



## Five9, Inc.

Ticker : FIVN

Country of Operation : USA

Meeting Date : 5/16/2023

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 are not sufficiently aligned for the period under review, with the primary concern being the outsized equity grant awarded to the incoming CEO (\$32M total, 3.5 times the CEO peer median). While this grant is one-time in nature and half conditioned on relative TSR, the \$14M that is time-based exceeds the CEO peer median alone. Additional concerns include entirely time-based retention awards to multiple NEOs, which resulted in total pay near or above CEO levels, as well as the quarterly and annual performance periods for PRSU awards.