



Paramount Global

Ticker : PARA

Country of Operation : USA

Meeting Date : 5/8/2023

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	While some improvements have been made, pay and performance remain misaligned and problematic practices persist. CEO pay rose amid TSR decline, multiple goals were set below the prior year's actual performance without rationale or a corresponding decline in payout opportunity, STI threshold and maximum targets are not disclosed, and the committee has the broad ability to discretionarily adjust payouts. Continued monitoring is warranted as there's room for further improvement.