

ALLSTATE CORP (ALL)

2026 DEF 14A · filed 2026-04-10 · CIK 0000899051

Headline facts

CEO TOTAL PAY

\$22,920,898

Thomas J. Wilson · 2025 · “ 14% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$74,782

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Human Capital Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

2 peers auto-selected from ALL's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
CB Chubb Ltd	\$33,180,582	512 to 1	\$33,180,582	Compensation Committee
TRV TRAVELERS COMPANIES, INC.	\$26,968,756	204 to 1	\$132,067	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Thomas J. Wilson Chair, President and Chief Executive Officer	\$1,465,385	\$10,886,400	\$5,597,235	\$441,651	\$22,920,898
John Dugenske Chief Financial Officer (interim); President, Investments and Corporate Strategy	\$895,192	\$3,392,387	\$2,679,145	\$27,560	\$7,784,568
Mario Rizzo Executive Vice President; Chief Operating Officer	\$906,346	\$2,994,818	\$2,200,000	\$28,190	\$7,298,938
Jesse Merten Executive Vice President; President, Property-Liability and former Chief Financial Officer	\$861,154	\$2,828,532	\$2,266,599	\$27,980	\$6,859,465
Andréa Carter Executive Vice President, Chief Human Resources Officer	\$430,769	\$3,267,907	\$800,000	\$94,741	\$5,560,263
Zulfikar Jeevanjee Executive Vice President; Chief Information Officer	\$632,308	\$2,808,634	\$1,200,000	\$30,185	\$5,064,487

CEO pay mix (latest year)

Base salary	6%
Cash incentive	24%
Equity	67%
Other	2%
At-risk	92%

Every fact above, traced back to filing text

Generated 2026-10-15 10:22:38Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Median employee compensation = \$74,782

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

“an annual average was used for each of the exchange rates. •After identifying the median employee based on total cash compensation, annual total compensation was calculated for that person using the same methodology used for the named executives in the Summary Compensation Table on page 69. •As noted above, the median employee’s annual total compensation was \$74,782. The median employee was an Underwriting Senior Consultant in the United States with total cash compensation of \$72,425 and a change in pension value of \$2,357. The SEC rules for identifying the median of our employees and calculatin...”

Compensation committee = Compensation and Human Capital Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Message from the Compensation and Human Capital Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback policy established pursuant to Section 954 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act): Allstate will recover certain erroneously awarded incentive-based compensation (whether cash or equity-based) from its current or former executive officers if it is required to prepare an accounting restatement due to material noncompliance of Allstate with financial reporting requirements under the securities laws.”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Policies on Hedging and Pledging Securities”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We also have a policy that prohibits senior executives and directors from pledging Allstate securities as collateral for a loan or holding such securities in a margin account, unless an exception is granted by the Chair of the Board or Lead Director (or by the Lead Director in the case of a request by the Chair).”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“equity ownership requirements”