



Dear Vinod,

I want to thank you for all that you do — for our team and for Cisco. Your hard work has not gone unnoticed. You consistently bring your best and deliver great results for our employees, partners and customers.

Congratulations, this is well deserved!

Sincerely,
Senthil Kumar D

Merit Details

| Effective Date | Currency | Current Base Pay | New Base Pay | Increase Amount | Increase % |
|----------------|----------|------------------|--------------|-----------------|------------|
| 01-Nov-2021 | INR | 1,600,000.00 | 1,824,000.00 | 224,000.00 | 14.00% |

Bonus Details

| Bonus Plan | Effective Date | Currency | Full Bonus Amount | Mid-Year Advance Bonus Amount | Net Year End Bonus Amount |
|------------|----------------|----------|-------------------|-------------------------------|---------------------------|
| PLI | 01-Oct-2021 | INR | 222,772 | 57,495 | 165,278 |

Bonus Calculation

| Bonus Plan | Individual Performance Factor | Company Performance Factor | Total Base Pay | Bonus Target % | Proration Factor | Full Bonus Amount | Mid-Year Advance | Net Year End Bonus Amount |
|------------|-------------------------------|----------------------------|----------------|----------------|------------------|-------------------|------------------|---------------------------|
| PLI | 135.00% | X 107.0% | X 1,600,000 | X 12.0% | X 80.32% | = 222,772 | - 57,495 | = 165,278 |

View the [Year-End bonus calculation site](#) to learn more.