

Airbnb, Inc. (ABNB)

2026 DEF 14A · filed 2026-04-24 · CIK 0001559726

Headline facts

CEO TOTAL PAY

\$11,548,326

Brian Chesky · 2025 · “ 13% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$235,416

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

People and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
CRM Salesforce, Inc.	\$49,379,252	296 to 1	\$166,753	Compensation Committee
XYZ Block, Inc.	—	—	\$222,772	Compensation Committee
INTU INTUIT INC.	\$36,845,552	152 to 1	\$242,190	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Brian Chesky President and Chief Executive Officer Chief Financial Officer	\$671,154	\$6,656,128	\$675,000	\$14,852	\$11,548,326
Aristotle Balogh Former Chief Technology Officer	\$671,154	\$6,656,128	\$675,000	\$14,055	\$11,547,529
Nathan Blecharczyk Co-Founder and Chief Strategy Officer	\$471,154	\$4,235,740	\$285,000	\$553,913	\$7,792,940

CEO pay mix (latest year)

Base salary	6%
Cash incentive	6%
Equity	88%
Other	0%
At-risk	94%

Every fact above, traced back to filing text

Generated 2026-08-02 04:41:24Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Median employee compensation = \$235,416

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

“and the annual total compensation of our Chief Executive Officer. The following table sets forth the ratio of our Chief Executive Officer Brian Chesky’s total compensation to that of the Company’s median employee for the year ended December 31, 2025. Chief Executive Officer total annual compensation \$ 242,122 Median Employee total annual compensation \$ 235,416 Ratio of Chief Executive Officer to Median Employee total annual compensation 1 to 0.97 This pay ratio is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. The Company chose December 31, 2025 as ...”

Compensation committee = People and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“People and Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy As required by SEC rules and Nasdaq Listing Rules, we have adopted a clawback policy that requires us to recover certain erroneously paid incentive compensation received by our Section 16 officers in the event of an accounting restatement”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Practice Description No Hedging of Company Stock”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“In addition, pledging of Airbnb stock by executive officers and members of the board of directors as collateral for loans and investments is prohibited absent approval by the board of directors, and such pledge shall not exceed 5% of the outstanding shares of Company securities held by such officer or director and such loan shall not exceed an aggregate amount of \$50 million”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines, our equity mix ensures long-term alignment with shareholder interests.”