



Compensation Summary

This is a summary of your FY2021 Short-Term Incentive Plan (STI) or FY2021 Sales Incentive Plan (SIP) award and your FY2022 compensation.

- The FY2021 STI and FY2021 2nd Half SIP awards will be paid in March based on the local payroll schedule.
- If you are receiving a base salary increase, the new base salary rate will be effective April 1, 2022.

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

Human Resources

Employee Information (eff: April 01, 2022)	
Employee Name	Hisao Munakata
Company Name	REL
Employee ID (SF ID)	a5082794
Currency	JPY

2021 Annual Short-Term Incentive Plan (STI)	
Target STI	¥4,669,000.00
BU Performance %	105.10%
Proration Factor %	100.00%
Actual STI Payout	¥4,046,039.00
STI Thanks Giving	¥312,823.00
Mid-year STI Payout	¥1,556,000.00
Final STI Payout Amount (Net of Mid-Year STI Payout)	¥2,802,862.00

New Compensation (eff: April 01, 2022)	
Base Salary	¥10,456,440.00
Base Salary Change %	0.00%

Bonus Target %	44.65%
Bonus Target Value	¥4,669,000.00
Target Cash Comp	¥15,125,440.00
Target Cash Comp Change %	0.00%