

ACI WORLDWIDE, INC. (ACIW)

2026 DEF 14A · filed 2026-04-20 · CIK 0000935036

Headline facts

CEO TOTAL PAY

\$14,999,961

Thomas W. Warsop III · 2025 · ‘ 23% YoY

CEO PAY RATIO ITEM 402(U)

157 to 1

Median employee: \$95,668

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Thomas W. Warsop III President and Chief Executive Officer	\$750,000	\$13,204,027	\$1,018,875	\$27,059	\$14,999,961
Robert W. Leibrock Named executive officer	\$265,000	\$8,599,955	\$319,406	\$10,042	\$9,194,443
Scott W. Behrens Former Chief Financial Officer	\$515,000	\$6,485,973	\$699,628	\$37,428	\$7,738,029
Abraham Kuruvilla Chief Technology Officer	\$470,000	\$2,866,224	\$574,646	\$26,674	\$3,937,543
Ronald C. Shultz Named executive officer	\$410,000	\$2,001,267	\$349,678	\$9,369	\$2,770,314
Alessandro Silva Former Chief Revenue Officer	\$345,000	\$2,189,901	\$118,823	\$8,148	\$2,661,872

CEO pay mix (latest year)

Base salary	5%
Cash incentive	7%
Equity	88%
Other	0%
At-risk	95%

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:16Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 157 to 1

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

“of the 2025 Summary Compensation Table, set forth above in this proxy statement. As disclosed in the 2025 Summary Compensation Table, the annual total compensation for fiscal year 2025 for our CEO was \$14,999,961 The annual total compensation for the median employee for fiscal year 2025 was \$95,668. The resulting ratio of our CEO’s annual total compensation (based on the combined amount described above) to the annual total compensation of our median employee for fiscal year 2025 is approximately 157:1. 2026 PROXY STATEMENT 69”

Median employee compensation = \$95,668

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

“we used to calculate the amount reported for our Named Executive Officers in the “Total” column of the 2025 Summary Compensation Table, set forth above in this proxy statement. As disclosed in the 2025 Summary Compensation Table, the annual total compensation for fiscal year 2025 for our CEO was \$14,999,961 The annual total compensation for the median employee for fiscal year 2025 was \$95,668. The resulting ratio of our CEO’s annual total compensation (based on the combined amount described above) to the annual total compensation of our median employee for fiscal year 2025 is approximately 157...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee is responsible for”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy that applies to incentive compensation received before October 2, 2023, and to all award recipients, including Named Executive Officers”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging and Pledging We have a policy that prohibits “short” sales and the use of derivatives by employees and directors”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Hedging and Pledging We have a policy that prohibits “short” sales and the use of derivatives by employees and directors”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”