

AMERIPRISE FINANCIAL INC (AMP)

2026 DEF 14A · filed 2026-03-20 · CIK 0000820027

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

232 to 1

Median employee: \$142,997

SAY ON PAY CD&A

89%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation and Benefits Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
James M. Cracchiolo Executive Officer	\$1,250,000	\$5,510,000	\$7,750,000	\$642,356	\$30,828,468
Walter S. Berman Chief Financial Officer	\$675,000	\$1,350,000	\$3,200,000	\$185,706	\$10,079,583
William F. Truscott Named executive officer	\$675,000	\$1,161,000	\$3,000,000	\$280,697	\$8,789,211
Joseph E. Sweeney Named executive officer	\$650,000	\$810,000	\$2,325,000	\$136,121	\$6,655,933
William Davies Global Chief Investment Officer	\$876,168	\$268,109	\$2,406,091	\$35,286	\$4,318,739

Every fact above, traced back to filing text

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CEO pay ratio = 232 to 1

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

“through our My Ameriprise employee value proposition. Using this methodology, our median employee’s annual total compensation for 2025 was \$133,001. We also added the value of Company-provided insurance (\$16,785) to our CEO’s 2025 annual total compensation as reported in the Summary Compensation Table. The resulting ratio of our CEO’s annual total compensation to the annual total compensation of our median employee was 232:1. When excluding our employees based in India, the median annual total compensation for employees, other than our CEO, was \$142,997. The ratio of this employee’s compensati...”

Median employee compensation = \$142,997

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

“employee’s annual total compensation for 2025 was \$133,001. We also added the value of Company-provided insurance (\$16,785) to our CEO’s 2025 annual total compensation as reported in the Summary Compensation Table. The resulting ratio of our CEO’s annual total compensation to the annual total compensation of our median employee was 232:1. When excluding our employees based in India, the median annual total compensation for employees, other than our CEO, was \$142,997. The ratio of this employee’s compensation to that of our CEO was 216:1. ”

Say on pay = 89%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Our 2025 say on pay vote received positive support from shareholders owning approximately 89% of the shares voted.”

Compensation committee = Compensation and Benefits Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Both the AIA and LTIA are within target ranges determined by the Compensation and Benefits Committee.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibitions on hedging, including a policy prohibiting our directors and management employees from hedging against a decline in the value of our stock.”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Compensation Discussion and Analysis Executive Summary In 2025, Ameriprise delivered record financial and strong business results, continuing our track record of generating shareholder value across economic and market cycles. This reflected our ability to remain focused on helping clients achieve their goals, as well as consistently executing our strategic priorities with excellence. We maintained our focus on serving clients, motivating and engaging employees and advisors, and supporting our communities. Our proven track record of outperformance with our strong foundation allowed us to contin...”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“ownership requirements.”