



Compensation Summary

This is a summary of your FY2024 Short-Term Incentive Plan (STI) and your FY2025 compensation.

• The FY2024 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.

* LTI Grant Value: Scheduled to be granted on May 1, 2025. More information including the vesting schedule will be provided at the time of grant.

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

Human Resources

Employee Information (eff: April 1, 2025)

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

2024 Annual Short-Term Incentive Plan (STI)

STI Target %	44.65%
STI Target Amount	¥4,669,000.00
Proration Factor % *	100.00%
Individual Adjustment %	70.00%
Actual STI Payout	¥3,268,300.00
Mid-year STI Payout	¥1,554,777.00
Final STI Payout (Minus Mid-Year STI Payout)	¥1,713,523.00

Compensation Info (eff: April 1, 2025)

Base Salary(FTE)	¥11,656,440.00
Base Salary Change %	11.48%
Bonus Target %	40.06%
Bonus Target Amount	¥4,669,000.00
Target Cash Comp	¥16,325,440.00
Target Cash Comp Change %	7.93%
LTI Grant Value *	¥4,200,000.00

Total Compensation	¥20,525,440.00
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