

# AMAZON COM INC (AMZN)

2026 DEF 14A · filed 2026-04-09 · CIK 0001018724

## Headline facts

CEO TOTAL PAY

**\$2,069,861**

Andrew R. Jassy · 2025 · ' 30% YoY

CEO PAY RATIO ITEM 402(U)

**51 to 1**

Median employee: \$40,206

SAY ON PAY CD&A

**78%**

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

**Leadership Development and Compensation Committee**

## Governance policies

CLAWBACK

**present**

PLEDGING

**Not disclosed**

HEDGING

**prohibited**

STOCK OWNERSHIP GUIDELINES

**Not extracted**

EXECUTIVE COMPENSATION

## Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Andrew R. Jassy President and Chief Executive Officer	\$365,000	—	—	—	\$2,069,861
Jeffrey P. Bezos Founder and Executive Chair	\$81,840	—	—	—	\$1,681,840
Matthew S. Garman CEO Amazon Web Services Named executive officer	\$365,000	—	—	—	\$617,281
Douglas J. Herrington CEO Worldwide Amazon Stores Named executive officer	\$365,000	—	—	—	\$425,365
Brian T. Olsavsky SVP and Chief Financial Officer	\$365,000	—	—	—	\$372,000
David A. Zapolsky Chief Global Affairs & Legal Officer	\$365,000	—	—	—	\$372,000

## CEO pay mix (latest year)

Base salary	100%
Cash incentive	0%
Equity	0%
Other	0%
<b>At-risk</b>	<b>0%</b>

## Every fact above, traced back to filing text

Generated 2026-05-13 20:56:18Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

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### CEO pay ratio = 51 to 1

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

*“The 2025 annual total compensation of our median compensated employee (identified from all full- and part-time permanent and temporary employees worldwide, excluding our CEO) was \$40,206; Mr. Jassy’s 2025 annual total compensation as reported under SEC rules was \$2,069,861, resulting in a ratio of those amounts of 1-to-51. For 2025, the median annual total compensation for all U.S. full-time Amazon employees was \$53,211, up from \$47,990 as reported for 2024, reflecting average pay for U.S. fulfillment and transportation employees of more than \$23 per hour, more than triple the federal minimum ...”*

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### Median employee compensation = \$40,206

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

*“The 2025 annual total compensation of our median compensated employee (identified from all full- and part-time permanent and temporary employees worldwide, excluding our CEO) was \$40,206; Mr. Jassy’s 2025 annual total compensation as reported under SEC rules was \$2,069,861, resulting in a ratio of those amounts of 1-to-51. For 2025, the median annual total compensation for all U.S.”*

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### Say on pay = 78%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

*“At our 2025 Annual Meeting of Shareholders, 78% of the votes cast supported our advisory vote to approve the compensation of our named executive officers.”*

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### Compensation committee = Leadership Development and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“The Leadership Development and Compensation Committee”*

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### Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“Clawback Policy”*

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### Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Under our trading policies, directors, executive officers, and other employees above a specified level, as well as persons sharing their households, are prohibited from engaging in any speculative, hedging, or derivative security transaction that”*