

119TH CONGRESS  
1ST SESSION

# H. R. 5298

To amend the Internal Revenue Code of 1986 to impose a corporate tax rate increase on companies whose ratio of compensation of the CEO or other highest paid employee to median worker compensation is more than 50 to 1, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 11, 2025

Ms. TLAIB (for herself, Ms. PINGREE, Mr. HUFFMAN, Mrs. RAMIREZ, Mr. MCGOVERN, Ms. OMAR, Mr. KHANNA, Ms. MENG, Ms. SIMON, Mr. GARCÍA of Illinois, Ms. JAYAPAL, Mr. DELUZIO, Mrs. WATSON COLEMAN, Ms. CLARKE of New York, Ms. BALINT, Ms. PRESSLEY, Mr. PALLONE, Ms. LEE of Pennsylvania, Mr. JACKSON of Illinois, Ms. RANDALL, and Mr. MFUME) introduced the following bill; which was referred to the Committee on Ways and Means

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## A BILL

To amend the Internal Revenue Code of 1986 to impose a corporate tax rate increase on companies whose ratio of compensation of the CEO or other highest paid employee to median worker compensation is more than 50 to 1, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

### 3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Tax Excessive CEO  
5 Pay Act of 2025”.

1 **SEC. 2. CORPORATE TAX INCREASE BASED ON COMPENSA-**  
2 **TION RATIO.**

3 (a) IN GENERAL.—Section 11 of the Internal Rev-  
4 enue Code of 1986 is amended by adding at the end the  
5 following new subsection:

6 “(e) TAX INCREASE BASED ON PAY RATIO.—

7 “(1) IN GENERAL.—

8 “(A) INCREASE IMPOSED.—In the case of  
9 any corporation (except as provided in subpara-  
10 graph (B)(ii)(II)) the pay ratio of which is  
11 greater than 50 to 1 for a taxable year, the 21  
12 percent rate under subsection (b) for such tax-  
13 able year shall be increased by the penalty de-  
14 termined under paragraph (2).

15 “(B) PAY RATIO.—For purposes of this  
16 subsection—

17 “(i) IN GENERAL.—The term ‘pay  
18 ratio’ means the ratio described in section  
19 229.402(u)(1)(iii) of title 17, Code of Fed-  
20 eral Regulations (or any successor there-  
21 to), except that—

22 “(I) such ratio shall be deter-  
23 mined with respect to any taxable  
24 year using the annualized average of  
25 the compensation amounts described  
26 in such section during the 5-year pe-

riod ending on the last day of the taxable year, and

“(II) if the highest compensated employee of the corporation is not the principal executive officer, the ratio shall be determined based on the compensation of such highest compensated employee.

“(ii) CORPORATIONS NOT SUBJECT TO SEC FILING.—In the case of a corporation which (without regard to this clause) is not subject to the authorities described in section 229.10(a) of title 17, Code of Federal Regulations (or any successor thereto)—

“(I) LARGE CORPORATIONS.—If the average annual gross receipts of such corporation for the 3-taxable-year period ending with the taxable year which precedes such taxable year are at least \$100,000,000, such corporation shall calculate and report its pay ratio according to the method which the Secretary shall prescribe by regulations consistent with the regulation described in clause (i).

1 “(II) OTHER PRIVATE CORPORA-  
 2 TIONS EXEMPT.—Subparagraph (A)  
 3 shall not apply to any such corpora-  
 4 tion if the average annual gross re-  
 5 ceipts of such corporation for the 3-  
 6 taxable-year period ending with the  
 7 taxable year which precedes such tax-  
 8 able year are less than \$100,000,000.

9 “(2) AMOUNT OF PENALTY.—The penalty de-  
 10 termined under this paragraph is an increase, ex-  
 11 pressed in percentage points, determined in accord-  
 12 ance with the following table:

<b>“If the pay ratio is:</b>	<b>The increase is:</b>
Greater than 50 to 1, but not greater than 100 to 1 .....	0.5
Greater than 100 to 1, but not greater than 200 to 1 .....	1
Greater than 200 to 1, but not greater than 300 to 1 .....	2
Greater than 300 to 1, but not greater than 400 to 1 .....	3
Greater than 400 to 1, but not greater than 500 to 1 .....	4
Greater than 500 to 1 .....	5.”.

13 (b) CONFORMING AMENDMENTS.—

14 (1) The following sections of the Internal Rev-  
 15 enue Code of 1986 are each amended by inserting  
 16 “applicable to the corporation (after the application  
 17 of section 11(e))” after “section 11(b)”:

18 (A) Section 280C(c)(2)(B)(ii)(II).

19 (B) Paragraphs (2)(B) and (6)(A)(ii) of  
 20 section 860E(e).

21 (C) Section 7874(e)(1)(B).

1           (2) Section 852(b)(3)(A) of such Code is  
2       amended by inserting “(after the application of sec-  
3       tion 11(e))” after “section 11(b)”.

4           (3) Paragraphs (1) and (2) of section 1445(e)  
5       of such Code are each amended by striking “in ef-  
6       fect for the taxable year under section 11(b)” and  
7       inserting “applicable to such corporation under sec-  
8       tion 11 for the taxable year”.

9           (4) Section 1446(b)(2)(B) of such Code is  
10      amended by striking “specified in section 11(b)” and  
11      inserting “applicable to such corporation under sec-  
12      tion 11 for the taxable year”.

13      (c) EFFECTIVE DATE.—The amendments made by  
14      this section shall apply to taxable years beginning after  
15      December 31, 2025.

16      (d) REGULATIONS.—The Secretary of the Treasury  
17      (or the Secretary’s delegate) shall issue regulations as nec-  
18      essary to prevent avoidance of the purposes of the amend-  
19      ments made by subsection (a), including regulations to  
20      prevent the manipulation of the compensation ratio under  
21      section 11(e) of the Internal Revenue Code of 1986 by  
22      changes to the composition of the workforce (including by  
23      using the services of contractors rather than employees).

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