



Twitter Inc.

Ticker : TWTR

Country of Operation : USA

Meeting Date : 5/25/2022

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. Concern is noted that the LTI program's financial component utilizes only a one-year measurement period and shares a metric with the STI program. Additionally, the new CEO received a one time award that lacks performance criteria, and the Diversity and Individual performance metrics stated in the annual incentive plan lack disclosure.