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# Block, Inc. (XYZ)

2026 DEF 14A · filed 2026-04-24 · CIK 0001512673

## Headline facts

CEO TOTAL PAY

—

Not extracted

SAY ON PAY CD&A

**97%**

Extracted from: Compensation Discussion & Analysis

CEO PAY RATIO

**Not in CD&A**

Median employee: $222,772

COMPENSATION COMMITTEE CD&A

**Compensation Committee**

## Governance policies

CLAWBACK

**present**

HEDGING

**prohibited**

PLEDGING

**prohibited**

STOCK OWNERSHIP GUIDELINES

**present**

## Summary Compensation Table (latest disclosed year)

Year 2025

| EXECUTIVE | SALARY | STOCK | CASH INCENTIVE | OTHER | TOTAL |
|---|---|---|---|---|---|
| Arnaud Weber<br>Named executive officer | $338,958 | $21,906,543 | — | $3,910 | **$22,249,412** |
| Dhanji R. Prasanna<br>Former Technology + Engineering Lead | $607,500 | $7,620,633 | — | $19,977 | **$16,335,138** |
| Owen Britton Jennings<br>Business Lead | $591,250 | $6,350,528 | — | $5,000 | **$13,685,972** |
| Amrita Ahuja<br>Foundational Lead, Chief Financial Officer, Chief Operating Officer and People Lead | $591,250 | $5,690,122 | — | $5,000 | **$12,324,701** |
| Brian Grassadonia<br>Ecosystem Lead | $591,250 | $2,845,061 | — | $5,000 | **$6,460,475** |
| Jack Dorsey<br>Named executive officer | $2.75 | — | — | — | **$2.75** |

SOURCE CITATIONS

## Every fact above, traced back to filing text

Generated 2026-08-02 05:17:22Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

**Median employee compensation = $222,772**

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

*"As required by Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K, we are providing the following information about the relationship of the annual total compensation of our employees and the annual total compensation of Mr. Dorsey, our Block Head. For 2025, our last completed fiscal year: •the median of the annual total compensation of all our employees (determined as described below, and other than our Block Head) was $222,772; and •the annual total compensation of our Block Head, as reported in the Summary Compensation Table included elsewhere in this proxy statement, was…"*

**Say on pay = 97%**

Extracted from: Compensation Discussion & Analysis · confidence 0.84

*"votes cast in favor of our executive compensation program. Our compensation committee was mindful of this strong support, and after considering this advisory vote result and evaluating our executive compensation policies and practices throughout 2025, determined that we should maintain the compensation philosophy and objectives from prior years and retain our general approach to executive compensation."*

**Compensation committee = Compensation Committee**

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*"Role of Our Compensation Committee Our compensation committee administers and determines the parameters of the executive compensation program"*

**Clawback policy = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*"Clawback Policy was filed as Exhibit 97.1 to our Annual Report on Form 10-K for the year ended December 31, 2025."*

**Hedging policy = prohibited**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*"Hedging and Pledging Prohibitions"*

**Pledging policy = prohibited**

Extracted from: Compensation Discussion & Analysis · confidence 0.93

*"Hedging and Pledging Prohibitions"*

**Stock ownership guidelines = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*"Stock Ownership Guidelines"*