



Cisco Systems (India) Private Limited
SEZ Unit, Cessna Business Park,
Kadubeesahalli Village Varthur Hobli,
Sarjapur Marathalli Outer Ring Road,
Bengaluru 560103, Karnataka, India CIN:
U31909KA1995PTC019505
Tel: +91-80-44260000
www.cisco.com/in

30 December 2025

To Whom It May Concern:

RE: CONFIRMATION OF EMPLOYMENT

Please use this letter as a formal notice of employment by Cisco Systems of Manikandan Ramanathan.

The following information provides more details regarding Manikandan's employment:

Job Title: Software Engineer

Employment Status: Fulltime

Employment Type: Regular

Start Date: 06 October 2022

Work Location: Bangalore, Karnataka, India

Work Address:

Manikandan works in Bangalore, Karnataka, India at Cessna Business Park, Kadubeesahalli, Varthur Hobli, Sarjapur Marathalli ORR, Bangalore, Karnataka, India 560103.

Manikandan Ramanathan currently draws an annual fixed pay of 2,631,600.00 INR. In addition, Manikandan Ramanathan is eligible for Retirement Benefits (PF, Gratuity, and Bonus).

Current Salary:

Fixed Salary	2,631,600.00
Projected Annualized Incentive Target	184212.00
PF (Employer's Contribution)	157896.00
Gratuity	63259.62
Total Cash Compensation	3036967.62

Manikandan Ramanathan is eligible for Bonus under the Performance Leadership Incentive Plan (PLI). The payout amount is variable and is a factor of following multipliers: Eligible Earnings, Bonus Target, Proration Factor, Manager Planned Percentage (as determined by each manager). The bonus payout is a bi-annual process. The Company reserves the right to change the design of the bonus plan at any point of time.

Gratuity is payable on separation arising out of resignation or retirement, provided and will be paid in accordance with the applicable provisions of Payment of gratuity Act, 1972 and relevant State

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rules/regulations. However, the eligibility will be that the employee should have put in **4 continuous years of service and 190 days**.

Manikandan's Bonus is noted below:

Bonus Name	Amount Received	Effective Date
Cisco Year End	89557.63 INR	01 October 2025
Cisco Mid Year	51416.67 INR	01 March 2025

If you have any questions, please contact Primary Support on 000 800 040 2244 (India) or +1 408 906 1477 (Outside India).

Yours Sincerely,



Rashmi Naik
People & Communities Representative
People & Communities
Cisco Systems (India) Private Limited