



Cadence Bank

Ticker : CADE

Country of Operation : USA

Meeting Date : 4/27/2022

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Management	For	Against	Although the annual incentive program is entirely based on pre-set goals, and the weighting of PSUs increased under the long-term incentive program, there are significant concerns surrounding pay program decisions and disclosure for the year in review. Two NEOs received one-time retention and integration equity awards in connection with a recent merger for which threshold, target and maximum goals are not disclosed. Given the magnitude of the CEO's award in particular, investors should expect clear disclosure of all forward-looking goals.