

AGREEMENT AND GENERAL RELEASE

Juniper Networks, Inc., with principal place of business located at 1133 Innovation Way, Sunnyvale, California 94089 ("Juniper") and Brook Bowman, his or her heirs, executors, administrators, successors, and assigns (collectively referred to throughout this Agreement and General Release ("Agreement") as "you"), agree that:

1. Last Day of Employment. Your employment with Juniper ends for all purposes on December 4, 2023 ("Termination Date"). Your last day in the office will be September 19, 2023. You are not expected to work after your last day in the office.

2. Consideration. In consideration for signing this Agreement and General Release, and complying with its terms, Juniper agrees to pay you 4 months' base salary, plus an additional lump sum of \$4,100.00 less all applicable withholding (collectively, the "Consideration"). Juniper will make these payments no later than the second regularly scheduled payroll date following the expiration of the seven (7) day revocation period provided the following conditions are met: (i) your employment has terminated; (ii) Juniper has received the original or scanned copy of this Agreement bearing your signature; (iii) any applicable revocation period has passed without revocation having occurred and (iv) you are in compliance with the terms of this Agreement including but not limited to having returned to Juniper all Juniper property; and (iv) you shall, or authorize and direct your attorneys of record to, submit the documents necessary to the California Labor and Workforce Development Agency ("LWDA") to dismiss the claims made in your Labor Code Private Attorneys General Act of 2004 ("PAGA") Letter. The Consideration is inclusive of \$100.00 that the Parties have allocated to settle your claim for civil penalties under the PAGA that, pursuant to Labor Code Section 2699(i), shall be distributed as follows: 25% (or \$25) to you and 75% (or \$75) to the LWDA.

3. Effects of Termination. Except for COBRA continuation, your group health benefits end at the end of the month of your Termination Date. Whether or not you sign this Agreement and General Release, you will separately receive further information regarding any group health benefit continuation eligibility pursuant to the provisions of the Consolidated Omnibus Reconciliation Act (COBRA), as amended. As of the Termination Date, you will cease to be an active participant in any other employee welfare or benefit plan sponsored by Juniper, except to the extent that you are eligible for continuation coverage, retiree coverage, or reimbursement under such plans. Your continued participation in such plans will be subject to the same terms, conditions, and costs applicable to similarly situated terminated employees of Juniper.

Your Juniper equity awards (such as restricted stock units and options) will stop vesting as of the Termination Date. Any unvested equity awards as of the Termination Date, including restricted stock units and options, will be forfeited and cancelled immediately following the Termination Date. You may exercise stock options which have vested as of your Termination Date, if any, for a limited period of time in accordance with, and subject to, the terms and conditions of the applicable stock option agreement. You shall not be eligible for any award of stock options, restricted stock, or other forms of equity compensation after the Termination Date.

As soon as practicable after your Termination Date, you will receive a refund of any accrued but unused employee Stock Purchase Plan (ESPP) contributions.

4. Outstanding Expense Reimbursement. Juniper will reimburse you for any outstanding business expenses in conformance with applicable Juniper policies for which expense reports have been submitted.

Receipts for any legitimate business expenses that have not yet been submitted will be reimbursed if provided to Juniper no later than thirty (30) days after the Termination Date. You understand that you are not authorized to incur any expenses or obligations on behalf of Juniper after today, and you affirm that you have not caused Juniper to incur any such expense or obligation.

5. General Release of All Claims. Except as described in Section 5.2 below, which identifies claims expressly excluded from this waiver and release, in consideration of the benefits provided in this Agreement and/or Supplemental Release, you knowingly and voluntarily release and forever discharge Juniper, its parent corporation, affiliates, subsidiaries, divisions, predecessors, insurers, successors and assigns, and its current and former employees, attorneys, officers, directors and agents thereof, both individually and in their business capacities, and its employee benefit plans and programs and its administrators and fiduciaries (collectively referred to throughout the remainder of this Agreement as "Releasees"), of and from all claims related in any way to the transactions or occurrences between you and any of them to date, to the fullest extent permitted by law, including, but not limited to, your employment with Juniper, the termination of your employment, and all other losses, liabilities, claims, charges, demands and causes of action, known or unknown, suspected or unsuspected, arising directly or indirectly out of or in any way connected with your employment with Juniper. This release is intended to have the broadest possible application and includes, but is not limited to, any tort, contract, common law, constitutional or other statutory claims, including, but not limited to:

a. any and all claims, under applicable federal, state or local law for wrongful discharge of employment; termination in violation of public policy; discrimination; harassment; retaliation; failure to provide reasonable accommodation; failure to engage in a good faith interactive process; breach of contract, both express and implied; breach of covenant of good faith and fair dealing, both express and implied; promissory estoppel; negligent or intentional infliction of emotional distress; fraud; negligent or intentional misrepresentation; negligent or intentional interference with contract or prospective economic advantage; unfair business practices; defamation; libel; slander; negligence; personal injury; assault; battery; invasion of privacy; false imprisonment; conversion; and disability benefits;

b. to the maximum extent permitted by law, any and all claims for violation of any federal, state, or local constitution, statute or regulation including, but not limited to, Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the California Fair Employment and Housing Act, the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination in Employment Act of 1967, as amended, the Equal Pay Act, the Fair Credit Reporting Act, the Older Workers Benefit Protection Act, the Employee Retirement Income Security Act of 1974, the Worker Adjustment and Retraining Notification Act, the Family and Medical Leave Act, the Sarbanes-Oxley Act of 2002, the Uniformed Services Employment and Reemployment Rights Act, the California Family Rights Act, the California Government Code, the California Labor Code, the California Industrial Welfare Commission Wage Orders, the California Business & Professions Code and the California Workers' Compensation Act;

c. any and all claims arising out of any other laws and regulations relating to employment or employment discrimination;

d. any claim for any loss, cost, damage, or expense arising out of any dispute over the non-withholding or other tax treatment of any of the proceeds received by Employee as a result of this Agreement;

e. any and all claims for monetary recovery and personal or individual relief, except as prohibited by law; and

f. any and all claims for attorneys' fees, costs and expenses.

g. Notwithstanding the releases contained herein, you acknowledge that you have not made any claims or allegations related to sexual harassment or sexual assault and none of the payments set forth in this Agreement are related to sexual harassment or sexual assault. You also acknowledge and agree that nothing in this Agreement shall deny you the right to disclose information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that you have reason to believe is unlawful. Nothing in this Agreement waives a party's right to testify in an administrative, legislative, or judicial proceeding concerning alleged criminal conduct or sexual harassment when the party has been required or requested to attend the proceeding pursuant to a court order, subpoena, or written request from an administrative agency or the legislature. Further, nothing in this Agreement shall be construed as interfering with, restraining or limiting the exercise of any rights under Section 7 of the National Labor Relations Act, including the ability to speak with current or former coworkers regarding workplace issues or terms and conditions of employment, engage in organization or collective bargaining and/or assist with the filing or investigation of an unfair labor practice charge with the National Labor Relations Board.

h. You acknowledge and agree that you have herein waived and released any right to pursue a PAGA claim against Juniper or any of the Releasees, and you represent and covenant that you will not pursue a PAGA claim against Juniper or any of the Releasees on an individual or representative basis based upon anything occurring prior to the date that you execute this Agreement. You also acknowledge and agree that you are not an "aggrieved employee" under PAGA with respect to Juniper or any of the Releasees, and, therefore, has no standing to pursue a PAGA claim against them as to anything that occurred prior to the date that you execute this Agreement. Nothing in this provision is intended to limit the scope of the release set forth above.

5.1. Unknown Claims. You acknowledge that you have been advised to consult with legal counsel and are familiar with the provisions of California Civil Code Section 1542, a statute that otherwise prohibits the release of unknown claims. You expressly acknowledge and agree that all rights under section 1542 of the California Civil Code (or any analogous state or federal law or regulation) are expressly waived. That section provides:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR
RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER
FAVOR AT THE TIME OF EXECUTING THE RELEASE AND THAT, IF KNOWN BY
HIM OR HER, WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT
WITH THE DEBTOR OR RELEASED PARTY.

5.2. Excluded Claims. The only claims that are not being waived and released by you under this Agreement are those you may have for:

a. Unemployment, state disability, workers compensation and/or paid family leave insurance benefits pursuant to the terms of applicable state law;

b. Continuation of existing participation in Juniper-sponsored group health benefit plans, at your full expense, under the federal law known as "COBRA" and/or under an applicable state counterpart law;

c. Any benefit entitlements vested as of the Termination Date pursuant to the terms of a Juniper-sponsored benefit plan governed by the federal law known as "ERISA".

- d. Any pending class, collective, or representative claims.
- e. Violation of any federal, state or local statutory and/or public policy right or entitlement that, by applicable law, is not waivable; and
- f. Any wrongful act, event or omission occurring after the Effective Date of this Agreement (to be extended through the date you sign the Supplemental Release, if applicable).

6. Reports to Government Entities. Nothing in this Agreement restricts or prohibits you from initiating communications directly with, responding to any inquiries from, providing testimony before, providing confidential information to, reporting possible violations of law or regulation to, or from filing a claim or assisting with an investigation directly with a self-regulatory authority or a government agency or entity, including the U.S. Equal Employment Opportunity Commission, the Department of Labor, the National Labor Relations Board, the Department of Justice, the Securities and Exchange Commission, the Congress, and any agency Inspector General (collectively, the "Regulators"), or from making other disclosures that are protected under the whistleblower provisions of state or federal law or regulation. However, to the maximum extent permitted by law, you are waiving your right to receive any individual monetary relief from Juniper or any others covered by the Release of Claims resulting from such claims or conduct, regardless of whether you or another party has filed them, and in the event you obtain such monetary relief Juniper will be entitled to an offset for the payments made pursuant to this Agreement. This Agreement does not limit your right to receive an award from any Regulator that provides awards for providing information relating to a potential violation of law. You do not need the prior authorization of Juniper to engage in conduct protected by this paragraph, and you do not need to notify Juniper that you have engaged in such conduct.

Please take notice that federal law provides criminal and civil immunity to federal and state claims for trade secret misappropriation to individuals who disclose a trade secret to their attorney, a court, or a government official in certain, confidential circumstances that are set forth at 18 U.S.C. §§ 1833(b)(1) and 1833(b)(2), related to the reporting or investigation of a suspected violation of the law, or in connection with a lawsuit for retaliation for reporting a suspected violation of the law.

7. Representation Concerning Filing of Legal Actions. You represent that, as of the date of this Agreement, you have not filed any lawsuits, charges, complaints, petitions, claims or other accusatory pleadings against Juniper or any of the other Releasees in any court or with any governmental agency related to the matters released in this Agreement except for (i) the Administrative Charge filed with the California Civil Rights Department, Case Number 202401-23308718 (the "Charge"); and (ii) the letter dated January 20, 2024 you submitted on behalf of yourself and other similarly situated allegedly aggrieved employees to the California Labor and Workforce Development Agency (the "PAGA Letter"); and to the extent required by this Agreement, you agree to withdraw and dismiss them with prejudice.

8. Acknowledgments and Affirmations. You specifically acknowledge that without this Agreement, you normally would not be entitled to the compensation set forth in Paragraph 2 above. You also specifically acknowledge that you are not entitled to any other additional form of compensation, benefit or payment other than that listed in the Agreement and that this Agreement is the full, final and complete settlement of any claims between you and Juniper.

You affirm that you have reported all hours worked as of the date you sign this Release and have been paid and/or have received all compensation, wages, bonuses, and/or benefits to which you may be entitled. If you are a party to a Sales Compensation Plan, any commissions will be paid according to the terms of the applicable Plan. You affirm that you have been granted any leave to which you were entitled under the Family and Medical Leave Act or related state or local leave or disability accommodation laws and have not been retaliated against for exercising any rights under such laws. You further affirm that you have no known workplace injuries or occupational diseases.

You also affirm that you have not divulged any proprietary or confidential information of Juniper and will continue to maintain the confidentiality of such information consistent with Juniper's policies and your agreement(s) with Juniper and/or common law.

You further affirm that you have not been retaliated against for reporting any allegations of wrongdoing by Juniper or its officers, including any allegations of corporate fraud. Both Parties acknowledge that this Agreement does not limit either party's right, where applicable, to provide truthful testimony if under subpoena to do so, to file a complaint or charge with the Equal Employment Opportunity Commission, the National Labor Relations Board, the Occupational Safety and Health Administration, the Securities and Exchange Commission or any similar state or local non-discrimination agency or participate or cooperate in an investigative proceeding of the aforementioned or any other federal, state or local governmental agency. In the event any claim or suit is brought by such agency, or through such agency on your behalf, you expressly waive the right to recover any damages or other monetary relief, including attorneys' fees, such as with respect to collecting rewards provided under the Dodd Frank Act to those who report suspected violations of law to the Securities and Exchange Commission.

You represent and covenant that you have not filed, initiated or caused to be filed or initiated any claims against Juniper and/or any of the other Releasees, other than the Charge and PAGA Letter. You further promise and agree that you will not file, refile, initiate, or cause to be filed, refiled or initiated any claims based upon, arising out of, or relating to any Claims released herein, nor shall you participate, assist or cooperate in prosecuting any claims released herein against Juniper and/or any of the Releasees, whether before a court or administrative agency, unless required to do so by law.

9. Confidentiality and Return of Property. Except to the extent set forth in 5g above, you agree:

a. You have not divulged any proprietary or confidential information of Juniper and will continue to maintain the confidentiality of such information consistent with Juniper's policies, this Agreement, any other confidentiality agreement(s) with Juniper and/or common law;

b. You have returned all of Juniper's property, documents and/or any confidential information in your possession or control, and you further agree to delete from your home computer or other home records in whatever form retained any and all Juniper confidential information; and

c. You are in possession of all of your property that you had at Juniper's premises and that Juniper is not in possession of any of your property.

You agree that this Paragraph 9 is a material term of this Agreement and that your breach of any obligation herein will harm Juniper, and Juniper has the right to seek monetary and/or equitable relief if it believes you have breached any such obligation.

10. Non-Disclosure of Confidential or Proprietary Information: You acknowledge that you possess substantial confidential or proprietary information that you had access to or learned about during your employment and which is or may become valuable assets of Juniper. You hereby agree that you will not on any occasion disclose any such non-public information to any person except upon the express prior written consent of Juniper Executive Management, or to the extent required or compelled to do so by a court of law, or are required to do so in connection with your participation in or cooperation with an investigation or proceeding by the Securities and Exchange Commission or any other government agency.

11. Non-Disparagement. Subject to all other provisions set forth herein, you voluntarily agree, based on informed consent, not to defame, disparage or demean Juniper, its products, services or business practices, or Juniper's current and former officers, directors, managers and employees in any manner whatsoever.

12. Governing Law and Interpretation. This Agreement and General Release shall be governed and conformed in accordance with the laws of the state of California without regard to its conflict of laws provision. In the event of a breach of any provision of this Agreement, either party may institute an action specifically to enforce any term or terms of this Agreement and/or to seek any damages for breach. Should any provision of this Agreement be declared illegal or unenforceable by any court of competent jurisdiction and cannot be modified to be enforceable, excluding the general release language and the consideration language in Paragraph "2," such provision shall immediately become null and void, leaving the remainder of this Agreement in full force and effect.

13. Non-Admission of Wrongdoing or Liability. The Parties agree that neither this Agreement nor the furnishing of the consideration for this Agreement shall be deemed or construed at any time for any purpose as an admission by Releasees of wrongdoing or evidence of any liability or unlawful conduct of any kind.

14. Facsimile or Soft Copies. A facsimile or scanned pdf copy of this Agreement will have the same force and effect as the original.

15. Counterparts. This Agreement may be signed in counterparts.

16. Amendment. This Agreement may not be modified, altered or changed except in writing and signed by both Parties wherein specific reference is made to this Agreement.

17. No Assignment. This Agreement sets forth the entire agreement between the Parties hereto, and fully supersedes any prior agreements or understandings between the Parties, except for any Confidential Information and Invention Assignment Agreement (or any other provision in any other document pertaining to non-disclosure, or arbitration obligations) between you and the Company, which shall survive this Agreement. You acknowledge that you have not relied on any representations, promises or agreements of any kind made to you in connection with your decision to accept this Agreement, except for those set forth in this Agreement.

18. Binding Effect on Successors and Assigns. This Agreement shall inure to the benefit of and be binding upon the heirs, representatives, successors, and assigns of you and Juniper.

19. Entire Agreement. This Agreement sets forth the entire agreement between the Parties hereto, and fully supersedes any prior agreements or understandings between the Parties, except for any Confidential Information and Invention Assignment Agreement (or any comparable agreement) between you and the Company. You

acknowledge that you have not relied on any representations, promises, or agreements of any kind made to you in connection with your decision to accept this Agreement, except for those set forth in this Agreement.

20. Time to Consider and Revocation. You hereby acknowledge and understand and agree that:

- (i) You have forty-five (45) days after receipt of this Agreement or from the Termination Date (December 4, 2023) whichever is later (but in no event should you sign prior to your Termination Date), within which to review and consider it, discuss it with an attorney of your choosing, and decide to execute or not execute this Agreement. You agree that any modifications, material or otherwise, made to this Agreement do not restart or affect in any manner the original up to forty-five (45) calendar day consideration period. Notwithstanding the foregoing, you understand and acknowledge that Juniper has given you until September 13, 2024 to review and consider this Agreement and decide whether to execute it or not;
- (ii) You may revoke this Agreement for a period of seven (7) days after you sign the Agreement;
- (iii) In order to revoke this Agreement, you must submit a revocation in writing, to Lisa Pimentel 1133 Innovation Way, Sunnyvale, CA 94089, and state, "I hereby revoke my acceptance of our Agreement and General Release." This revocation must be personally delivered or mailed to Ms. Pimentel and postmarked within seven (7) calendar days after you signed this Agreement.
- (iv) This Agreement shall not become effective or enforceable until after the expiration of seven (7) days following the date you executed this Agreement;
- (v) Attached hereto as Attachment 1 is a listing of the ages and job titles of persons in Cloud Majors Account Managers who were and were not selected for termination due to position elimination and the offer of benefits for signing this Agreement.

[REMAINDER PAGE INTENTIONALLY LEFT BLANK – SIGNATURE PAGE FOLLOWS]

The Parties knowingly and voluntarily sign this Agreement as of the date(s) set forth below.

I HAVE READ THIS AGREEMENT; I UNDERSTAND IT AND KNOW THAT I AM GIVING UP IMPORTANT RIGHTS. I HAVE BEEN ADVISED TO CONSULT WITH AN ATTORNEY OF MY OWN CHOOSING PRIOR TO SIGNING THIS AGREEMENT. I VOLUNTARILY ACCEPT AND AGREE TO THE ABOVE TERMS, KNOWING THAT I WILL BE BARRED FROM PURSUING ANY OF THE RIGHTS I HAVE WAIVED AND RELEASED IN THIS AGREEMENT.

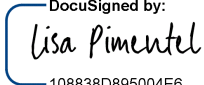
Dated: August 29, 2024



Brook Bowman

Dated: 9/17/2024

Juniper Networks, Inc.

DocuSigned by:

By: 108838D895004E6...

Lisa Pimentel

Senior Director, Human Resources

ATTACHMENT 1
NOTICE OF EMPLOYEE RIGHTS UNDER
THE OLDER WORKERS' BENEFIT PROTECTION ACT

The Older Workers' Benefit Protection Act ("OWBPA") provides employees with certain rights when they are asked to release age discrimination claims. Juniper Networks wants to emphasize that before you sign a release of age-related claims, you should read the release and consult with an attorney. Moreover, the law allows you at least 45 days to consider the release terms. You may revoke your severance election and the release at any time on or before the seventh day following the date that this Agreement is signed by you.

Pursuant to OWBPA, Juniper Networks also provides you with the following information:

This offer is part of a program for employees who have been terminated due to position elimination. All offers being made under this program are subject to the terms set out in the Agreement and General Release that accompanies this Notice. To qualify for benefits under this program, an eligible employee must sign and return the Agreement and General Release provided to him or her within 45 days after receiving it or from (December 4, 2023) whichever is later, and must not revoke his or her severance election and release within seven days thereafter.

The decisional unit is Cloud Majors Account Managers

Decisions as to which individuals would be eligible and selected for the job eliminations and severance were made based on one or more of the following factors: the criticality (or lack thereof) of particular functions and positions, the revenue potential (or lack thereof) of particular products, market segments and positions, redundancies in existing positions, geographic proximity to customers, the ability to outsource certain job functions or to consolidate job functions in another development site, the ability to expand other jobs to absorb certain job functions, employees' past performance, and current evaluations of employees' strengths in specific competencies considered by the company to be central to the employees' positions going forward.

All individuals in each decisional unit who are eligible for benefits, and all individuals in the same job classification or organizational unit who are not eligible, are identified by job title and age below. This information is current as of 4/5/19. If you would like updated information at a later time before the Agreement and General Release becomes effective, please contact Lisa Pimentel in HR at lpimentel@juniper.net.

Decisional Unit Cloud Majors Account Managers		
Job Title	Selected	Not Selected
Major Sales Rep		30
Sr Major Account Manager		49
Sr Major Account Manager	60	
Sr Major Account Manager		51
Sr Major Account Manager		51
Sr Major Account Manager		54
Sr Major Account Manager		43
Sr Major Account Manager		57
Sr Major Account Manager		47