

Zoom Communications, Inc. (ZM)

2026 DEF 14A · filed 2026-04-30 · CIK 0001585521

Headline facts

CEO TOTAL PAY

\$1,280,858

Eric S. Yuan · 2026 · “ 63% YoY

CEO PAY RATIO ITEM 402(U)

7.8 to 1

Median employee: \$165,164

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2026

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Eric S. Yuan President and Chief Executive Officer	\$450,000	\$464,022	\$295,488	\$71,348	\$1,280,858
Michelle Chang Chief Financial Officer	\$580,000	—	\$535,572	\$104,436	\$1,220,008
Velchamy Sankarlingam President of Product and Engineering	\$468,000	\$348,016	\$230,795	\$5,790	\$1,052,601
Aparna Bawa Chief Operating Officer	\$450,000	\$348,016	\$226,233	\$5,952	\$1,030,201

CEO pay mix (latest year)

Base salary	35%
Cash incentive	23%
Equity	36%
Other	6%
At-risk	59%

Every fact above, traced back to filing text

Generated 2026-10-15 09:34:23Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 7.8 to 1

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

“for employees outside of the United States. As set forth in the Summary Compensation Table, our CEO’s annual total compensation for fiscal 2026 was \$1,280,858. The median of the annual total compensation of all of our employees (except for our CEO) for fiscal 2026 was \$165,164, resulting in a CEO to median employee pay ratio of approximately 7.8:1. Item 402(v) Pay Versus Performance The disclosure included in this section is prescribed by SEC rules and does not necessarily align with how we or our Compensation Committee view the link between our performance and our named executive officers’ pa...”

Median employee compensation = \$165,164

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

“their compensation to U.S. dollars using foreign exchange rates in effect as of November 1, 2023. We did not make any cost-of-living adjustments for employees outside of the United States. As set forth in the Summary Compensation Table, our CEO’s annual total compensation for fiscal 2026 was \$1,280,858. The median of the annual total compensation of all of our employees (except for our CEO) for fiscal 2026 was \$165,164, resulting in a CEO to median employee pay ratio of approximately 7.8:1. Item 402(v) Pay Versus Performance The disclosure included in this section is prescribed by SEC rules an...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy”) ahead of final guidance by the SEC regarding the clawback rules required under the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “SEC Clawback Rules”))”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Policy Prohibiting Hedging and Pledging of Our Equity Securities”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our insider trading policy prohibits our employees, including our executive officers and directors, from engaging in short sales, hedging of stock ownership positions, and transactions involving derivative securities relating to our common stock; pledging Company securities as collateral for loans”