PROXYMINER · ANALYST PACK

INTERNATIONAL BUSINESS MACHINES CORP- (IBM)

2026 DEF 14A · filed 2026-03-10 · CIK 0000051143

Headline facts

CEO TOTAL PAY

$37,989,685

A. Krishna · 2025

SAY ON PAY SAY-ON-PAY

75%

Extracted from: Say-on-Pay advisory proposal

CEO PAY RATIO ITEM 402(U)

765 to 1

Median employee: $37,989,685

COMPENSATION COMMITTEE

Not extracted

Governance policies

CLAWBACK

Not extracted

HEDGING

Not disclosed

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
A. Krishna Chairman, President and CEO	$1,500,000	$23,988,586	$5,250,000	$601,817	**$37,989,685**
J.J. Kavanaugh Senior VP, F&O & CFO	$1,250,250	$11,514,830	$2,584,500	$278,515	**$18,840,663**
R.D. Thomas Senior VP, Software & Chief Commercial Officer	$1,143,500	$10,794,920	$2,370,000	$188,523	**$17,494,094**
G. Cohn Vice Chairman	$1,170,000	$9,835,230	$2,370,000	$132,470	**$16,235,775**
A. Robinson Senior VP & Chief Legal Officer	$999,500	$7,292,774	$2,068,500	$70,695	**$12,456,310**

CEO pay mix (latest year)

Base salary	4%
Cash incentive	14%
Equity	81%
Other	2%
At-risk	**94%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 08:03:35Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 765 to 1

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

“Pay ratio The ratio of the Chairman, President and CEO’s annual total compensation to that of the median employee’s annual total compensation is 765:1. This ratio is based on annual total compensation of $37,989,685 for the Chairman, President and CEO (as reported in the Summary Compensation Table) and $49,630 for the median employee. The base salary for the median employee was $48,001. The median employee used for the pay ratio disclosure was determined as of”

Median employee compensation = $37,989,685

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

“Pay ratio The ratio of the Chairman, President and CEO’s annual total compensation to that of the median employee’s annual total compensation is 765:1. This ratio is based on annual total compensation of $37,989,685 for the Chairman, President and CEO (as reported in the Summary Compensation Table) and $49,630 for the median employee. The base salary for the median employee was $48,001. The median employee used for the pay ratio”

Say on pay = 75%

Extracted from: Say-on-Pay advisory proposal · confidence 0.84

“IBM offered to engage with investors representing more than 75% of the shares that voted on Say on Pay at its 2025 Annual Meeting.”