

GARTNER INC (IT)

2026 DEF 14A · filed 2026-04-15 · CIK 0090749251

Headline facts

CEO TOTAL PAY

\$19,226,580

Eugene A. Hall · 2025 · ' 5% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$127,275

SAY ON PAY

CD&A

93%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
FTNT Fortinet, Inc.	\$11,458,039	—	\$152,084	Role of Executives in Executive Compensation Decisions The Human Resources Committee generally seeks input from our Chief Executive Officer, Mr
INTU INTUIT INC.	\$36,845,552	152 to 1	\$242,190	Compensation Committee
SNPS SYNOPSYS INC	\$19,605,963	210 to 1	\$93,538	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Eugene A. Hall Chairman of the Board & Chief Executive Officer	\$985,185	\$11,619,477	\$1,483,655	\$158,331	\$19,226,580
Craig W. Safian EVP, Chief Financial Officer	\$703,855	\$3,405,515	\$847,964	\$98,848	\$6,515,684
Robin Kranich EVP, Chief Human Resources Officer	\$580,805	\$2,091,303	\$699,660	\$86,505	\$4,354,678
Scott Hensel EVP, Global Services & Delivery	\$578,073	\$2,091,303	\$699,660	\$80,299	\$4,345,740
Thomas Kim EVP, Chief Legal Officer & Secretary	\$580,375	\$1,749,789	\$699,660	\$81,813	\$3,861,578

CEO pay mix (latest year)

Base salary	5%
Cash incentive	8%
Equity	86%
Other	1%
At-risk	94%

Every fact above, traced back to filing text

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Median employee compensation = \$127,275

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

“2025 annual total compensation of the median compensated of all our employees who were employed as of December 31, 2025, other than our Chairman and CEO, Mr. Hall, was \$127,275; Mr. Hall’s 2025 annual total compensation was \$19,226,580 and the ratio of these amounts was 1-to-151. The SEC’s rules for identifying the median compensated employee and calculating the pay ratio based on that employee’s annual total compensation allow companies to adopt a variety of methodologies, to apply certain exclusions, and to make reasonable estimates and assumptions that reflect their employee populations and...”

Say on pay = 93%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast The Board has resolved to present Say on Pay proposals to stockholders on an annual basis, respecting the sentiment of our stockholders.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Hall’s base salary is established each year by the Compensation Committee after completion of Mr”

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 our executives from hedging or pledging with respect to company securities.55 Equity Awards Issued During Closed Trading Windows”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We prohibit our executives from hedging or pledging with respect to company securities.55 Equity Awards Issued During Closed Trading Windows”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”