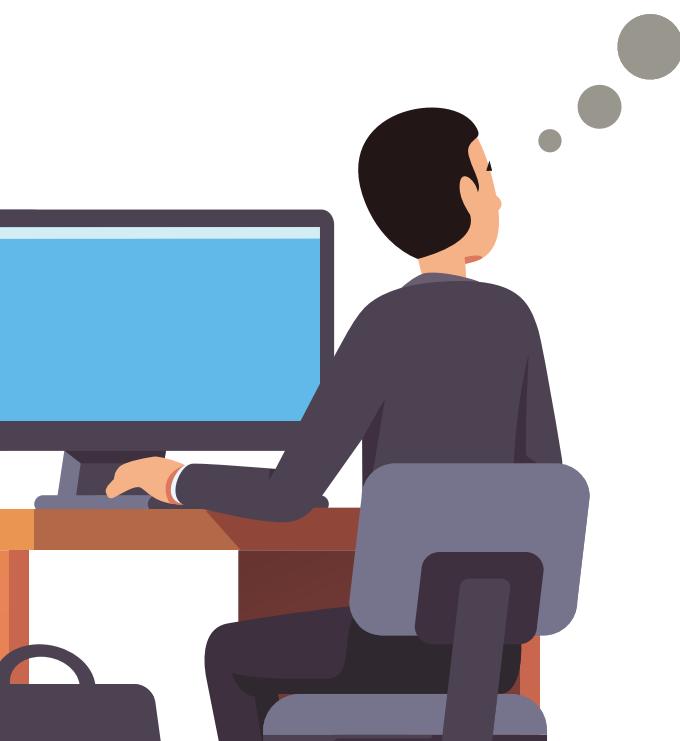
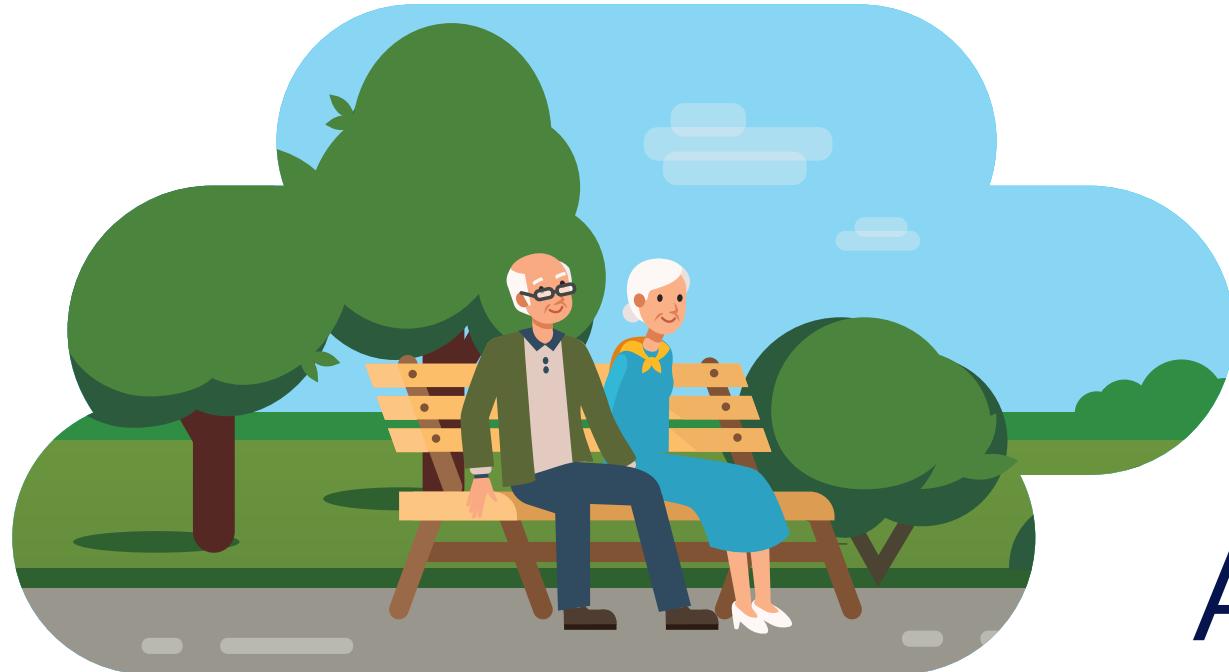


Rethink

HELP YOUR CHILD THRIVE



Every parent's journey is unique and has its challenges. If you're the parent of a child with a learning, social, or behavioral challenge, or a developmental disability such as autism, Down syndrome, ADHD, or other diagnosis, you may need a little extra help. Rethink provides evidence-based solutions, best-practice tools, and seven hours per child of one-on-one phone or video support for parents with a behavior specialist.



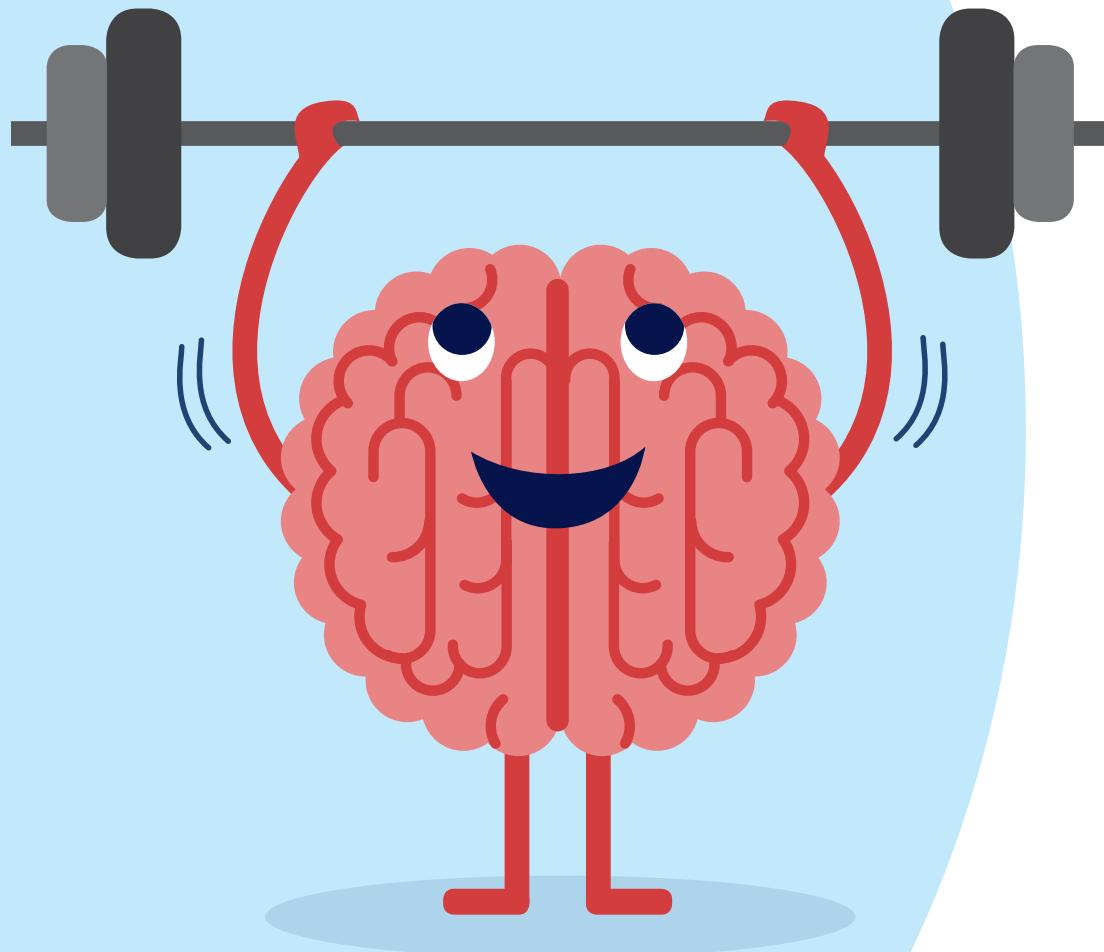
ACHIEVE your DREAM RETIREMENT

We're proud to offer employees a pension plan that's built for tax-advantaged growth. Cisco contributes the equivalent of 7.5% of your monthly base salary to your pension every month. Within that 7.5%, we have two different plans. The Defined Contribution plan (DC) JP 401(k) grows over time based on your investment results, and the Cash Balance plan guarantees a 2% return every year. It's one of the ways we're helping you plan for a prosperous retirement.

SHARE IN CISCO'S FINANCIAL GROWTH

After one year of service, employees can contribute up to 10% of their salary to buy Cisco stock at a discounted price (85% of fair market value). Purchases can be made twice a year with after-tax payroll deductions—so you can share in Cisco's growth.





STRENGTHEN YOUR MIND

Cisco Mind Set introduces simple, **cognitive strategies, grounded in the latest neuroscience research, to help strengthen your mental stamina**. We offer three learning opportunities through Cisco Mind Set, based on your preferred learning style: Instructor-led tracks, micro-learning modules, and on-demand modules. Each offering introduces guided mind training and mindfulness practices to help build resiliency.

Connected Recognition

RECOGNIZE the **PEOPLE** you work with **EVERY DAY**

Through Connected Recognition, you are empowered to recognize the amazing people you work with at Cisco. You can nominate your colleagues for a gift award and congratulate them when they receive recognition.



SAVE BIG — on the things — YOU LOVE

With the Benefits One Cafeteria Program, you'll find discounted prices for travel, entertainment venues, fitness facilities, babysitters and home helpers, learning of your choice, and much more. And some of these deals are exclusive to Cisco!



Employee Assistance Program



Never go it alone

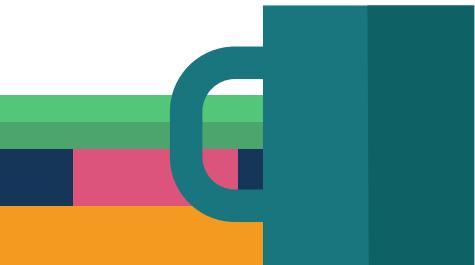
We're a company that believes in working together and having open, supportive dialogue. Listening to each other and seeking help when we need it makes us all stronger.

If you're facing a challenge or feeling low, counselors with our confidential Employee Assistance Program (EAP) are available 24/7. They can also help you find the right resources and can refer you to experts to help with a variety of needs including child care, legal support, and financial assistance. And you and your covered family members can take advantage of 10 free counseling sessions per concern each year.

Your wellbeing **COMES FIRST**

At Cisco, we are passionate about supporting your wellbeing—to enable you to be your best, for you, your family, your work, and community.

We offer powerful solutions that support your physical, emotional, social, and financial wellbeing at every stage of life, so you can focus on living a life full of balance and resilience, and with support to face life's challenges.



BUT THAT'S NOT ALL!

Those benefits are just the tip of the iceberg and just some of the reasons why it's great to work at Cisco.

Have questions about Cisco's benefits?

Be sure to ask your recruiter!

