

American Assets Trust, Inc. (AAT)

2026 DEF 14A · filed 2026-04-10 · CIK 0001500217

Headline facts

CEO TOTAL PAY

\$4,806,038

Adam Wyll · 2025 · + 43% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$85,820

SAY ON PAY CD&A

97%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

Not extracted

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Adam Wyll President and Chief Executive Officer	\$750,000	\$2,228,916	\$952,500	\$398,372	\$4,806,038
Robert F. Barton Executive Vice President and Chief Financial Officer	\$600,000	\$1,379,807	\$600,000	\$260,680	\$3,140,487
Ernest S. Rady Executive Chairman of the Board	\$600,000	—	—	\$42,487	\$1,642,487
Jerry Gammieri Senior Vice President of Construction and Development	\$378,000	\$477,626	\$283,500	\$105,154	\$1,386,030

CEO pay mix (latest year)

Base salary	16%
Cash incentive	30%
Equity	46%
Other	8%
At-risk	76%

Every fact above, traced back to filing text

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Median employee compensation = \$85,820

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

“of Adam Wyll, who served as our President and Chief Executive Officer through December 31, 2025. The pay ratio included in this information is a reasonable estimate calculated in a manner that is intended to be consistent with Item 402(u) of Regulation S-K. For 2025, our last completed fiscal year: ^athe median of the annual total compensation of all employees of our Company (other than Mr. Wyll) was \$85,820; and ^athe annual total compensation of Mr. Wyll, as reported in the Summary Compensation Table included elsewhere in this Proxy Statement, was \$4,806,038. Based on this information, for 202...”

Say on pay = 97%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“At our 2025 Annual Meeting of Stockholders, our stockholders overwhelmingly approved the compensation of our named executive officers, with over 97% of the votes cast in favor of the say-on-pay proposal.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Additionally, our Compensation Committee determined that Mr”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Insider Trading and Anti-Hedging Policies”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Though our insider trading policies do not outright prohibit pledging of our stock, our Audit Committee, as part of its risk oversight function, reviews all pledging activity on a quarterly basis to assess whether such pledges pose an undue risk to the Company.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines for our named executed officers pursuant to which such named executive officers are required to maintain a level of ownership of equity (excluding unearned performance-based stock awards) in the Company equal to at least three times the base salary for each of Messrs”