COMCAST CORP (CMCSA)

2026 DEF 14A · filed 2026-04-24 · CIK 0001166691

Headline facts

CEO TOTAL PAY

$35,148,413

Brian L. Roberts · 2025 · ‘ 4% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

381 to 1

Median employee: $92,390

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from CMCSA'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
META Meta Platforms, Inc.	$25,125,904	65 to 1	$388,200	Compensation, Nominating & Governance Committee
NFLX NETFLIX INC	$53,905,972	255 to 1	$53,905,972	Compensation Committee
PSKY Paramount Skydance Corp	—	—	—	—

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Michael J. Cavanagh President	$2,600,962	$60,341,115	$8,583,175	$231,392	**$71,756,644**
Brian L. Roberts Chairman of the Board & Chief Executive Officer	$2,600,962	$23,473,076	$8,583,175	$491,200	**$35,148,413**
Jason S. Armstrong Chief Financial Officer	$2,080,769	$9,695,549	$4,577,693	$22,112	**$16,376,123**
Thomas J. Reid Chief Legal Officer and Secretary	$1,976,731	$6,990,937	$5,436,010	$10,000	**$14,413,678**
Jennifer Khoury Chief Communications Officer	$1,560,577	$1,530,857	$2,574,952	$10,000	**$5,676,386**

CEO pay mix (latest year)

Base salary	7%
Cash incentive	24%
Equity	67%
Other	1%
At-risk	**91%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 04:41:18Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 381 to 1

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

“and year-over-year comparisons may not be meaningful. We believe putting into context how our median employee was identified highlights why that employee’s compensation and the resulting pay ratio, and year-over-year changes thereto, should not be compared on an “apples-to-apples” basis. We have estimated that our pay ratio for 2025 is 381 to 1, calculated by dividing Mr. Roberts’ 2025 total compensation set forth in the Summary Compensation Table, adjusted as described below, by $92,390, which represents the annual total compensation of our median employee. Our median employee’s annual total …”

Median employee compensation = $92,390

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

“should not be compared on an “apples-to-apples” basis. We have estimated that our pay ratio for 2025 is 381 to 1, calculated by dividing Mr. Roberts’ 2025 total compensation set forth in the Summary Compensation Table, adjusted as described below, by $92,390, which represents the annual total compensation of our median employee. Our median employee’s annual total compensation was determined using the same methodology we used to determine the annual total compensation of our NEOs, which, along with Mr. Roberts’ compensation, was then adjusted to include the cost to Comcast of specified employee…”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee is aware that Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment (or “Clawback”) Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Insider Trading Policies and Prohibitions on Hedging and Pledging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“A person not in compliance cannot sell or otherwise dispose of stock until the ownership requirement is met.ü Prohibit executive officers and directors from (i) pledging Comcast stock as collateral or holding it in margin accounts and (ii) using any strategies or products to hedge against potential changes in the value of our stock.ü Have an incentive compensation recoupment (or “clawback”) policy applicable to our executive officers.ü Compensation Committee directly engages Korn Ferry as its own independent compensation consultant”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“maintain a stock ownership policy for members of our senior management, including our NEOs, that is designed to increase our executives’ ownership stake in our company and align their interests with those of our shareholders”