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MCDONALDS CORP (MCD)

2026 DEF 14A · filed 2026-04-07 · CIK 0000063908

Headline facts

CEO TOTAL PAY

$20,574,525

Christopher Kempczinski · 2025 · ‘ 13% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO

Not in CD&A

Median employee: $19,020

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
KO COCA COLA CO	$31,208,165	739 to 1	$17,947	Talent and Compensation Committee
MA Mastercard Inc	$35,422,518	284 to 1	$35,422,518	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

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Christopher Kempczinski Chairman, President and CEO	$1,550,000	$8,000,215	$2,367,160	$657,084	**$20,574,525**
Ian Borden Executive Vice President and Global CFO	$970,833	$2,750,169	$967,863	$1,150,837	**$8,589,731**
Gillian McDonald Executive Vice President, Global Chief	$929,541	$1,875,329	$887,994	$494,067	**$6,061,987**
Joseph Erlinger President, McDonald's USA	$895,833	$2,000,306	$711,774	$118,704	**$5,726,650**
Manuel JM Steijaert President, International Operated Markets	$854,456	$1,375,084	$854,131	$519,680	**$4,978,365**

CEO pay mix (latest year)

Base salary	8%
Cash incentive	12%
Equity	78%
Other	3%
At-risk	**89%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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Median employee compensation = $19,020

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“of our executives with those of our shareholders. We aim to have approximately 90% of our CEO’s total target direct compensation opportunity be subject to performance against our robust and objective performance targets. For 2025, our CEO’s total compensation was $20,574,525, resulting in a ratio of 1,082:1. MEDIAN EMPLOYEE METHODOLOGY In 2025, we identified a new median employee for purposes of the pay ratio disclosure by annualizing one month’s total gross wages for our employees (other than our CEO) located in all of our markets who were employed on October 1, 2025. We considered all full-t…”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy intended to comply with the SEC rules and NYSE listing standards that require the Company to recoup certain incentive-based compensation erroneously awarded to current and former executive officers of the Company in the event the Company is required to file certain financial restatements.”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“POLICY REGARDING PROHIBITION ON PLEDGING & HEDGING”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“POLICY REGARDING PROHIBITION ON PLEDGING & HEDGING”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“ownership requirements.”