

Ares Management Corp (ARES)

2026 DEF 14A · filed 2026-04-21 · CIK 0001176948

Headline facts

CEO TOTAL PAY

\$68,279,532

Michael J Arougheti · 2025 · “ 20% YoY

CEO PAY RATIO ITEM 402(U)

346 to 1

Median employee: \$197,440

SAY ON PAY CD&A

92.3%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Not extracted

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
R. Kipp deVeer, President	—	\$49,520,000	—	\$22,410,731	\$71,930,731
Michael J Arougheti Co-Founder and Chief Executive Of- ficer	—	\$49,520,000	—	\$18,759,532	\$68,279,532
Blair Jacobson, President	\$472,710	\$33,673,600	—	\$15,671,936	\$49,818,246
Ryan Berry Chief Marketing and Strategy Officer	\$1,000,000	\$7,923,200	—	\$2,888,408	\$11,811,608
Jarrold Phillips Chief Financial Officer	\$750,000	\$7,966,478	—	\$288,442	\$9,793,670
Naseem Sagati Aghili General Counsel and Corporate Secretary	\$750,000	\$5,301,542	—	\$988,547	\$7,828,839

CEO pay mix (latest year)

Base salary	0%
Cash incentive	0%
Equity	73%
Other	27%
At-risk	73%

Every fact above, traced back to filing text

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CEO pay ratio = 346 to 1

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

“our CEO for 2025 was \$68,279,532. Our pay ratio may not be comparable to the CEO pay ratios presented by other companies. We believe our methodology most accurately reflects the incentives provided to our executives and employees in their roles at the Company. Based on the methodology described above, for 2025, the ratio of the annual total compensation of our CEO to the annual total compensation of the median employee (other than our CEO) is 346:1. 42 COMPENSATION OF OUR DIRECTORS The Board periodically reviews the compensation of the independent directors in order to ensure the appropriatene...”

Median employee compensation = \$197,440

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

“applied compensation measure. •After identifying the median employee based on total compensation, we calculated annual total compensation for that employee using the same methodology we used for our NEOs as set forth in the Summary Compensation Table in this proxy statement. The annual total compensation of our median employee for 2025 was \$197,440. •The annual total compensation of our CEO for 2025 was \$68,279,532. Our pay ratio may not be comparable to the CEO pay ratios presented by other companies. We believe our methodology most accurately reflects the incentives provided to our executive...”

Say on pay = 92.3%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast in favor of our 2025 say-on-pay resolution.”

Compensation committee = —

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“This includes recommending certain carried interest and incentive fee awards to the compensation committee and the Board”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”