COCA COLA CO (KO)

2026 DEF 14A · filed 2026-03-16 · CIK 0000021344

Headline facts

CEO TOTAL PAY

$31,208,165

James Quincey · 2025 · ‘ 11% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

739 to 1

Median employee: $17,947

COMPENSATION COMMITTEE CD&A

Talent and Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

Not disclosed

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
INTC INTEL CORP	$18,174,100	812 to 1	$114,900	Compensation Committee
NKE NIKE, Inc.	$26,018,068	545 to 1	$48,723	Compensation Committee
PEP PEPSICO INC	$5,771,000	449 to 1	$53,296	Compensation Committee
PFE PFIZER INC	$27,585,301	277 to 1	—	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
James Quincey Chairman of the Board and Chief Executive Officer	$1,675,000	$12,516,109	$5,025,000	$531,315	**$31,208,165**
John Murphy President and Chief Financial Officer	$1,141,900	$3,783,921	$2,594,219	$251,955	**$11,755,706**
Henrique Braun Executive Vice President and Chief Operating Officer	$1,050,000	$3,783,921	$2,756,250	$443,253	**$11,642,602**
Jennifer Mann Executive Vice President and President, North America operating unit	$857,520	$2,910,753	$1,368,000	$118,260	**$8,005,433**
Manuel Arroyo Executive Vice President and Chief Marketing Officer	$734,992	$2,716,394	$1,384,899	$412,241	**$6,693,887**

CEO pay mix (latest year)

Base salary	6%
Cash incentive	17%
Equity	76%
Other	2%
At-risk	**93%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 739 to 1

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

“total compensation of all employees (other than the CEO) of the Company and its consolidated subsidiaries was $17,947. Mr. Quincey’s annual total compensation for 2025, as reported under the “Total” column (column (j)) in the 2025 Summary Compensation Table, was $31,208,165. Based on this information, for 2025, the ratio of the compensation of the CEO to the median annual total compensation of all other employees was estimated to be 1,739 to 1. To identify, and to determine the annual total compensation of, the median employee, we used the following methodology: ÏWe collected the payroll data …”

Median employee compensation = $17,947

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

“is based on the Company’s global workforce and is not designed to capture the median compensation of the Company’s U.S. employees. In addition, employees in flexible, part-time roles, such as certain employees at retail stores operated by Costa Limited, our coffee business, lower the annual total compensation for our median employee. Our compensation philosophy is to pay competitively to market and provide fair compensation regardless of the locale. The compensation approach used to determine compensation for our broader workforce is the same approach we use when setting CEO pay, including con…”

Compensation committee = Talent and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Talent and Compensation Committee Year-Round Process”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging, Short Sale and Pledging Policies”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging, Short Sale and Pledging Policies”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines for executive officers and remain committed to responsible equity usage”