PROXYMINER · ANALYST PACK

AMERICAN EXPRESS CO (AXP)

2026 DEF 14A · filed 2026-03-25 · CIK 0000004962

Headline facts

CEO TOTAL PAY

$46,239,805

S.J. Squeri · 2025 · ‘ 24% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

814 to 1

Median employee: $46,239,805

COMPENSATION COMMITTEE CD&A

Compensation and Benefits Committee

Governance policies

CLAWBACK

present

HEDGING

prohibited

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from AXP’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
JPM JPMORGAN CHASE & CO	$40,632,724	363 to 1	$40,644,723	Compensation & Management Development Committee
NKE NIKE, Inc.	$26,018,068	545 to 1	$48,723	Compensation Committee
PEP PEPSICO INC	$5,771,000	449 to 1	$53,296	Compensation Committee
UBER Uber Technologies, Inc	—	360 to 1	$98,826	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
S.J. Squeri Chairman and CEO	$1,729,167	$23,486,257	—	$4,230,116	**$46,239,805**
D.E. Buckminster Former Vice Chairman	$1,100,000	$6,051,545	—	$296,867	**$15,575,770**
C.Y. Le Caillec Chief Financial Officer	$933,333	$4,957,970	—	$159,203	**$13,090,458**
H.M. Grosfield President, U.S. Consumer Services	$933,333	$4,957,970	—	$142,407	**$13,077,645**
R.D. Joabar Group President, Global Commercial Services	$943,750	$5,045,036	—	$170,036	**$12,582,817**

CEO pay mix (latest year)

Base salary	4%
Cash incentive	25%
Equity	63%
Other	9%
At-risk	**87%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 05:16:53Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 814 to 1

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

"Pay Ratio CEO Pay Ratio In accordance with SEC rules, this year we identified a new median compensated employee as the last median employee was identified for our 2023 disclosure. Our CEO to median compensated employee pay ratio is 814:1. This reflects Mr. Squeri's compensation as reported in the 2025 Summary Compensation Table of $46,239,805, and the equivalent annual total compensation for the identified median compensated employee of $56,827. Median Total Annual Compensation Methodology To determine our median compensated employee, we reviewed"

Median employee compensation = $46,239,805

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

"Pay Ratio CEO Pay Ratio In accordance with SEC rules, this year we identified a new median compensated employee as the last median employee was identified for our 2023 disclosure. Our CEO to median compensated employee pay ratio is 814:1. This reflects Mr. Squeri's compensation as reported in the 2025 Summary Compensation Table of $46,239,805, and the equivalent annual total compensation for the identified median compensated"

Compensation committee = Compensation and Benefits Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"Section 7: Report of the Compensation and Benefits Committee"

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"Clawback and Recoupment Policies"

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

" Prohibit executive officers from hedging Company stock or margining or pledging shares"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

" Prohibit executive officers from hedging Company stock or margining or pledging shares"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"stock ownership guidelines require the CEO and our other executive officers, including our NEOs, to own and maintain a substantial stake in the Company"