



Compensation Letter

Dear Hisao Munakata,

This Compensation Letter provides a summary of your compensation effective April 1, 2020.

Thank you for your contributions to Renesas and your continued support as we navigate through this unique business environment in the coming year.

If you have any questions regarding the information in this letter, please discuss with your manager or contact your HR Business Partner/Region HR.

* For Sales Incentive Plan (SIP) eligible employees, STI target amount includes the target of SIP.

Basic Information	
Global Function BU	ABU
Global Function Div	ADMKD
Global Job Grade	G
Local Job Grade	G
Global Job title	Senior Director

Compensation Information	
Local Currency	JPY
Frequency	Monthly
Base Pay(12/31/2019)	854,284
Base Pay(4/1/2020)	871,370
Increase%	2.00%
FY20 STI Target Amount*	4,669,000
FY20 LTI Grant Amount(6/30/2020)	4,398,006