

Executive Remuneration

Contents of Remuneration

Individual remuneration of Directors is not disclosed except in the case where disclosure is required, based on the Cabinet Office Ordinance.

Remuneration, etc., paid to Directors and Audit & Supervisory Board Members during the one-year period from April 1, 2018 to March 31, 2019 was as follows.

- A total of ¥217 million was paid as fixed compensation to 5 Directors (excluding outside Directors)
- A total of ¥52 million was paid as fixed compensation to 2 Audit & Supervisory Board Members (excluding outside Audit & Supervisory Board Members)
- A total of ¥138 million was paid as fixed compensation to 12 outside directors and Audit & Supervisory Board members.

Incentives

Performance-linked compensation and stock options are introduced to provide incentives for directors.

Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

Directors

Maximum remuneration of Directors of the Company (Resolution at an extraordinary shareholders meeting held on December 14, 2016)

- Monthly remuneration and performance-linked remuneration: ¥2 billion
 - Stock-related remuneration: ¥1 billion
- Specific timing and allocation of payment to each applicable director is decided at the Board of Directors. Total annual remuneration for fiscal 2018 is as shown above.

Audit & Supervisory Board Members

Individual remuneration of Audit & Supervisory Board Members is determined through discussions among Audit & Supervisory Board Members.

Monthly remuneration of Audit & Supervisory Board Members of Mitsubishi Motors was set at an upper limit of ¥10 million per month (Resolution at the 45th Ordinary General Meeting of Shareholders held on June 25, 2014). Total annual payment made in fiscal 2018 is as shown above.

TOPICS

Director and Officer Compensation After Transition to a Company with Three Committees

Following the transition to a company with three committees, compensation paid to directors and executive officers of the Company in fiscal 2019 is to be determined by the Compensation Committee with reference to the executive compensation survey conducted by third party experts.

Remuneration paid to directors who concurrently serve as executive officers and other executive officers will comprise basic compensation, performance-linked compensation and stock-related compensation as in fiscal 2018.

Objectives are to pursue sustainable enhancement of corporate value sharing such values with shareholders and to secure talented human resources, outside the Company and from overseas.

Remuneration paid to directors who do not concurrently serve as executive officers consist only of basic compensation (fixed amount). Remuneration is not linked to performance nor does it reflect individual achievements; the role of overall supervisor is considered as independent from business execution.