

Broadcom Inc. (AVGO)

2026 DEF 14A · filed 2026-03-02 · CIK 0001730168

Headline facts

CEO TOTAL PAY

\$205,278,006

Hock E. Tan · 2025 · ' 7692% YoY

CEO PAY RATIO ITEM 402(U)

543 to 1

Median employee: \$378,281

SAY ON PAY CD&A

92%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from AVGO's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ACN Accenture plc	—	460 to 1	\$64,379	Compensation, Culture & People Committee
AAPL Apple Inc.	\$74,294,811	533 to 1	\$139,483	People and Compensation Committee
IBM INTERNATIONAL BUSINESS MACHINES CORP	\$37,989,685	765 to 1	\$37,989,685	—
ORCL ORACLE CORP	\$1,113,417	11 to 1	\$1,113,417	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Hock E. Tan President and Chief Executive Officer	\$1,200,000	\$202,351,080	—	\$1,726,926	\$205,278,006
Mark D. Brazeal Chief Legal and Corporate Affairs Of- ficer	\$515,000	\$27,213,948	\$869,063	\$21,000	\$28,619,011
Kirsten M. Spears Chief Financial Officer and Chief Ac- counting Officer	\$412,000	\$27,136,414	\$597,567	\$18,065	\$28,164,046
Charlie B. Kawwas, Ph.D. President, Semiconductor Solutions Group	\$721,000	\$21,750	\$1,351,876	\$21,000	\$2,115,626

CEO pay mix (latest year)

Base salary	1%
Cash incentive	0%
Equity	99%
Other	1%
At-risk	99%

Every fact above, traced back to filing text

Generated 2026-08-02 04:25:02Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 543 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“median of the annual total compensation of all our employees (the “Ratio”). CEO PAY RATIO For fiscal 2025, the annual total compensation of our CEO, as reported in the “Fiscal 2025 Summary Compensation Table,” is \$205,278,006. The median of the annual total compensation of all our employees is \$378,281. Therefore, the Ratio calculated in accordance with Item 402(u) of Regulation S-K is 543 to 1. In determining the annual total compensation of the median employee, we calculated such employee’s compensation in accordance with SEC executive compensation disclosure rules. This calculation is the s...”

Median employee compensation = \$378,281

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“Broadcom is providing the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all our employees (the “Ratio”). CEO PAY RATIO For fiscal 2025, the annual total compensation of our CEO, as reported in the “Fiscal 2025 Summary Compensation Table,” is \$205,278,006. The median of the annual total compensation of all our employees is \$378,281. Therefore, the Ratio calculated in accordance with Item 402(u) of Regulation S-K is 543 to 1. In determining the annual total compensation of the median employee, we calculated such employee’s compensation in acc...”

Say on pay = 92%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of the 2025 Say-on-Pay proposal.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee did not grant Dr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“COMPENSATION DISCUSSION AND ANALYSIS This Compensation Discussion and Analysis (“CD&A”) discusses the philosophy, design and objectives that guided decisions under our fiscal 2025 executive compensation program. While this CD&A primarily covers the fiscal 2025 compensation of our NEOs, the strategies underlying our compensation philosophy extend throughout Broadcom and are designed to create long-term stockholder value. The NEOs, who were our only executive officers in fiscal 2025, are provided below: Hock E. Tan President and Chief Executive Officer Kirsten M. Spears Chief Financial Officer a...”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"COMPENSATION DISCUSSION AND ANALYSIS This Compensation Discussion and Analysis ("CD&A") discusses the philosophy, design and objectives that guided decisions under our fiscal 2025 executive compensation program. While this CD&A primarily covers the fiscal 2025 compensation of our NEOs, the strategies underlying our compensation philosophy extend throughout Broadcom and are designed to create long-term stockholder value. The NEOs, who were our only executive officers in fiscal 2025, are provided below: Hock E. Tan President and Chief Executive Officer Kirsten M. Spears Chief Financial Officer a..."

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"stock ownership guidelines"