



Douglas Emmett Inc.

Ticker : DEI Country of Operation : USA

Meeting Date : 5/26/2022 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	Pay and performance are not aligned for the period under review. Concerns remain with the structure of the company's incentive program given the discretionary nature of the program and the lack of equity tied to rigorous performance-vesting criteria. Pay-for performance concerns are further exacerbated by the compensation of the COO at the same level as the CEO.