

NCR Voyix Corp (VYX)

2026 DEF 14A · filed 2026-04-21 · CIK 0000070866

Headline facts

CEO TOTAL PAY

\$6,421,112

James G. Kelly · 2025 · ' 54% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$6,440,951

SAY ON PAY CD&A

91%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation and Human Resource Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ACIW ACI WORLDWIDE, INC.	\$14,999,961	157 to 1	\$95,668	Compensation Committee
JKHY JACK HENRY & AS-SOCIATES INC	\$3,474,604	—	\$93,193	Compensation Committee
WU Western Union CO	—	293 to 1	—	Compensation and Benefits Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
James G. Kelly President and Chief Executive Officer (Former Executive Chair)	\$681,539	\$5,712,168	—	\$27,405	\$6,421,112
David Wilkinson Former Chief Executive Officer	\$98,462	—	—	\$4,223,333	\$4,321,795
Brian Webb-Walsh Executive Vice President and Chief Financial Officer	\$550,000	\$2,105,862	—	\$32,130	\$2,787,992
Darren Wilson Executive Vice President and Presi- dent, Retail and Payments	\$584,791	\$1,316,170	—	\$67,283	\$2,068,244
Eric Schoch Former Executive Vice President and President, Retail	\$192,308	—	—	\$1,521,542	\$1,713,850
Kelli Sterrett Executive Vice President, General Counsel & Secretary	\$500,000	\$1,052,931	—	\$14,882	\$1,667,813

CEO pay mix (latest year)

Base salary	11%
Cash incentive	0%
Equity	89%
Other	0%
At-risk	89%

Every fact above, traced back to filing text

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Median employee compensation = \$6,440,951

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

“have annualized the salary and certain perquisite totals reported in the "Summary Compensation Table" in order to calculate the CEO Pay Ratio. Mr. Kelly's 2025 annualized total compensation was \$6,440,951. The ratio of these amounts was 1:143. For purposes of the 2025 CEO pay ratio set forth above, we used the same median employee identified with respect to our 2024 CEO pay ratio, because there has not been a change in our employee population or employee compensation arrangements that we believe would significantly change the pay ratio disclosure. The pay ratio is a reasonable estimate calcula...”

Say on pay = 91%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Say on Pay proposal at the 2025 annual meeting, we have continued, and will continue, engaging with our stockholders to understand their perspectives and views on our Company, including our executive compensation program and other strategic initiatives.”

Compensation committee = Compensation and Human Resource Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation and Human Resource Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Insider Trading Policy incorporates the Company's prohibitions against hedging, pledging and related transactions”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Such individuals are also prohibited from pledging NCR Voyix securities as collateral for a loan.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Ownership Requirements”