

# TE Connectivity plc (TEL)

2026 DEF 14A · filed 2026-01-15 · CIK-0001385157

## Headline facts

CEO TOTAL PAY

\$18,325,536

Terrence R. Curtin · 2025 · ' 9% YoY

CEO PAY RATIO ITEM 402(U)

621 to 1

Median employee: \$18,325,536

SAY ON PAY CD&A

91.07%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Management Development and Compensation Committee

## Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

## Peer snapshot

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

| TICKER                                    | CEO TOTAL    | PAY RATIO | MEDIAN EMP | COMP COMMITTEE                               |
|-------------------------------------------|--------------|-----------|------------|----------------------------------------------|
| <b>NXPI</b><br>NXP Semiconductors<br>N.V. | \$14,736,019 | 268 to 1  | \$53,654   | Human Resources and Compensation Committee   |
| <b>ROK</b><br>ROCKWELL AUTOMATION, INC    | \$15,401,707 | 277 to 1  | \$55,692   | Compensation and Talent Management Committee |

Summary Compensation Table (latest disclosed year)

Year 2025

| EXECUTIVE                                       | SALARY      | STOCK       | CASH INCENTIVE | OTHER       | TOTAL        |
|-------------------------------------------------|-------------|-------------|----------------|-------------|--------------|
| Terrence R. Curtin<br>Chief Executive Officer   | \$1,397,125 | \$6,612,738 | \$3,243,801    | \$402,428   | \$18,325,536 |
| Heath A. Mitts<br>EVP & Chief Financial Officer | \$806,761   | \$2,289,555 | \$1,324,140    | \$101,184   | \$6,831,364  |
| Aaron K. Stucki<br>President                    | \$686,769   | \$1,322,548 | \$813,105      | \$2,311,071 | \$6,466,918  |
| Shad W. Kroeger<br>Named executive officer      | \$661,123   | \$1,169,298 | \$1,027,080    | \$98,510    | \$4,136,469  |
| John S. Jenkins<br>EVP & General Counsel        | \$708,209   | \$1,068,153 | \$787,972      | \$100,011   | \$3,742,680  |

CEO pay mix (latest year)

|                |     |
|----------------|-----|
| Base salary    | 8%  |
| Cash incentive | 18% |
| Equity         | 72% |
| Other          | 2%  |
| At-risk        | 90% |

## Every fact above, traced back to filing text

Generated 2026-10-15 10:22:36Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

---

### CEO pay ratio = 621 to 1

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

*“median employee had an annual total compensation of \$29,529, which includes base salary, cash allowances, bonus, and perquisites earned. The annual total compensation for our CEO, Mr. Curtin, was \$18,325,536, as calculated in accordance with the Summary Compensation Table requirements. Based on this data, the ratio of CEO to median employee compensation is 621:1. Our CEO pay ratio reflects our global workforce composition, with a substantial portion of employees based in regions where prevailing wage levels are lower than in the United States. While our CEO is benchmarked against comparable U...”*

---

### Median employee compensation = \$18,325,536

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

*“had an annual total compensation of \$29,529, which includes base salary, cash allowances, bonus, and perquisites earned. The annual total compensation for our CEO, Mr. Curtin, was \$18,325,536, as calculated in accordance with the Summary Compensation Table requirements. Based on this data, the ratio of CEO to median employee compensation is 621:1. Our CEO pay ratio reflects our global workforce composition, with a substantial portion of employees based in regions where prevailing wage levels are lower than in the United States. While our CEO is benchmarked against comparable U.S. market data ...”*

---

### Say on pay = 91.07%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

*“votes cast approved the compensation of our named executive officers, reflecting strong shareholder support for our pay-for-performance philosophy.”*

---

### Compensation committee = Management Development and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“The Management Development and Compensation Committee”*

---

### Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“In accordance with the TE Connectivity plc Incentive-Based Compensation Recovery Policy, the Board will seek reimbursement from covered executive officers (which includes our NEOs) for the amount of erroneously awarded compensation (i.e., the amount of incentive-based compensation received that exceeds the amount of incentive-based compensation that otherwise would have been received had it been determined based on restated amounts) resulting from an accounting restatement due to the material noncompliance of the Company with any financial reporting requirement under the securities laws, inclu...”*

---

### Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“In addition, our officers, employees and members of our Board of Directors are prohibited from engaging in any hedging transactions, including but not limited to, prepaid variable forward contracts, equity swaps, collars, exchange funds, puts, calls, options, short sales or similar rights, obligations or transactions that are designed to hedge or offset any decrease in the market value of TE Connectivity securities.”*

---

**Pledging policy = prohibited**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Our insider trading policies also include prohibition against pledging”*

---

**Stock ownership guidelines = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“Executive Stock Ownership Requirements”*