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Salesforce, Inc. (CRM)

2026 DEF 14A · filed 2026-04-16 · CIK 0001108524

Headline facts

CEO TOTAL PAY

$49,379,252

Marc Benioff · 2026 · “ 10% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

296 to 1

Median employee: $166,753

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 CRM’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ACN Accenture plc	—	460 to 1	$64,379	Compensation, Culture & People Committee
PYPL PayPal Holdings, Inc.	$25,243,486	221 to 1	$114,331	Compensation Committee
ADBE ADOBE INC.	$51,173,935	217 to 1	$235,989	Executive Compensation Committee
IBM INTERNATIONAL BUSINESS MACHINES CORP	$37,989,685	765 to 1	$37,989,685	—

Summary Compensation Table (latest disclosed year)

Year 2026

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Marc Benioff Chair of the Board and CEO	$1,550,000	$27,265,360	$3,602,588	$6,217,374	**$49,379,252**
Robin Washington President and Chief Operating and Financial Officer	$1,100,000	$14,091,350	$1,988,525	$80,004	**$28,445,699**
Srinivas Tallapragada President and Chief Engineering and Customer Success Officer	$1,100,000	$14,755,024	$1,988,525	$51,409	**$20,580,778**
Miguel Milano President and Chief Revenue Officer	$1,000,000	$12,122,912	$1,549,500	$665,916	**$18,701,481**
David Schmaier President and Chief Strategy Officer	$1,000,000	$11,030,269	$1,291,250	$6,500	**$15,193,161**
Parker Harris Co-Founder and Chief Technology Officer, Slack	$1,000,000	$10,390,861	$1,291,250	—	**$14,547,253**

CEO pay mix (latest year)

Base salary	3%
Cash incentive	7%
Equity	77%
Other	13%
At-risk	**84%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 04:19:27Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 296 to 1

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

"Fiscal 2026 CEO Pay Ratio The fiscal 2026 total compensation of our median employee, based on the compensation of all employees who were employed as of November 1, 2025, other than our CEO, was $166,753. Mr. Benioff's fiscal 2026 annual total compensation was $49,379,252. The ratio of our CEO's fiscal 2026 pay to that of our median employee (our "Pay Ratio") was approximately 296-1. The fiscal 2026 Pay Ratio is a reasonable estimate calculated in a manner consistent with SEC rules based on our payroll and employment records and the following methodology. First, we identified our employee popul…"

Median employee compensation = $166,753

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

"Fiscal 2026 CEO Pay Ratio The fiscal 2026 total compensation of our median employee, based on the compensation of all employees who were employed as of November 1, 2025, other than our CEO, was $166,753. Mr. Benioff's fiscal 2026 annual total compensation was $49,379,252. The ratio of our CEO's fiscal 2026 pay to that of our median employee (our "Pay Ratio") was approximately 296-1. The fiscal 2026"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"The Compensation Committee set Mr"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"Clawback Policy") in 2023 in accordance with SEC rules and NYSE listing standards"

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Prohibition on Hedging and Pledging Transactions"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Prohibition on Hedging and Pledging Transactions"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"Ownership RequirementsTo further align executive interests with long-term stockholder value, we significantly increased stock ownership guidelines"