

FAIR ISAAC CORP (FICO)

2026 DEF 14A · filed 2026-01-27 · CIK 0000814547

Headline facts

CEO TOTAL PAY

\$36,045,267

William Lansing · 2025 · + 2% YoY

CEO PAY RATIO ITEM 402(U)

368 to 1

Median employee: \$98,000

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Leadership Development and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
William Lansing Chief Executive Officer	\$750,000	\$34,091,860	—	\$103,407	\$36,045,267
Nikhil Behl President, Software	\$500,000	\$6,818,373	—	\$59,490	\$7,727,863
James Wehmann Former President, Scores	\$490,385	\$6,818,373	—	\$14,184	\$7,322,942
Mark Scadina Executive Vice President, General Counsel	\$400,000	\$6,255,247	—	\$209,176	\$7,139,423
Richard Deal Executive Vice President, Chief Human Resources Officer	\$400,000	\$6,255,247	—	\$58,177	\$6,963,424
Steven Weber Executive Vice President and Chief Financial Officer	\$400,000	\$6,255,247	—	\$53,585	\$6,958,832

CEO pay mix (latest year)

Base salary	2%
Cash incentive	0%
Equity	98%
Other	0%
At-risk	98%

Every fact above, traced back to filing text

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CEO pay ratio = 368 to 1

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

“of our Chief Executive Officer, William Lansing (our “CEO”): For fiscal 2025: • the median of the annual total compensation of all our employees, other than our CEO, was \$98,000; • the annual total compensation of our CEO, as disclosed in the Fiscal 2025 Summary Compensation Table, was \$36,045,267; and • the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all our employees was 368 to 1. This ratio is a reasonable estimate calculated in a manner consistent with SEC rules. We identified the employee with compensation at the median of the annual...”

Median employee compensation = \$98,000

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

“CEO PAY RATIO As required by Item 402(u) of Regulation S-K, we are providing the following information about the relationship of the median of the annual total compensation of all our employees and the annual total compensation of our Chief Executive Officer, William Lansing (our “CEO”): For fiscal 2025: • the median of the annual total compensation of all our employees, other than our CEO, was \$98,000; • the annual total compensation of our CEO, as disclosed in the Fiscal 2025 Summary Compensation Table, was \$36,045,267; and • the ratio of the annual total compensation of our CEO to the media...”

Compensation committee = Leadership Development and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Leadership Development and Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”)”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on hedging of Company common stock A compensation recovery, or “clawback,” policy pertaining to all performance-based compensation in the case of a restatement Supplemental clawback policy triggered in the event of misconduct situations that covers annual and long-term incentive compensation, including time-based equity awards Mandatory minimum vesting period of one year for equity awards Annual compensation peer group review with appropriate updates to ensure valid comparisons No tax “gross-ups” allowed except with respect to relocation benefits, required spousal travel and certai...”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive Stock Ownership Guidelines”