

Compensation Summary

This is a summary of your FY2022 Short-Term Incentive Plan (STI) or FY2022 Sales Incentive Plan (SIP) award and your FY2023 compensation.

- The FY2022 STI and FY2022 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, 2023.

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

Human Resources

Employee Information (eff: April 01, 2023)	
Employee Name	Hisao Munakata
Employee ID (SF ID)	a5082794
Currency	JPY

2022 Annual Short-Term Incentive Plan (STI)	
STI Target %	44.65%
STI Target Amount	¥4,669,000.00
Proration Factor %	100.00%
Individual Adjustment %	105.00%
Actual STI Payout	¥4,902,450.00
Mid-year STI Payout	¥1,556,000.00
Final STI Payout (Net of Mid-Year STI Payout)	¥3,346,450.00

New Compensation (eff: April 01, 2023)	
Base Salary(FTE)	¥10,456,440.00
Base Salary Change %	0.00%
Bonus Target %	44.65%
Bonus Target Amount	¥4,669,000.00
Target Cash Comp	¥15,125,440.00
Target Cash Comp Change %	0.00%

