

Philip Morris International Inc. (PM)

2026 DEF 14A · filed 2026-03-26 · CIK 0001413329

Headline facts

CEO TOTAL PAY

\$10,788,010

Frederic de Wilde · 2025 · “ 47% YoY

CEO PAY RATIO ITEM 402(U)

375 to 1

Median employee: \$43,244

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation and Leadership Development Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
KMB KIMBERLY CLARK CORP	\$15,320,405	271 to 1	\$15,320,405	Management Development and Compensation Committee
KO COCA COLA CO	\$31,208,165	739 to 1	\$17,947	Talent and Compensation Committee
PG PROCTER & GAM- BLE Co	—	276 to 1	\$79,510	Compensation Committee
UL UNILEVER PLC	—	—	—	—

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Jacek Olczak Group CEO PMI	\$1,809,737	\$18,033,564	\$5,217,391	\$27,080	\$29,072,171
Emmanuel Babeau Group Chief Financial Officer	\$1,517,944	\$5,456,863	\$2,510,894	\$23,149	\$26,893,983
Frederic de Wilde CEO PMI International	\$1,207,773	\$4,921,681	\$2,355,091	\$18,446	\$10,788,010
Massimo Andolina President, Europe Region	\$1,040,496	\$2,768,866	\$1,956,529	\$12,334	\$7,882,782
Stacey Kennedy CEO PMI U.S.	\$977,868	\$2,413,046	\$1,115,217	\$1,260,178	\$6,621,252

CEO pay mix (latest year)

Base salary	14%
Cash incentive	28%
Equity	58%
Other	0%
At-risk	86%

Every fact above, traced back to filing text

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CEO pay ratio = 375 to 1

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

“that 1 CHF would buy in Switzerland, where our Group CEO PMI resides. The total PPP- adjusted compensation for our median employee residing in Poland is approximately CHF 67,111.3 Comparing this employee’s total PPP-adjusted compensation to the 2025 total compensation of our Group CEO PMI in CHF, our adjusted pay ratio is 375:1.4 Had we not used the PPP adjustment, our median employee’s total 2025 compensation would have been approximately \$43,2445. Comparing this employee’s total compensation to the total compensation of our Group CEO PMI as set forth in the Summary Compensation Table on page...”

Median employee compensation = \$43,244

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

“in the living and economic conditions of approximately 90 countries where our employees reside.2 The PPP conversion factor represents the number of units of local currency that can buy a basket of goods that 1 CHF would buy in Switzerland, where our Group CEO PMI resides. The total PPP- adjusted compensation for our median employee residing in Poland is approximately CHF 67,111.3 Comparing this employee’s total PPP-adjusted compensation to the 2025 total compensation of our Group CEO PMI in CHF, our adjusted pay ratio is 375:1.4 Had we not used the PPP adjustment, our median employee’s total 2...”

Compensation committee = Compensation and Leadership Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Leadership Development Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy is in addition to the Board-approved policy described above”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-Hedging and Anti-Pledging Policies: The Company’s anti-hedging policy prohibits directors, executive officers and other designated employees from purchasing any financial instrument or otherwise engaging in any transaction that is designed to hedge or offset any decrease in the market value of the Company’s shares held by them directly or indirectly, including prepaid variable forward contracts, equity swaps, collars and exchange funds, and other transactions with comparable economic consequences”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The Company’s anti-pledging policy prohibits directors and executive officers from pledging the Company’s shares, including holding shares in a margin account.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“share ownership requirements.”