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PayPal Holdings, Inc. (PYPL)

2026 DEF 14A · filed 2026-04-07 · CIK 0001633917

Headline facts

CEO TOTAL PAY

$25,243,486

Alex Chriss5 · 2025 · ‘ 279% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

221 to 1

Median employee: $114,331

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from PYPL’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
INTU INTUIT INC.	$36,845,552	152 to 1	$242,190	Compensation Committee
NFLX NETFLIX INC	$53,905,972	255 to 1	$53,905,972	Compensation Committee
ORCL ORACLE CORP	$1,113,417	11 to 1	$1,113,417	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Alex Chriss5 Former President and Chief Executive Officer	$1,325,342	$23,365,294	—	$552,850	**$25,243,486**
Jamie Miller EVP, Chief Financial and Operating Officer	$863,014	$12,099,994	$1,057,192	$14,000	**$14,034,200**
Michelle Gill EVP, General Manager, Small Business and Financial Services	$787,671	$11,265,436	$964,897	$14,000	**$13,032,004**
Frank Keller Named executive officer	$787,671	$11,265,436	$964,897	$14,000	**$13,032,004**
Suzan Kereere President, Global Markets	$787,671	$11,265,436	$964,897	$14,000	**$13,032,004**
Diego Scotti EVP, General Manager, Consumer Group	$787,671	$11,265,436	$964,897	$14,000	**$13,032,004**

CEO pay mix (latest year)

Base salary	5%
Cash incentive	0%
Equity	93%
Other	2%
At-risk	**93%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 04:06:49Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 221 to 1

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

"median of the annual total compensation of all our employees (other than our CEO) was $114,331. The total compensation of our CEO was $25,243,486 (based on the assumptions used to determine the compensation reported in the "2025 Summary Compensation Table" in this proxy statement). For 2025, we estimate that the pay ratio of the total compensation of our CEO to the median of the annual total compensation of all our employees is 221 to 1. Methodology PayPal is a global company and operates in approximately 200 markets around the world. As of December 31, 2025, we employed approximately 23,800 p…"

Median employee compensation = $114,331

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

"to the median of the annual total compensation of all our employees (other than Mr. Chriss), which we refer to as the "pay ratio." We believe that the pay ratio disclosed below is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. For 2025, our last completed fiscal year, the median of the annual total compensation of all our employees (other than our CEO) was $114,331. The total compensation of our CEO was $25,243,486 (based on the assumptions used to determine the compensation reported in the "2025 Summary Compensation Table" in this proxy statement).…"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"subject to Compensation Committee approval, Mr"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"Clawback Policy"

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Prohibition of hedging and pledging transactions Our insider trading policy, which applies to all Board members, executive officers and employees, prohibits the use of hedging and monetization transactions relating to our securities and the use of PayPal derivative securities as collateral in a margin account or for any loan or extension of credit"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Our insider trading policy also prohibits all directors and executive officers from pledging our common stock as collateral for loans"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"Stock Ownership Guidelines"