

NVIDIA CORP (NVDA)

2026 DEF 14A · filed 2026-05-12 · CIK 0001045810

Headline facts

CEO TOTAL PAY

\$36,343,830

Jen-Hsun Huang · 2026 · “ 27% YoY

CEO PAY RATIO ITEM 402(U)

129 to 1

Median employee: \$282,050

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from NVDA'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
GOOGL Alphabet Inc.	\$10,906,079	35 to 1	\$310,826	Leadership Development, Inclusion and Compensation Committee
AMZN AMAZON COM INC	\$2,069,861	51 to 1	\$40,206	Leadership Development and Compensation Committee
AAPL Apple Inc.	\$74,294,811	533 to 1	\$139,483	People and Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2026

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Jen-Hsun Huang President and CEO	\$1,497,627	\$24,800,511	\$6,000,000	\$4,045,691	\$36,343,830
Ajay K. Puri EVP, Worldwide Field Operations	\$948,497	\$12,478,989	\$1,300,000	\$49,840	\$14,777,327
Colette M. Kress EVP and CFO	\$898,577	\$12,825,872	\$600,000	\$16,402	\$14,340,850
Debora Shoquist EVP, Operations	\$848,656	\$12,912,487	\$500,000	\$33,567	\$14,294,710
Timothy S. Teter EVP, General Counsel and Secretary	\$848,656	\$12,912,487	\$500,000	\$15,240	\$14,276,382

CEO pay mix (latest year)

Base salary	4%
Cash incentive	17%
Equity	68%
Other	11%
At-risk	85%

Every fact above, traced back to filing text

Generated 2026-08-02 04:07:06Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 129 to 1

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

“paid in foreign currencies was converted to U.S. dollars based on exchange rates in effect on January 28, 2024. 54 Table of Contents Our median employee’s total compensation for Fiscal 2026 was \$282,050. Our CEO’s Fiscal 2026 total compensation was \$36,343,830. Therefore, our Fiscal 2026 CEO to median employee pay ratio was 129:1. This pay ratio represents a reasonable estimate of the relationship between the compensation of our CEO and that of our median employee for Fiscal 2026, calculated in a manner consistent with Item 402(u) of Regulation S-K and applicable guidance, which provide signif...”

Median employee compensation = \$282,050

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

“Compensation paid in foreign currencies was converted to U.S. dollars based on exchange rates in effect on January 28, 2024. 54 Table of Contents Our median employee’s total compensation for Fiscal 2026 was \$282,050. Our CEO’s Fiscal 2026 total compensation was \$36,343,830. Therefore, our Fiscal 2026 CEO to median employee pay ratio was 129:1. This pay ratio represents a reasonable estimate of the relationship between the compensation of our CEO and that of our median employee for Fiscal 2026, calculated in a manner consistent with Item 402(u) of Regulation S-K and applicable guidance, which p...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Roles of the Compensation Committee, Compensation Consultant, and Management”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Compensation Discussion and Analysis This CD&A describes our Fiscal 2026 executive compensation philosophy, design, and process, and how our corporate results affected the payout of performance-based awards. Our Fiscal 2026 NEOs were: Jen-Hsun Huang, President and CEO; Colette M. Kress, EVP and CFO; Ajay K. Puri, EVP, Worldwide Field Operations; Debora Shoquist, EVP, Operations; and Timothy S. Teter, EVP, General Counsel and Secretary. Fiscal 2026 Executive Compensation Summary Continued Focus on Pay for Performance NVIDIA’s executive compensation program in Fiscal 2026 continued to be guided ...”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“ownership requirements.”