

Chubb Ltd (CB)

2026 DEF 14A · filed 2026-04-03 · CIK 0000896159

Headline facts

CEO TOTAL PAY

\$33,180,582

Evan G. Greenberg · 2025 · 10% YoY

CEO PAY RATIO ITEM 402(U)

512 to 1

Median employee: \$33,180,582

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Evan G. Greenberg Chairman and Chief Executive Officer	\$1,600,000	\$18,850,128	—	\$1,730,454	\$33,180,582
John W. Keogh President and Chief Operating Officer; Chairman, North America Insurance	\$1,200,000	\$8,750,086	—	\$721,297	\$14,832,383
John J. Lupica* Former Vice Chairman and Executive Chairman, North America Insurance	\$975,000	\$5,625,200	—	\$644,349	\$9,279,049
Peter C. Enns Chief Financial Officer	\$976,923	\$3,400,092	—	\$313,805	\$6,832,820
Juan Luis Ortega President, North America Insurance	\$925,000	\$2,800,144	—	\$549,533	\$6,409,677

CEO pay mix (latest year)

Base salary	5%
Cash incentive	33%
Equity	57%
Other	5%
At-risk	90%

Every fact above, traced back to filing text

Generated 2026-10-15 09:33:48Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 512 to 1

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

“a variety of pay scales reflecting cost of living and other factors to determine how we compensate our employees in a particular region or country. The 2025 total annual compensation of our CEO calculated for purposes of disclosure in the Summary Compensation Table of this proxy statement was \$33,180,582, which was approximately 512 times the compensation of the median employee (\$64,842) calculated in the same manner. The median employee is an accounts specialist based in the United States, and is the same employee used in the pay ratio calculation disclosed in our 2024 and 2025 proxy statemen...”

Median employee compensation = \$33,180,582

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

“in a particular region or country. The 2025 total annual compensation of our CEO calculated for purposes of disclosure in the Summary Compensation Table of this proxy statement was \$33,180,582, which was approximately 512 times the compensation of the median employee (\$64,842) calculated in the same manner. The median employee is an accounts specialist based in the United States, and is the same employee used in the pay ratio calculation disclosed in our 2024 and 2025 proxy statements. We believe it is reasonable to continue to use the same employee for purposes of this calculation because the...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“ Compensation Committee Decisions ”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy, originally adopted in 2018, that provides for the forfeiture or recoupment of all variable compensation awards (cash bonus and equity, vested and unvested, time-based and performance-based) reaching back to the year misconduct occurs for any covered officer who deliberately commits fraud or other intentional misconduct”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging Prohibitions The Company prohibits NEOs (as well as directors and employees) from purchasing financial instruments or otherwise engaging in transactions that hedge or offset (or are designed to have the effect of hedging or offsetting) any decrease in the market value of Chubb”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Share Pledging Since 2017, new pledging of any Chubb shares owned by executive officers (including NEOs) or directors is prohibited”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive stock ownership requirements require our NEOs and other senior executives to hold substantial amounts of equity”