



Dear Pujitha,

I want to thank you for all that you do — for our team and for Cisco. Our Annual Rewards program is one of the ways we celebrate your accomplishments and the work that you do every day to contribute to our success.

Sincerely,
Durgaprasad Ravipudi

Merit Details

Effective Date	Currency	Current Base Pay	New Base Pay	Increase Amount	Increase %	Annual Bonus Target %
01-Nov-2023	INR	2,249,414.83	2,384,379.72	134,964.89	6.00%	7.00%

Refresh Stock Details

Vesting Schedule	Grant Type	Amount (USD)*
3 Year Vesting	RSU	5,000

**This recommendation will be made to the Compensation Committee. Once approved, you will receive an email from Stock Administration about ten business days later to accept the grant agreement. The dollar value awarded will be converted to shares based on the 20-day average closing stock price prior to the date approved. These shares will be deposited into your selected stock account. RSU grants vest quarterly after the first year vest date. For more vesting information please visit [FY24 Equity Granting Schedule](#).*

Bonus Details

Bonus Plan	Effective Date	Currency	Full Bonus Amount	Mid-Year Advance Bonus Amount	Year End Bonus Amount
Cisco	01-Oct-2023	INR	193,744	71,419	175,964

Bonus Calculation (August 1, 2022 to July 28, 2023)

Bonus Plan	Individual Performance Factor	Company Performance Factor	Eligible Earnings for Period	Prorated Bonus % for Period	Full Bonus Amount	Mid-Year Advance	One-Time CPF Extra Amount	Year End Bonus Amount
Cisco	100.00%	X 129.0%	X 2,145,559	X 7.0%	= 193,744	- 71,419	+ 53,639	= 175,964

Want to learn more about how your Year-End Bonus is calculated? Visit [Employee Rewards](#) to view Calculation Definitions, Video Demo, Proration Scenarios, FAQs and more.