



## General Electric Company

Ticker : GE

Country of Operation : USA

Meeting Date : 5/4/2021

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	There is a broader quantitative misalignment over consecutive years and ongoing committee discretion moving pay upwards despite multi-year shareholder concern on say on pay. The CEOs voluntary forfeiture in certain areas of his pay, as well as inclusion of safety metric in the pay plan, are considered positive areas that warrant us not escalating against votes to the entire compensation committee. However, the pay plan should not rely on CEOs voluntary discretion, but should structurally provide alignment between pay and performance going forward.
2	Require More Director Nominations Than Open Seats	Share Holder	Against	Against	Unclear how the proposed request adds value for shareholders.
3	Require Independent Board Chair	Share Holder	Against	For	Unclear if the board has an effective independent oversight with unresolved compensation concerns over multiple years, particularly with current lead independent director serving as the compensation committee chair.