

Cisco

Rewards

FY25 Rewards



22 October 2024

Dear Vinod,

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 you do every day to contribute to our success. Congratulations!

Sincerely,

Abhilash K

Merit Details

Effective Date	Currency	Current Base	New Base	Increase Amount	Increase %	Annual Bonus Target %
1 Nov 2024	INR	3,475,000.00	3,683,500.00	208,500.00	6.00%	10.00%

Refresh Stock Details

Vesting Schedule	Grant Type	Amount (USD)*
3 Year Vesting	RSU	10,000

**This recommendation will be made to the Compensation Committee on 5 November 2024. 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.*