



Compensation Summary

This is a summary of your FY2023 Short-Term Incentive Plan (STI) and your FY2024 compensation.

• The FY2023 STI will be paid in March based on the local payroll schedule.

* Proration Factor: Set based on each company's rule include long term leaves, part time and any other adjustment factors.

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

Human Resources

Employee Information (eff: April 1, 2024)

Employee Name	Hisao Munakata
Employee ID (SF ID)	a5082794
Currency	JPY

2023 Annual Short-Term Incentive Plan (STI)

STI Target %	44.65%
STI Target Amount	¥4,669,000.00
Proration Factor % *	100.00%
Individual Adjustment %	75.00%
Actual STI Payout	¥3,501,750.00
Mid-year STI Payout	¥1,556,000.00
Final STI Payout (Minus Mid-Year STI Payout)	¥1,945,750.00

New Compensation

Base Salary(FTE)	¥10,456,440.00
Salary Change Effective Date	Oct. 1, 2024
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%

