

CAPITAL ONE FINANCIAL CORP (COF)

2026 DEF 14A · filed 2026-03-25 · CIK 0000927628

Headline facts

CEO TOTAL PAY

\$64,971,137

Richard D. Fairbank · 2025 · ' 111% YoY

CEO PAY RATIO

Not in CD&A

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

Not extracted

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
PNC PNC FINANCIAL SERVICES GROUP, INC.	\$29,503,081	—	—	Compensation Committee
AXP AMERICAN EX- PRESS CO	\$46,239,805	814 to 1	\$46,239,805	Compensation and Benefits Committee
INTU INTUIT INC.	\$36,845,552	152 to 1	\$242,190	Compensation Committee
JPM JPMORGAN CHASE & CO	\$40,632,724	363 to 1	\$40,644,723	Compensation & Management Develop- ment Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Richard D. Fairbank Chairman and CEO	\$—	\$58,127,029	—	\$133,277	\$64,971,137
Matthew W. Cooper General Counsel and Corporate Secretary; President, Discover Inte- gration	\$1,260,846	\$9,022,649	—	\$293,906	\$15,602,401
Mark Daniel Mouadeb President, Card	\$1,271,923	\$7,599,536	—	\$270,991	\$12,099,450
Frank G. LaPrade, III Chief Enterprise Services Officer and Chief of Staff to the CEO	\$1,448,154	\$6,317,239	—	\$261,020	\$10,756,413
Andrew M. Young Chief Financial Officer	\$1,091,308	\$5,860,498	—	\$260,083	\$9,771,389

CEO pay mix (latest year)

Base salary	0%
Cash incentive	10%
Equity	89%
Other	0%
At-risk	100%

Every fact above, traced back to filing text

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Compensation committee = Compensation Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Section VI - Compensation Committee Report”