

Alphabet Inc. (GOOGL)

2026 DEF 14A · filed 2026-04-24 · CIK 0001652044

Headline facts

CEO TOTAL PAY

\$10,906,079

Sundar Pichai · 2025 · + 2% YoY

CEO PAY RATIO CD&A

35 to 1

Median employee: \$310,826

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

**Leadership Development, Inclusion
and Compensation Committee**

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
AMZN AMAZON COM INC	\$2,069,861	51 to 1	\$40,206	Leadership Development and Compensation Committee
META Meta Platforms, Inc.	\$25,125,904	65 to 1	\$388,200	Compensation, Nominating & Governance Committee
ORCL ORACLE CORP	\$1,113,417	11 to 1	\$1,113,417	Compensation Committee
MSFT MICROSOFT CORP	\$96,496,790	480 to 1	\$200,972	Compensation Committee

EXECUTIVE COMPENSATION

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Philipp Schindler Senior Vice President, Chief Business Officer, Google	\$1,003,846	\$40,577,554	—	\$620,151	\$42,201,551
Anat Ashkenazi Senior Vice President, Chief Financial Officer, Alphabet and Google, as of July 31, 2024	\$1,003,846	\$30,171,070	—	\$84,115	\$31,259,031
Ruth M. Porat President and Chief Investment Officer, Alphabet and Google	\$1,003,846	\$28,123,532	—	\$11,750	\$29,139,128
Kent Walker President, Global Affairs, Chief Legal Officer, and Secretary, Alphabet and Google	\$1,003,846	\$28,123,532	—	\$11,750	\$29,139,128
Sundar Pichai Chief Executive Officer, Alphabet and Google, and Director	\$2,007,692	—	—	\$8,898,387	\$10,906,079

CEO pay mix (latest year)

Base salary	18%
Cash incentive	0%
Equity	0%
Other	82%
At-risk	0%

Every fact above, traced back to filing text

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CEO pay ratio = 35 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“total estimated benefit of equity acceleration shown above for Anat, Ruth, Philipp, and Kent. Alphabet 2026 Proxy Statement⁵⁵ Alphabet CEO Pay Ratio The 2025 annual total compensation of our median compensated employee was \$310,826, and the 2025 annual total compensation of our CEO was \$10,906,079. The resulting ratio of Chief Executive Officer to Median Employee total compensation is 35 to 1. The Chief Executive Officer total compensation reflects Sundar’s 2025 total compensation as shown in the Summary Compensation Table on page 50. To determine the median employee compensation, we analyzed ...”

Median employee compensation = \$310,826

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“Alphabet’s fiscal year 2025), which was \$313.80 per share. The summed estimated value of the 2023 PSU awards, 2024 PSU awards, and 2025 PSU awards equals the total estimated benefit of equity acceleration shown above for Anat, Ruth, Philipp, and Kent. Alphabet 2026 Proxy Statement⁵⁵ Alphabet CEO Pay Ratio The 2025 annual total compensation of our median compensated employee was \$310,826, and the 2025 annual total compensation of our CEO was \$10,906,079. The resulting ratio of Chief Executive Officer to Median Employee total compensation is 35 to 1. The Chief Executive Officer total compensatio...”

Compensation committee = Leadership Development, Inclusion and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Leadership Development, Inclusion 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

“We prohibit all speculative, short-sale, short-term, and hedging transactions involving our securities”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Insider Trading, Hedging, and Pledging Policies”