

Apple Inc. (AAPL)

2026 DEF 14A · filed 2026-01-08 · CIK 0000320193

Headline facts

CEO TOTAL PAY

\$74,294,811

Tim Cook · 2025 · +0% YoY

CEO PAY RATIO ITEM 402(U)**533 to 1**

Median employee: \$139,483

SAY ON PAY CD&A**92%**

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A**People and Compensation Committee**

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
GOOGL Alphabet Inc.	\$10,906,079	35 to 1	\$310,826	Leadership Development, Inclusion and Compensation Committee
NVDA NVIDIA CORP	\$49,866,251	166 to 1	\$301,233	Compensation Committee
AMZN AMAZON COM INC	\$2,069,861	51 to 1	\$40,206	Leadership Development and Compensation Committee
META Meta Platforms, Inc.	\$25,125,904	65 to 1	\$388,200	Compensation, Nominating & Governance Committee

EXECUTIVE COMPENSATION

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Tim Cook Chief Executive Officer	\$3,000,000	\$57,535,293	\$12,000,000	\$1,759,518	\$74,294,811
Deirdre O'Brien Senior Vice President, Retail + People	\$1,000,000	\$22,009,766	\$4,000,000	\$37,867	\$27,047,633
Kate Adams Senior Vice President, General Counsel and Secretary	\$1,000,000	\$22,009,766	\$4,000,000	\$22,482	\$27,032,248
Sabih Khan Senior Vice President, Chief Operating Officer	\$1,000,000	\$22,009,766	\$4,000,000	\$21,905	\$27,031,671
Kevan Parekh Senior Vice President, Chief Financial Officer	\$891,519	\$18,433,135	\$3,120,317	\$22,338	\$22,467,309
Luca Maestri Former Senior Vice President, Chief Financial Officer	\$819,231	\$13,003,031	\$1,638,462	\$22,204	\$15,482,928

CEO pay mix (latest year)

Base salary	4%
Cash incentive	16%
Equity	77%
Other	2%
At-risk	94%

Every fact above, traced back to filing text

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CEO pay ratio = 533 to 1

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

“using the same methodology that is used to calculate our CEO’s annual total compensation in the table entitled “Summary Compensation Table–2025, 2024, and 2023.” The 2025 annual total compensation of our CEO was \$74,294,811, the 2025 annual total compensation of our median compensated employee was \$139,483, and the ratio of these amounts is 533 to 1. The compensation included in the pay ratio reflects a reasonable estimate consistent with SEC rules based on the methodology we described above. Because SEC rules for identifying a median compensated employee allow companies to apply certain exclu...”

Median employee compensation = \$139,483

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

“We calculated the median compensated employee’s 2025 annual total compensation using the same methodology that is used to calculate our CEO’s annual total compensation in the table entitled “Summary Compensation Table–2025, 2024, and 2023.” The 2025 annual total compensation of our CEO was \$74,294,811, the 2025 annual total compensation of our median compensated employee was \$139,483, and the ratio of these amounts is 533 to 1. The compensation included in the pay ratio reflects a reasonable estimate consistent with SEC rules based on the methodology we described above. Because SEC rules for i...”

Say on pay = 92%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast on the Say on Pay advisory proposal were in favor of our executive compensation program, demonstrating significant shareholder support for the overall structure of our executive compensation program and the compensation paid to our named executive officers for 2024.”

Compensation committee = People and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The People and Compensation Committee reviewed Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy applicable to our named executive officers and our broader executive team that allows for recovery of annual cash incentives, time and performance-based equity awards, or other amounts that may be paid with respect to awards in certain events, including for certain acts of misconduct by our named executive officers”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on hedging, pledging, and short sales We prohibit short sales, transactions in derivatives, hedging, and pledging of Apple securities by our named executive officers”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging, Pledging, and Short Sales”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock ownership guidelines We have robust stock ownership guidelines for our named executive officers, including a ten times annual base salary requirement for our CEO”