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Walmart Inc. (WMT)

2026 DEF 14A · filed 2026-04-23 · CIK 0000104169

Headline facts

CEO TOTAL PAY

$29,240,930

Doug McMillon · 2026 · ‘ 7% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

958 to 1

Median employee: $30,520

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

Not disclosed

PLEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
GOOGL Alphabet Inc.	$10,906,079	35 to 1	$310,826	Leadership Development, Inclusion and Compensation Committee
AMZN AMAZON COM INC	$2,069,861	51 to 1	$40,206	Leadership Development and Compensa-tion Committee
AAPL Apple Inc.	$74,294,811	533 to 1	$139,483	People and Compensation Committee
CMCSA COMCAST CORP	$35,148,413	381 to 1	$92,390	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2026

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Daniel Danker EVP, AI Acceleration	$435,712	$37,701,005	$876,270	$79,501	**$44,092,488**
Doug McMillon President and CEO	$1,500,000	$21,051,605	$4,032,000	$442,047	**$29,240,930**
John Furner EVP, President and CEO	$1,313,000	$22,259,543	$2,769,390	$481,188	**$27,343,149**
Suresh Kumar EVP, Global Chief Technology	$1,135,000	$13,162,888	$2,288,160	$113,295	**$16,727,128**
John David Rainey EVP and CFO	$1,030,000	$12,065,930	$2,076,480	$282,778	**$15,455,188**

CEO pay mix (latest year)

Base salary	6%
Cash incentive	15%
Equity	78%
Other	2%
At-risk	**93%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 958 to 1

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

“table on page 82 and identified the median compensated associate from this group. Based upon the estimates, assumptions, and methodology described above, the fiscal 2026 annual total compensation of our CEO was $29,240,930, the fiscal 2026 annual total compensation of our median associate was $30,520, and the ratio of these amounts was 958:1.”

Median employee compensation = $30,520

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

“CEO’s fiscal 2026 total compensation as set forth in the Summary Compensation table on page 82 and identified the median compensated associate from this group. Based upon the estimates, assumptions, and methodology described above, the fiscal 2026 annual total compensation of our CEO was $29,240,930, the fiscal 2026 annual total compensation of our median associate was $30,520, and the ratio of these amounts was 958:1.”

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

“clawback policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No hedging or short sales of Walmart stock permitted”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No unapproved pledging of Walmart stock as collateral”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines”