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CHARTER COMMUNICATIONS, INC. /MO/ (CHTR)

2026 DEF 14A · filed 2026-03-12 · CIK 0001091667

Headline facts

CEO TOTAL PAY

$6,466,193

Christopher L. Winfrey · 2025 · ‘ 12% YoY

SAY ON PAY CD&A

51%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO

Not in CD&A

Median employee: $79,159

COMPENSATION COMMITTEE CD&A

Compensation and Benefits Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
T AT&T INC.	$29,906,872	215:1	$29,906,872	INDEPENDENT COMPENSATION CONSULTANT The Committee is authorized by its charter to employ an independent compensation consultant and other advisors
CSCO CISCO SYSTEMS, INC.	$52,838,751	298 to 1	$52,838,751	Compensation Committee
CMCSA COMCAST CORP	$35,148,413	381 to 1	$92,390	Compensation Committee
NFLX NETFLIX INC	$53,905,972	255 to 1	$53,905,972	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Christopher L. Winfrey President and Chief Executive Officer	$1,823,846	—	$4,263,146	$379,201	**$6,466,193**
Richard J. DiGeronimo President, Product and Technology	$1,525,962	$87,508	$2,922,460	$251,169	**$5,574,630**
Jamal H. Haughton EVP, General Counsel and Corporate Secretary	$778,846	$312,531	$1,060,875	$24,298	**$4,989,012**
Jessica M. Fischer Chief Financial Officer	$942,308	$199,858	$1,488,616	$25,424	**$4,456,257**
R. Adam Ray EVP, Chief Commercial Officer	$752,885	$75,161	$1,025,513	$27,058	**$2,555,560**

CEO pay mix (latest year)

Base salary	28%
Cash incentive	66%
Equity	0%
Other	6%
At-risk	**66%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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Median employee compensation = $79,159

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

“additional value but are not included in the measure of total annual compensation used to calculate the pay ratio. The ratio of the CEO’s total annual compensation as disclosed in the Summary Compensation Table relative to that of the Median Employee was as follows: CEO Total Annual Compensation $6,466,193 Median Employee Total Annual Compensation $79,159 Ratio of CEO to Median Employee Total Annual Compensation 81.7”

Say on pay = 51%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of the triennial frequency proposal. At this same meeting, the stockholders also considered an advisory vote on executive compensation for the NEOs and, as the Board of Directors recommended, the stockholders approved the 2023 executive compensation program with approximately 71% of the votes cast voting in favor of the proposal.”

Compensation committee = Compensation and Benefits Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Role of the CEO and Compensation and Benefits Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy (including the Charter Communications, Inc”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging The Company prohibits Restricted Employees from hedging transactions or similar arrangements with respect to Company securities without the prior approval of the Company’s Legal department”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”