

Default Investment Notice

Cisco Systems, Inc. 401(k) Plan



Your Cisco Systems, Inc. 401(k) Plan is an important part of your retirement planning journey. And your investment strategy can help keep you on the right path. We're required to inform you that any contributions for which you do not choose investments will be invested in your Plan's designated default fund, the LifePath Index F Fund, which is aligned with your birth date as per the chart below. You have the right to direct the investment of your contributions to any of the Plan's available investment options.

Eligible participants who do not enroll themselves in the Plan are automatically enrolled, unless they elect not to participate pursuant to the Plan's "opt-out process." If you are automatically enrolled, pre-tax contributions are made on your behalf to the Plan at a rate of 8% of eligible base compensation and have been, or will be, invested in the Plan's designated default fund. You have the right to change your contribution percentage, as well as to elect to discontinue contributions to the Plan altogether.

Delve deeper

You can obtain information about your Plan's other investment options by logging in to www.Cisco401kPlan.com or calling the Cisco 401(k) Service Center at Fidelity at **866 594-4015**. You can also use these resources to make changes to your investment elections for future contributions or exchange all or a portion of your existing balance into other available options. We encourage you to review your investments and contributions, and make the decisions that are right for you.

Your Plan's default fund

The LifePath Index F funds used as the Plan's designated default fund are based on the assumption that you will retire at age 65. Please use the chart below, decided by your Plan Sponsor, to determine into which LifePath Index F fund your future contributions will be directed, based on your date of birth.

Date of Birth	LifePath Index F	Retirement Date Range	Gross Expense Information*
Before 1963	LifePath Index Retirement F	Before 2028	0.0488%
1/1/1963–12/31/1967	LifePath Index 2030 F	2028–2032	0.0448%
1/1/1968–12/31/1972	LifePath Index 2035 F	2033–2037	0.0459%
1/1/1973–12/31/1977	LifePath Index 2040 F	2038–2042	0.0467%
1/1/1978–12/31/1982	LifePath Index 2045 F	2043–2047	0.0469%
1/1/1983–12/31/1987	LifePath Index 2050 F	2048–2052	0.0479%
1/1/1988–12/31/1992	LifePath Index 2055 F	2053–2057	0.0480%
1/1/1993–12/31/1997	LifePath Index 2060 F	2058–2062	0.0492%
1/1/1998 And After	LifePath Index 2065 F	After 2063	0.0100%

*Gross expense information as of October 1, 2025.

Date of birth ranges were determined by your Plan Sponsor.

Default fund descriptions

[LifePath Index 2030, 2035, 2040, 2045, 2050, 2055, 2060, 2065 and Retirement F](#)

Objective: The Fund provides long-term investors with an asset allocation strategy designed to maximize assets for retirement, or for other purposes, consistent with the risk that investors, on average, may be willing to accept given their investment time horizon.

Strategy: The Fund is a collective investment trust maintained and managed by BlackRock Institutional Trust Company, N.A. ("BTC"). The Fund shall be invested and reinvested in equity securities, international equity securities, debt securities, international debt securities, securities of publicly traded real estate companies, and/or cash equivalents allocated

with the objective of providing maximum total return consistent with the quantitatively measured risk investors, on average, at various stages in their employment cycle, may be willing to accept in an effort to maximize assets available during the period chosen for retirement. The Fund's fixed income investments may include investment grade and non-investment grade securities and other obligations. In addition to, or in lieu of, investing the assets listed above, BTC may engage in structured transactions in these asset classes, as well as over-the-counter forward contracts, swaps and options.

When deemed appropriate by BTC, BTC may invest a portion of the Fund in futures contracts, for the purpose of acting as a temporary substitute for investment in securities and/or to gain exposure to commodities. The difference between the normal and current securities holdings for the Fund varies over time and is based on the factors analyzed by the asset allocation model used by BTC to manage the Fund. The normal asset allocations will gradually change over the investment horizon of the Fund to become more heavily oriented toward debt and debt-like securities. As time passes, the Fund is managed more conservatively in terms of its allocation to equity securities and markets, on the premise that individuals investing for retirement desire to reduce investment risk in their retirement accounts as their retirement date approaches.

BTC employs a proprietary investment model that analyzes securities market data, including risk, correlation and expected return statistics, to recommend the portfolio allocation among the asset classes.

Rather than choosing specific securities within each asset class, BTC selects among indices representing segments of the global equity and debt markets and invests in securities that comprise the chosen index.

The Fund generally invests in a chosen index through a series of collective investment trusts managed and trustee by BTC, each such fund representing one of the indices.

In the event of a conflict between this summary description of the Fund's investment objective and principal investment strategies and the Trust Document under which the Fund was established, the Trust Document will govern. For more information related to the Fund, please see the Fund's Trust Document, Profile and most recent audited financial statements.

Risk: Any of the principal risks summarized below may adversely affect the Fund's net asset value, performance, and ability to meet its investment objective. An investment in the Fund is not a bank deposit, is not guaranteed by BlackRock, Inc. or any of its affiliates, and is not insured by the Federal Deposit Insurance Corporation or any other agency of the U.S. government.

Underlying Fund Risk. The investment objective and strategies of a collective investment trust in which the Fund invests ('Underlying Fund') may differ from the Fund, and there is no assurance that an Underlying Fund will achieve its objective.

Active Strategy Risk. Active strategies could result in the Fund's underperforming other funds with similar investment objectives and strategies.

Equity Securities Risk. Equity securities are subject to changes in value that may be more volatile than other asset classes.

Fixed Income Securities Risk. The Fund is subject to the risk that debt issuers may not honor their obligations. An increase in interest rates may cause the value of fixed-income securities held by the Fund to decline. The Fund's income may decline when interest rates fall. This decline can occur because the Fund must invest in lower-yielding bonds as bonds in its portfolio mature or the Fund needs to purchase additional bonds. Securities that are rated below investment grade may be more volatile than higher-rated securities of similar maturity.

Foreign Investment Risk. The Fund may suffer losses due to political, legal, economic and geographic events affecting a non-U.S. issuer or market. Foreign government issuers may be unable or unwilling to repay principal or interest when due, and the prices of these securities may be more volatile than those issued by corporations or other governments. Securities of non-U.S. issuers denominated in non-U.S. currencies will expose the Fund to fluctuations in foreign currency exchange prices.

Target Date Risk. Risks associated with "target date" funds include the risk of losses close to or after the target retirement date. There is also no guarantee that the Fund will provide adequate income for an investor's retirement.

Asset Allocation Model Risk. The asset allocation model may not effectively maximize returns or minimize risk, or be appropriate for every investor seeking a particular risk profile.

Note: the following risks do not apply to the LifePath Index 2060 F fund or the LifePath Index 2065 F fund.

Commodities-Related Investment Risk. The value of commodity-linked derivative investments may be significantly affected by changes in overall market movements, commodity index volatility, changes in interest rates, or sectors affecting a particular industry or commodity, such as drought, floods, weather, embargoes, tariffs and international economic, political and regulatory developments.

Securities Lending Risk. The Fund may engage in securities lending. Securities lending involves the risk that the Fund may lose money because the borrower of the Fund's securities fails to return the securities in a timely manner or at all or in the event of a decline in the value of the collateral provided for loaned securities or a decline in the value of any investments made with cash collateral.

Derivatives Risk. Investments in derivatives (such as futures contracts, forward contracts, swaps and options) may reduce the Fund's returns and/or increase volatility. Fluctuations in the values of derivatives may not correlate perfectly with the overall securities markets. Derivatives are also subject to the risk that the other party in the transaction will not fulfill its contractual obligation. The possible lack of a liquid secondary market for derivatives could expose the Fund to losses.

Real Estate Related Securities Risk. Real estate values can be negatively affected by many factors including both the general and local economies, the amount of new construction in a particular area, the laws and regulations affecting real estate, the costs of owning, maintaining and improving real estate, availability of mortgages, and changes in interest rates.

Short-term Redemption Fee Note: None

Footnotes: The investment option is a unitized collective investment trust. This description is only intended to provide a brief overview of the fund. BlackRock, Inc. provided the information for this description. This investment option is not a mutual fund.

In the event of a discrepancy between this notice and the terms of the Plan, the Plan document will govern.

An investment option's expense information is the total annual operating expenses (before waivers or reimbursements) paid by the investment option and stated as a percentage of the investment option's total net assets. The investment option's expense information has been provided by the plan sponsor, the investment manager, or the trustee, each of whom may use their own calculation methodology to reflect the expense information. When no expense information is shown for an option, it is because none was available; there may be fees and expenses associated with the option. Expense information changes periodically. Please consult NetBenefits.com for updates.

Fidelity Brokerage Services LLC, Member NYSE, SIPC, 900 Salem Street, Smithfield, RI 02917

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