

# CARVANA CO. (CVNA)

2026 DEF 14A · filed 2026-03-25 · CIK 0001690820

## Headline facts

CEO TOTAL PAY

\$8,382,555

Ernest C. Garcia, III · 2025 · “ 21% YoY

CEO PAY RATIO

Not in CD&A

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Nominating Committee

## Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

## Peer snapshot

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

| TICKER                         | CEO TOTAL    | PAY RATIO | MEDIAN EMP | COMP COMMITTEE                    |
|--------------------------------|--------------|-----------|------------|-----------------------------------|
| ABNB<br>Airbnb, Inc.           | \$11,548,326 | —         | \$235,416  | People and Compensation Committee |
| EXPE<br>Expedia Group, Inc.    | \$17,592,584 | 154:1     | —          | Compensation Committee            |
| XYZ<br>Block, Inc.             | —            | —         | \$222,772  | Compensation Committee            |
| UBER<br>Uber Technologies, Inc | —            | 360 to 1  | \$98,826   | Compensation Committee            |

Summary Compensation Table (latest disclosed year)

Year 2025

| EXECUTIVE                                        | SALARY    | STOCK       | CASH INCENTIVE | OTHER    | TOTAL       |
|--------------------------------------------------|-----------|-------------|----------------|----------|-------------|
| Ernest C. Garcia, III<br>Chief Executive Officer | \$961,674 | \$7,419,121 | —              | \$1,760  | \$8,382,555 |
| Mark Jenkins<br>Chief Financial Officer          | \$954,435 | \$7,378,767 | —              | \$21,647 | \$8,354,849 |
| Benjamin Huston<br>Chief Operating Officer       | \$954,435 | \$7,378,767 | —              | \$19,743 | \$8,352,945 |
| Daniel Gill<br>Chief Product Officer             | \$825,000 | \$6,602,762 | —              | \$51,837 | \$7,479,599 |
| Thomas Taira<br>President, Special Projects      | \$838,184 | \$4,458,662 | —              | \$7,710  | \$5,304,556 |

CEO pay mix (latest year)

|                |     |
|----------------|-----|
| Base salary    | 11% |
| Cash incentive | 0%  |
| Equity         | 89% |
| Other          | 0%  |
| At-risk        | 89% |

# Every fact above, traced back to filing text

Generated 2026-10-15 10:23:22Z. 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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**Compensation committee = Compensation and Nominating Committee**

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“For 2025, the Compensation and Nominating Committee granted to each NEO a time-based RSU award”*

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**Clawback policy = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“Clawback Policy, effective as of July 25, 2023”*

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**Hedging policy = prohibited**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Restrictions on trading in Carvana Class A common stock to reduce insider trading compliance risk, as well as prohibitions on pledging and hedging Carvana capital stock.”*

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**Pledging policy = prohibited**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Restrictions on trading in Carvana Class A common stock to reduce insider trading compliance risk, as well as prohibitions on pledging and hedging Carvana capital stock.”*