



## Silk Road Medical, Inc.

Ticker : SILK

Country of Operation : USA

Meeting Date : 6/21/2023

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          | Pay and performance misalignment for the year in review, as the CEOs total target LTI value represents 3.5x the median total CEO pay. While some positive improvements were observed YoY, including the addition of performance-based equity awards, the majority of equity awards remain time-based, which raises concerns given the total size of the grant. |