NETFLIX INC (NFLX)

2026 DEF 14A · filed 2026-04-16 · CIK 0001065280

Headline facts

CEO TOTAL PAY

$53,905,972

TED SARANDOS · 2025 · “ 13% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

255 to 1

Median employee: $53,905,972

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	$51,173,935	217 to 1	$235,989	Executive Compensation Committee
PSKY Paramount Skydance Corp	—	—	—	—
T AT&T INC.	$29,906,872	215:1	$29,906,872	INDEPENDENT COMPENSATION CONSULTANT The Committee is authorized by its charter to employ an independent compensation consultant and other advisors
PYPL PayPal Holdings, Inc.	$25,243,486	221 to 1	$114,331	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
TED SARANDOS Chief Executive Officer and President	$3,000,000	$41,398,424	$7,053,958	$2,453,590	**$53,905,972**
GREG PETERS Chief Executive Officer and President	$3,000,000	$41,398,424	$7,053,958	$1,734,925	**$53,187,307**
SPENCER NEUMANN Chief Financial Officer	$2,000,000	$14,022,432	$4,702,639	$108,979	**$20,834,050**
DAVID HYMAN Chief Legal Officer	$2,000,000	$8,681,008	$4,702,639	$17,134	**$15,400,781**
CLETE WILLEMS Chief Global Affairs Officer	$761,539	$8,865,531	$1,917,130	$39,895	**$14,334,095**
REED HASTINGS Former Executive Chairman of the Board	$33,846	$936,421	—	$612	**$1,242,113**

CEO pay mix (latest year)

Base salary	6%
Cash incentive	13%
Equity	77%
Other	5%
At-risk	**90%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 255 to 1

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

"Table, the 2025 annual total compensation as determined under Item 402 of Regulation S-K was $53,905,972 for Mr. Sarandos and $53,187,307 for Mr. Peters. The 2025 annual total compensation as determined under Item 402 of Regulation S-K for our median employee was $211,201. Based on the foregoing, our estimate of the ratio of our co-CEOs' annual total compensation to our median employee's annual total compensation for fiscal year 2025 is 255 to 1, in the case of Mr. Sarandos, and 252 to 1, in the case of Mr. Peters. Given the different methodologies that various public companies use to determin…"

Median employee compensation = $53,905,972

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

"Pay Ratio Disclosure As required by Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K, we are providing the following information about the relationship of the annual total compensation of our median employee and the annual total compensation of our co-CEOs on December 31, 2025, Messrs. Sarandos and Peters. The pay ratio included in this information is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. As disclosed in the Summary Compensation Table, the 2025 annual total"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"Role of the Compensation Committee"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"clawback policy to comply with Exchange Act Rule 10D-1 and the Nasdaq listing standards regarding recovery of erroneously awarded compensation in the event of an accounting restatement."

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Prohibition on Hedging"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"Stock Ownership Guidelines"