

Snowflake Inc. (SNOW)

2026 DEF 14A · filed 2026-05-18 · CIK 0091640147

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

67 to 1

Median employee: \$330,699

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2026

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Christian Kleinerman	\$443,836	\$47,606,595	\$455,298	\$5,400	\$50,411,129
EVP, Product Management					
VivekRaghunathanSVP, Engineering					
MichaelGannonFormer Chief Revenue Officer					
Michael P. Scarpelli	\$383,562	—	\$265,638	\$6,988	\$656,187
Former Chief Financial Officer					

Every fact above, traced back to filing text

Generated 2026-10-15 09:34:22Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 67 to 1

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

“the CEO) was \$330,699 and the annual total compensation of the CEO, as reported in the “Total” column of the “Summary Compensation Table” included in this Proxy Statement, was \$22,310,492. We used December 31, 2025 (Employee Population Determination Date) to select our median employee. Based on this information, the ratio of the annual total compensation of the CEO to the median of the annual total compensation of our other employees was approximately 67 to 1. The pay ratio above represents our reasonable estimate calculated in a manner consistent with SEC rules and applicable guidance and is ...”

Median employee compensation = \$330,699

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

“our stockholders specified disclosure regarding the relationship of our CEO’s annual total compensation to the annual total compensation of the employee whose compensation was at the median of the compensation of all of our employees (median employee), referred to as “pay ratio” disclosure. For Fiscal Year 2026, the median of the annual total compensation of all of our employees (other than the CEO) was \$330,699 and the annual total compensation of the CEO, as reported in the “Total” column of the “Summary Compensation Table” included in this Proxy Statement, was \$22,310,492. We used December ...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Members of the Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“RECOUPMENT POLICY”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“WHAT WE DOWHAT WE DON’T DOOur Compensation Committee consists solely of independent members of our Board of Directors.We do not allow hedging and pledging of Snowflake stock.Our Compensation Committee has retained an independent third-party compensation consultant for guidance in making compensation decisions.We do not provide special executive welfare, health benefits, or retirement plans not available to our employees generally.Equity awards generally have multi-year vesting requirements to emphasize long-term incentives.Our Compensation Committee does not guarantee executive salary increase...”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

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Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“STOCK OWNERSHIP GUIDELINES”