

# Albertsons Companies, Inc. (ACI)

2026 DEF 14A · filed 2026-06-22 · CIK 0001646972

## Headline facts

CEO TOTAL PAY

**\$16,767,866**

Susan Morris · 2025 · +10% YoY

CEO PAY RATIO

CD&A

**541 to 1**

Median employee: \$30,978

SAY ON PAY

**Not disclosed**

COMPENSATION COMMITTEE

CD&A

**Compensation Committee**

## Governance policies

CLAWBACK

**present**

PLEDGING

**Not disclosed**

HEDGING

**Not disclosed**

STOCK OWNERSHIP GUIDELINES

**present**

Summary Compensation Table (latest disclosed year)

Year 2025

| EXECUTIVE                                                                             | SALARY      | STOCK        | CASH INCENTIVE | OTHER     | TOTAL        |
|---------------------------------------------------------------------------------------|-------------|--------------|----------------|-----------|--------------|
| Susan Morris<br>Chief Executive Officer                                               | \$1,330,769 | \$11,010,009 | \$2,220,706    | \$206,382 | \$16,767,866 |
| Sharon McCollam<br>President and Chief Financial Officer                              | \$1,000,000 | \$8,200,026  | \$1,175,000    | \$16,741  | \$12,391,767 |
| Thomas Moriarty<br>Executive Vice President, M&A and<br>Corporate Affairs             | \$936,058   | \$7,400,000  | \$880,585      | —         | \$10,566,643 |
| Anuj Dhanda<br>Executive Vice President, Chief<br>Technology & Transformation Officer | \$825,000   | \$5,699,981  | \$775,500      | \$73,803  | \$7,874,284  |
| Jen Saenz<br>Executive Vice President, Chief Mer-<br>chandising Officer               | \$781,731   | \$3,649,988  | \$735,151      | \$11,500  | \$6,678,370  |
| Vivek Sankaran<br>Former Chief Executive Officer                                      | \$276,923   | —            | —              | \$269,354 | \$546,277    |

CEO pay mix (latest year)

|                |     |
|----------------|-----|
| Base salary    | 8%  |
| Cash incentive | 25% |
| Equity         | 66% |
| Other          | 1%  |
| At-risk        | 91% |

# Every fact above, traced back to filing text

Generated 2026-10-15 10:22:58Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

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**CEO pay ratio = 541 to 1**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“consistently applied compensation measure. For fiscal 2025, our median employee had an annual total compensation of \$30,978. The annual total compensation of our CEO for fiscal 2025, as reported in the Summary Compensation Table, was \$16,767,866. Based on the information set forth above, for fiscal 2025 the estimated ratio of the annual compensation of our CEO to the annual compensation of our median employee was 541 to 1. This pay ratio is a reasonable estimate calculated in a manner consistent with applicable rules and guidance promulgated by the SEC as of the date of this proxy statement. W...”*

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**Median employee compensation = \$30,978**

Extracted from: Compensation Discussion & Analysis · confidence 0.9

*“a manner consistent with Item 402(u) of Regulation S-K. For 2025, we used the same median employee identified in 2024, a full-time hourly employee, as there were no changes in our employee population or compensation programs that we reasonably believe would materially affect the pay-ratio disclosure. To identify our median employee in 2024, payroll data was collected for all employees, whether employed on a full-time, part-time, or seasonal basis, as of December 31, 2024, excluding the CEO. As permitted by the SEC, we excluded employee populations in jurisdictions outside of the United States ...”*

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**Compensation committee = Compensation Committee**

Extracted from: Compensation Discussion & Analysis · confidence 0.85

*“other factors deemed relevant by the Compensation Committee.”*

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**Clawback policy = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.96

*“clawback policy (“Clawback Policy”) pursuant to the rules of the Exchange Act, and in compliance with the requirements of the NYSE, which applies to current and former Section 16 officers (including our NEOs)”*

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**Stock ownership guidelines = present**

Extracted from: Compensation Discussion & Analysis · confidence 0.94

*“stock ownership guidelines for directors, NEOs, and upper management”*