

Keysight Technologies, Inc. (KEYS)

2026 DEF 14A · filed 2026-01-26 · CIK 0001601046

Headline facts

CEO TOTAL PAY

\$18,020,109

Satish C. Dhanasekaran · 2025 · + 46% YoY

CEO PAY RATIO

CD&A

210:1

Median employee: \$85,838

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Satish C. Dhanasekaran President and Chief Executive Officer	\$933,000	\$15,345,176	—	—	\$18,020,109
Soon Chai Gooi Former Senior Vice President, Order Fulfillment and Digital Operations	\$514,122	\$5,931,038	—	—	\$11,658,994
Neil P. Dougherty Executive Vice President and Chief Financial Officer	\$672,917	\$7,276,856	—	—	\$8,886,793
Kailash Narayanan Senior Vice President, President, Communications Solutions Group	\$592,917	\$5,110,973	—	—	\$6,413,956
Ingrid A. Estrada Senior Vice President, Chief Supply Chain and Operations	\$598,167	\$3,905,235	—	—	\$5,232,591
John Page Senior Vice President, President, Global Services	\$490,000	\$1,892,582	—	—	\$3,025,033

CEO pay mix (latest year)

Base salary	6%
Cash incentive	0%
Equity	94%
Other	0%
At-risk	94%

Every fact above, traced back to filing text

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CEO pay ratio = 210:1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“an employee holds and the geography in which the employee is located. Our programs are designed to be competitive on both of these measures. Accordingly, our pay structures vary among our employees based on position, geographic location, and consideration of local competitive market practices. PAY RATIO FY2025 CEO Pay Ratio CEO Annual Total Compensation \$18,020,109 Median Employee Annual Total Compensation \$85,838 CEO to Median Employee Pay Ratio 210:1 *Total compensation as reported in the “Total” column of the Summary Compensation Table IDENTIFICATION OF MEDIAN EMPLOYEE We selected October ...”*

Median employee compensation = \$85,838

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“is located. Our programs are designed to be competitive on both of these measures. Accordingly, our pay structures vary among our employees based on position, geographic location, and consideration of local competitive market practices. PAY RATIO FY2025 CEO Pay Ratio CEO Annual Total Compensation \$18,020,109 Median Employee Annual Total Compensation \$85,838 CEO to Median Employee Pay Ratio 210:1 *Total compensation as reported in the “Total” column of the Summary Compensation Table IDENTIFICATION OF MEDIAN EMPLOYEE We selected October 31, 2025, the last day of fiscal year 2025, as the date on...”*

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Independent Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy applies to grants which were made and vested between October 31, 2014 and October 1, 2023”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No Hedging or Pledging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Under our Insider Trading Policy, we prohibit our general managers, executives, executive officers and the members of our Board from pledging our equity securities as collateral for loans, and we prohibit our executive officers, directors and all employees from purchasing or selling our securities while in possession of material, non-public information, or otherwise using such information for their personal benefit and we maintain a quarterly black-out window where applicable individuals may not trade”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines. Maintain robust stock ownership guidelines”