

AXIS CAPITAL HOLDINGS LTD (AXS)

2026 DEF 14A · filed 2026-04-02 · CIK 0001214816

Headline facts

CEO TOTAL PAY

\$9,642,025

Vincent Tizzio · 2025 · + 22% YoY

CEO PAY RATIO ITEM 402(U)

55 to 1

Median employee: \$176,886

SAY ON PAY CD&A

93%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Human Capital and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from AXS'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 COM- PANIES, INC.	\$26,968,756	204 to 1	\$132,067	Compensation Committee
WRB BERKLEY W R CORP	\$16,823,866	—	\$135,437	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Vincent Tizzio President and Chief Executive Officer	\$1,100,000	\$5,299,641	\$3,070,375	\$172,009	\$9,642,025
Peter Vogt Chief Financial Officer	\$700,000	\$1,605,959	\$1,288,000	\$70,960	\$3,664,919
Daniel DraperGroup Chief Underwriting Officer and Head of AXIS Re	\$662,310	\$1,034,284	\$1,268,324	\$73,895	\$3,038,813
David Phillips Chief Investment Officer	\$625,000	\$1,137,665	\$1,009,609	\$48,500	\$2,820,774
Conrad Brooks Chief Administrative and Legal Officer	\$625,000	\$930,902	\$1,150,000	\$58,891	\$2,764,793

CEO pay mix (latest year)

Base salary	11%
Cash incentive	32%
Equity	55%
Other	2%
At-risk	87%

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:58Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 55 to 1

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

“Mr. Tizzio, calculated in a manner consistent with Item 402(u). For 2025, our last completed fiscal year: •The median of the annual total compensation of all of our employees, excluding Mr. Tizzio, was \$176,886. •The annual total compensation of our CEO, Mr. Tizzio, was \$9,642,025. •Based on this information, the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all of our employees except our CEO was 55:1. The pay ratio rule gives companies the ability to make the median determination only once every three years, and we did not make a new medi...”

Median employee compensation = \$176,886

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

“the following reasonable estimate of the ratio of the median of the annual total compensation of all of our employees (except Vince Tizzio, our President and CEO), to the annual total compensation of Mr. Tizzio, calculated in a manner consistent with Item 402(u). For 2025, our last completed fiscal year: •The median of the annual total compensation of all of our employees, excluding Mr. Tizzio, was \$176,886. •The annual total compensation of our CEO, Mr. Tizzio, was \$9,642,025. •Based on this information, the ratio of the annual total compensation of our CEO to the median of the annual total c...”

Say on pay = 93%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast. Our Board remains committed to understanding shareholder sentiment and building on last year’s positive outcome. In our fall 2025 shareholder outreach, with the support of our Board, we engaged with our shareholders to seek their input on our corporate”

Compensation committee = Human Capital and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Human Capital and Compensation 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

“These individuals are also prohibited from engaging in tipping, buying or selling derivative securities, engaging in short sales, and transacting certain forms of hedging or monetization transactions (including prepaid variable forward contracts, equity swaps, collars, and exchange funds), or otherwise engaging in transactions that hedge or offset, or are designed to hedge or offset, any decrease in the market value of our securities held by them”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Additionally, pledging, or using as collateral, the Company’s securities in order to secure personal loans or other obligations is prohibited.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"Stock Ownership Guidelines for Directors and Executive Officers"