This is a **sample** of the Pay-Performance 100 Dataset. The full dataset — all 100 ranked companies with every figure, plus the CSV — is **$299**.

compbrief.velarion.ai

The 100 largest gaps between CEO pay growth and stockholder returns

Three-year window, ~3,000 U.S. public companies, rebuilt nightly

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Methodology

Velarion Pay-Performance 100 — Methodology

The Pay-Performance 100 ranks U.S. public companies by the disconnect between CEO pay growth and shareholder returns over a three-year window.

Selection universe: approximately 3,000 U.S. public companies in Velarion's coverage, rebuilt nightly from public regulatory disclosures.

Metrics:

- CEO pay growth: the compound annual growth rate of CEO total compensation over three fiscal years, as disclosed in each company's annual compensation disclosures.
- Stockholder return: the three-year total return to shareholders, measured from market data.

Ranking: Gap = CEO pay growth (CAGR) minus three-year stockholder return, in percentage points. The 100 companies with the largest positive gap are ranked in descending order. Ties are broken by absolute CEO pay.

Data sources: CEO compensation figures are drawn from each company's annual public regulatory filings. Stock returns are computed from market data. Filing citations for any figure in this dataset are available on request at the contact below.

Limitations: CEO pay CAGR is sensitive to one-time equity grants and CEO transitions; the three-year window may not capture the full vesting cycle of long-term incentives. Companies in CEO transition years are excluded where identifiable. Companies whose CEO was paid under $100,000 at either end of the window are excluded: a growth rate from a nominal base (a $1 salary, for example) measures the base, not the pay.

Contact: For questions about this dataset, methodology, or custom pulls: intel.velarion.ai/thepaydesk

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The ranking

#	COMPANY	CEO PAY	PAY GROWTH (3YR CAGR)	STOCK RETURN (3YR)	GAP (PP)
1	Rivian Automotive, Inc. RIVN	$402.6M	+634.8%	-25.0%	+660
2	Wayfair Inc. W	$280.8M	+620.4%	+172.0%	+448
3	Zoominfo Technologies, Inc. GTM	$33.3M	+241.6%	-66.4%	+308
4	Doximity, Inc. DOCS	$19.6M	+331.5%	+60.4%	+271
5	Better Home & Finance Holding Co BETR	$26.7M	+228.9%	-11.7%	+241
6	Soluna Holdings, Inc SLNH	$6.0M	+158.0%	-72.8%	+231
7	TENAX THERAPEUTICS, INC. TENX	$8.1M	+129.6%	-88.0%	+218
8	SAB Biotherapeutics, Inc. SABS	$9.4M	+140.2%	-66.5%	+207
9	MARA Holdings, Inc. MARA	$27.1M	+179.4%	-23.2%	+203
10	Structure Therapeutics Inc. GPCR	$8.4M	+124.3%	-70.6%	+195
11	Braze, Inc. BRZE	$14.2M	+177.4%	+7.4%	+170
12	Paymentus Holdings, Inc. PAY	$35.6M	+288.5%	+125.4%	+163
13	AMERICAN BATTERY TECHNOLOGY Co ABAT	$21.5M	+85.4%	-70.9%	+156
14	The Trade Desk, Inc. TTD	$27.4M	+71.5%	-82.7%	+154
15	Minerva Neurosciences, Inc. NERV	$9.4M	+94.3%	-51.9%	+146
16	RxSight, Inc. RXST	$4.7M	+65.5%	-78.0%	+144
17	Roblox Corp. RBLX	$24.6M	+178.1%	+35.1%	+143
18	Ribbon Communications Inc. RBBN	$17.5M	+124.9%	-17.6%	+142
19	Okta, Inc. OKTA	$36.8M	+347.1%	+208.9%	+138
20	Mercury Systems Inc MRCY	$11.1M	+251.7%	+115.5%	+136
21	Par Technology Corp PAR	$14.2M	+87.3%	-39.5%	+127
22	Alkami Technology, Inc. ALKT	$7.5M	+95.8%	-30.9%	+127
23	Archer Aviation Inc. ACHR	$11.4M	+111.8%	-11.6%	+123
24	Taboola.com Ltd. TBLA	$8.1M	+117.4%	-5.6%	+123
25	TScan Therapeutics, Inc. TCRX	$2.8M	+27.2%	-95.5%	+123
26	Kaltura Inc KLTR	$6.4M	+106.4%	-15.7%	+122
27	Wingstop Inc. WING	$35.3M	+104.7%	-16.9%	+122
28	COGENT COMMUNICATIONS HOLDINGS, INC. CCOI	$25.4M	+32.5%	-88.1%	+121
29	ACCENDRA HEALTH INC/VA/ ACH	$11.2M	+21.3%	-98.3%	+120
30	Caribou Biosciences, Inc. CRBU	$1.8M	+30.2%	-88.3%	+118
31	Avalo Therapeutics, Inc. AVTX	$3.8M	+41.9%	-72.8%	+115
32	Chemours Co CC	$8.6M	+76.2%	-37.6%	+114
33	Microvast Holdings, Inc. MVST	$3.8M	+56.6%	-53.7%	+110
34	TIGO ENERGY, INC. TYGO	$1.8M	+43.6%	-66.4%	+110
35	TriSalus Life Sciences, Inc. TLSI	$4.8M	+95.9%	-13.9%	+110
36	Ziff Davis, Inc. ZD	$11.8M	+99.9%	-9.4%	+109
37	Fluence Energy, Inc. FLNC	$6.9M	+39.4%	-67.0%	+106
38	Wheeler Real Estate Investment Trust, Inc. WHLR	$727,872	+5.7%	-100.0%	+106
39	Flutter Entertainment plc FLUT	$19.7M	+58.5%	-46.9%	+105
40	Evolent Health, Inc. EVH	$14.2M	+22.6%	-82.4%	+105
41	Accuray Inc ARAY	$3.0M	+7.6%	-94.7%	+102
42	Xerox Holdings Corp XRX	$12.6M	+13.7%	-86.3%	+100
43	Wave Life Sciences, Inc. WVE	$12.3M	+66.3%	-33.3%	+100
44	Celanese Corp CE	$10.1M	+43.2%	-55.9%	+99
45	ZipRecruiter, Inc. ZIP	$2.9M	+37.5%	-60.6%	+98
46	VERRA MOBILITY Corp VRRM	$6.0M	+12.0%	-85.8%	+98

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