HOME DEPOT, INC. (HD)

2026 DEF 14A · filed 2026-04-07 · CIK 0000354950

Headline facts

CEO TOTAL PAY

$16,191,127

Edward P. Decker · 2025 · ‘ 4% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

427 to 1

COMPENSATION COMMITTEE COMMITTEE REPORT

Leadership Development and Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

3 peers auto-selected from HD’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
TGT TARGET CORP	$21,830,088	794 to 1	—	Compensation & Human Capital Management Committee
WMT Walmart Inc.	$29,240,930	958 to 1	$30,520	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Edward P. Decker Chair, President and Chief Executive Officer	$1,400,000	$9,612,251	$2,657,631	$151,328	**$16,191,127**
Ann-Marie Campbell Senior Executive Vice President	$1,053,769	$4,068,387	$1,258,697	$71,826	**$7,452,600**
Hector A. Padilla Former Executive Vice President – U.S. Stores and Operations	$452,012	$3,552,594	$469,913	$407,409	**$6,418,376**
Richard V. McPhail Executive Vice President and Chief Financial Officer	$971,923	$3,414,074	$928,747	$69,633	**$6,224,296**
Fahim Siddiqui Former Executive Vice President and Chief Information Officer	$228,227	$3,654,747	—	$585,667	**$5,640,440**
William D. Bastek Executive Vice President – Merchandising	$788,462	$3,040,388	$759,323	$45,667	**$5,383,781**

CEO pay mix (latest year)

Base salary	9%
Cash incentive	16%
Equity	74%
Other	1%
At-risk	**90%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 05:15:59Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 427 to 1

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

"median-paid associate, other than our CEO, was $37,881. Our median-paid associate for Fiscal 2025 was an hourly employee in the U.S. •The annual total compensation of our CEO for Fiscal 2025 was $16,191,127, as reported in the Summary Compensation Table on page 70. •Based on this information, for Fiscal 2025 the ratio of the annual total compensation of our CEO to the annual total compensation of our median-paid associate was 427 to 1. For purposes of the above disclosure, we are generally required to identify our median-paid associate based upon our total workforce, without regard to their lo…"

Compensation committee = Leadership Development and Compensation Committee

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

"LEADERSHIP DEVELOPMENT AND COMPENSATION COMMITTEE REPORT"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"clawback policy, as described below on page 68, to discourage manipulation of incentive program elements."

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"ü We prohibit all associates, including executive officers, and directors from entering into hedging or monetization transactions designed to limit the financial risk of owning Company stock."

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"ü We prohibit all Section 16 officers, including executive officers, and directors from pledging shares of our common stock as collateral, including to secure any indebtedness, and from opening margin accounts using our common stock."