

Science Applications International Corp (SAIC)

2026 DEF 14A · filed 2026-04-22 · CIK 0001571123

Headline facts

CEO TOTAL PAY

\$2,953,483

James C. Reagan · 2026 · “ 71% YoY

CEO PAY RATIO ITEM 402(U)

38 to 1

Median employee: \$117,981

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2026

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Toni Townes-Whitley Former Chief Executive Officer	\$923,077	\$8,420,562	\$360,180	\$8,378,227	\$18,082,046
Prabu Natarajan Chief Financial Officer	\$720,000	\$1,908,866	\$576,288	\$25,803	\$3,230,957
James C. Reagan Interim Chief Executive Officer	\$381,904	\$2,170,111	\$400,200	\$1,268	\$2,953,483
Kathleen T. McCarthy Executive Vice President, Chief Human Resources Officer	\$398,077	\$1,564,113	\$414,207	\$222,266	\$2,898,663
James J. Jackson Former Executive Vice President, Army Business Group	\$421,154	\$842,184	\$181,424	\$1,191,122	\$2,635,884
Hilary L. Hageman Executive Vice President, General Counsel and Corporate Secretary	\$596,154	\$1,459,828	\$480,240	\$14,000	\$2,550,222

CEO pay mix (latest year)

Base salary	13%
Cash incentive	14%
Equity	73%
Other	0%
At-risk	87%

Every fact above, traced back to filing text

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CEO pay ratio = 38 to 1

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

“components in accordance with SEC requirements, and also included the Summary Compensation Table reported amounts for his equity awards. The Summary Compensation Table provides details of the actual compensation Mr. Reagan received during the fiscal year 2026. Therefore, we reasonably estimate that the ratio of our CEO’s annualized total compensation to the annual total compensation of our median employee was 38:1. Our pay ratio estimate has been calculated in a manner consistent with item 401(u) of Regulation S-K.”

Median employee compensation = \$117,981

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

“our median employee’s total compensation, including any perquisites and other benefits, in the same manner that we determine the total compensation of our NEOs for purposes of the Summary Compensation Table disclosed above. Based on the above calculations, for fiscal 2026, our last completed fiscal year: •the annual total compensation of the median employee was \$117,981 •the total compensation of our CEO was \$4,509,892 for purposes of this calculation Since Mr. Reagan assumed the role of interim CEO on October 23, 2025, we have annualized his base salary, short-term incentive compensation, and...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Certification of Fiscal 2024-2026 Performance Stock Units. The Compensation Committee reviewed and approved”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Compensation Recoupment Policies”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging or Pledging Company Stock or Purchasing “On Margin””

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging or Pledging Company Stock or Purchasing “On Margin””

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines, we also maintain a stock holding requirements policy, which mandates that executive”