

# ORACLE CORP (ORCL)

2025 DEF 14A · filed 2025-09-26 · CIK 0001341439

## Headline facts

CEO TOTAL PAY

\$1,113,417

Safra A. Catz · 2025 · “ 83% YoY

CEO PAY RATIO ITEM 402(U)

11 to 1

Median employee: \$1,113,417

SAY ON PAY CD&A

78%

Extracted from: Compensation Discussion & Analysis

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 ORCL's disclosed compensation peer group. Each row shows the peer's latest filing.

| TICKER                             | CEO TOTAL    | PAY RATIO | MEDIAN EMP   | COMP COMMITTEE                           |
|------------------------------------|--------------|-----------|--------------|------------------------------------------|
| <b>ACN</b><br>Accenture plc        | —            | 460 to 1  | \$64,379     | Compensation, Culture & People Committee |
| <b>CSCO</b><br>CISCO SYSTEMS, INC. | \$52,838,751 | 298 to 1  | \$52,838,751 | Compensation Committee                   |
| <b>MSFT</b><br>MICROSOFT CORP      | \$96,496,790 | 480 to 1  | \$200,972    | Compensation Committee                   |
| <b>ADBE</b><br>ADOBE INC.          | \$51,173,935 | 217 to 1  | \$235,989    | Executive Compensation Committee         |

Summary Compensation Table (latest disclosed year)

Year 2025

| EXECUTIVE                                                                   | SALARY    | STOCK        | CASH INCENTIVE | OTHER       | TOTAL        |
|-----------------------------------------------------------------------------|-----------|--------------|----------------|-------------|--------------|
| Edward Screven<br>Former EVP, Chief Corporate Archi-<br>tect                | \$796,154 | \$17,599,383 | —              | \$7,167     | \$18,402,704 |
| Stuart Levey<br>EVP, Chief Legal Officer                                    | \$950,000 | \$13,688,537 | —              | \$40,091    | \$14,678,628 |
| Jeffrey O. Henley<br>Executive Vice Chair                                   | \$650,000 | \$8,799,774  | —              | \$8,717     | \$9,458,491  |
| Maria Smith<br>EVP, Chief Accounting Officer                                | \$504,469 | \$7,822,021  | —              | \$134,893   | \$8,461,383  |
| Lawrence J. Ellison<br>Executive Chair and Chief Technology<br>Officer      | \$1       | —            | —              | \$5,643,947 | \$5,643,948  |
| Safra A. Catz<br>Executive Vice Chair and Former<br>Chief Executive Officer | \$950,000 | —            | —              | \$163,417   | \$1,113,417  |

CEO pay mix (latest year)

|                |     |
|----------------|-----|
| Base salary    | 85% |
| Cash incentive | 0%  |
| Equity         | 0%  |
| Other          | 15% |
| At-risk        | 0%  |

# Every fact above, traced back to filing text

Generated 2026-08-02 08:02:13Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

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**CEO pay ratio = 11 to 1**

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

*“CEO PAY RATIO In accordance with SEC rules, we are providing the ratio of the annual total compensation of Ms. Catz to the annual total compensation of our median compensated employee worldwide (the median global employee) for fiscal 2025. For fiscal 2025, the ratio of CEO to median global employee annual total compensation is 11 to 1. The fiscal 2025 total compensation of Ms. Catz was \$1,113,417. The fiscal 2025 total compensation of our median global employee was \$98,899. The SEC rules allow us to identify our median global employee once every three years unless there has been a change in ou...”*

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**Median employee compensation = \$1,113,417**

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

*“CEO PAY RATIO In accordance with SEC rules, we are providing the ratio of the annual total compensation of Ms. Catz to the annual total compensation of our median compensated employee worldwide (the median global employee) for fiscal 2025. For fiscal 2025, the ratio of CEO to median global employee annual total compensation is 11 to 1. The fiscal 2025 total compensation of Ms. Catz was \$1,113,417. The fiscal 2025 total compensation of our median global employee was \$98,899. The SEC rules allow”*

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**Say on pay = 78%**

Extracted from: Compensation Discussion & Analysis · confidence 0.84

*“say-on-pay proposal at our 2024 Annual Meeting with 78% of the votes cast voting in favor of the compensation of our NEOs.”*

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**Compensation committee = Compensation Committee**

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“Independent Compensation Committee”*

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**Clawback policy = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“Clawback Policy was filed as Exhibit 97 to our Annual Report on Form 10-K for fiscal 2025.”*

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**Hedging policy = —**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Anti-hedging policy applicable to all employees and directors”*

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**Pledging policy = —**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*“Anti-pledging policy applicable to all employees and directors except Mr”*

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**Stock ownership guidelines = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“ownership requirements described in “Corporate Governance—Stock Ownership Guidelines for Directors and Senior Officers” on page 30”*