PROXYMINER · ANALYST PACK

PROCTER & GAMBLE Co (PG)

2025 DEF 14A · filed 2025-08-29 · CIK 0000080424

Headline facts

CEO TOTAL PAY

—

Not extracted

SAY ON PAY CD&A

90%

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO ITEM 402(U)

276 to 1

Median employee: $79,510

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
MSFT MICROSOFT CORP	$96,496,790	480 to 1	$200,972	Compensation Committee
NKE NIKE, Inc.	$26,018,068	545 to 1	$48,723	Compensation Committee
HD HOME DEPOT, INC.	$16,191,127	427 to 1	—	Leadership Development and Compensation Committee
TMO THERMO FISHER SCIENTIFIC INC.	$79,923,350	120 to 1	$71,333	Compensation Committee

Summary Compensation Table (latest disclosed year)

No SCT rows extracted from this filing.

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 04:06:14Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 276 to 1

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

“with Item 402(u) of Regulation S-K and based upon our reasonable judgment and assumptions. For FY 2024-25, the median of the annual total compensation of all employees of the Company (other than our CEO) was $79,510, and the annual total compensation of the CEO was $21,909,816. Based on this information, the ratio of the annual total compensation of our CEO to the median of the annual total compensation of employees was 276 to 1. In accordance with SEC requirements, we have determined that there have been no changes to our employee population or compensation arrangements in FY 2024-25 that we …”

Median employee compensation = $79,510

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

“following information about the relationship between the annual total compensation of our employees and the annual total compensation of the CEO position. The pay ratio was calculated in a manner consistent with Item 402(u) of Regulation S-K and based upon our reasonable judgment and assumptions. For FY 2024-25, the median of the annual total compensation of all employees of the Company (other than our CEO) was $79,510, and the annual total compensation of the CEO was $21,909,816. Based on this information, the ratio of the annual total compensation of our CEO to the median of the annual total…”

Say on pay = 90%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Consideration of Most Recent “Say on Pay” Vote The Committee reviewed the results of the annual shareholder advisory vote on NEO compensation (the “Say on Pay” vote) that was held at the 2024 annual meeting of shareholders.”

Compensation committee = Compensation Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment policy requires the Company to recoup excess compensation payments from Section 16 officers in the event the Company is required to restate its financial results”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The Company’s Global Insider Trading Policy prohibits NEOs from engaging in derivative transactions involving Company stock, including pledging, collars, short sales, hedging investments, and other derivative transactions”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The Company’s Global Insider Trading Policy prohibits NEOs from engaging in derivative transactions involving Company stock, including pledging, collars, short sales, hedging investments, and other derivative transactions”