

DEERE & CO (DE)

2026 DEF 14A · filed 2026-01-14 · CIK: 0000315189

Headline facts

CEO TOTAL PAY

\$27,925,424

John C. May · 2025 · ' 0% YoY

CEO PAY RATIO

Not in CD&A

Governance policies

CLAWBACK

present

PLEDGING

prohibited

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
John C. May Chairman, Chief Executive Officer and President	\$1,694,507	\$13,950,239	\$5,450,551	\$1,137,833	\$27,925,424
Ryan D. Campbell President, Worldwide Construction	\$989,700	\$3,393,182	\$1,591,735	\$288,866	\$7,694,729
Rajesh Kalathur President, John Deere Financial and Chief Information Officer	\$982,523	\$3,244,822	\$1,580,192	\$285,315	\$7,655,324
Deanna M. Kovar Named executive officer	\$932,635	\$3,244,822	\$1,499,957	\$494,069	\$7,444,443
Joshua A. Jepsen Senior Vice President and Chief Fi- nancial Officer	\$940,724	\$3,393,182	\$1,512,966	\$275,890	\$7,393,638

CEO pay mix (latest year)

Base salary	6%
Cash incentive	21%
Equity	69%
Other	4%
At-risk	89%

Every fact above, traced back to filing text

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Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“To illustrate the alignment between compensation and performance, we present realizable pay for our Chairman and CEO compared to the target compensation established by the Board and recommended by the Compensation Committee, generally as reported in the Executive Compensation Tables”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“RECOUPMENT OF PREVIOUSLY PAID INCENTIVE COMPENSATION”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“ANTI-HEDGING AND ANTI-PLEDGING POLICIES”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Insider Trading Policy also prohibits our directors and officers from holding Deere stock in margin accounts or pledging Deere stock as collateral for loans or other obligations.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“ownership requirements that are designed to motivate our management team to focus on Deere’s long-term sustainable growth, a Recovery Policy designed to require recoupment of incentive compensation in the event of a financial restatement, a robust Code of Conduct setting forth the standards of conduct for all employees, the violation of which may result in discipline such as termination and the forfeiture of incentive compensation, and anti-hedging and anti-pledging policies designed to prevent speculation in Deere securities and borrowing against Deere securities”