



Compensation Summary

This is a summary of your FY2025 Short-Term Incentive Plan (STI) and your FY2026 compensation.

- The FY2025 STI 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, 2026.

* 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, 2026. More information including the vesting schedule will be provided at the time of grant.

* Your LTI will be divided into RSU:PSU (50:50), see details [here](#).

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

Human Resources

Employee Information (eff: April 1, 2026)

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

2025 Annual Short-Term Incentive Plan (STI)

STI Target %	40.06%
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, 2026)

Base Salary(FTE)	¥11,656,440.00
Base Salary Change %	0.00%
Bonus Target %	40.06%

Bonus Target Amount	¥4,669,000.00
Target Cash Comp	¥16,325,440.00
Target Cash Comp Change %	0.00%
LTI Grant Value *	¥6,000,000.00
Target Total Compensation	¥22,325,440.00