



## Compensation Summary

This is a summary of your FY2020 Short-Term Incentive Plan (STI) or FY2020 Sales Incentive Plan (SIP) award and your FY2021 compensation.

- The FY2020 STI and FY2020 2nd Half SIP awards will be paid in March based on the local payroll schedule.

STI payments will be prorated based on the local company policy.

Eligible employees in RESH, RECH, IDT CN and REL (ex-Renesas, ex-ISL) will also receive their FY 2020 1st Half SIP at this time.

- If you are receiving a base salary increase, the new base salary rate will be effective April 1, 2021.

Please contact your manager or HR Business Partner with any questions.

### Employee Information (Feb 1, 2021)

Name	Hisao Munakata
Company	REL
Local Emp No.	032139189
Org/Div.	ABU / ADMKD
Manager	Naoki Yoshida
Job Grade (Global/Local)	G / G
Global Job Title	Senior Director
Currency	JPY

### 2020 Annual Short-Term Incentive Plan (STI)

Target STI Amount	¥4,669,000
BU Performance %	103%
Actual STI Payout	¥3,847,256
Mid-Year STI Payout	¥778,000
Final STI Payout Amount (Net of Mid- Year STI Payout)	¥3,069,256

### 2020 Sales Incentive Plan

1H SIP Payout	¥0
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2H SIP Payout	¥0
Total SIP Payout	¥0

<b>Base Salary (Effective Apr 1, 2021)</b>	
Current Annual Base Salary (Mar 31, 2021)	¥10,456,440
New Annual Base Salary	¥10,456,440
Change %	0%
New STI/SIP Target	¥4,669,000

Human Resources