

EASTMAN CHEMICAL CO (EMN)

2026 DEF 14A · filed 2026-03-24 · CIK 0000915389

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

179 to 1

Median employee: \$109,024

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

3 peers auto-selected from EMN's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
TGT TARGET CORP	\$21,830,088	794 to 1	—	Compensation & Human Capital Management Committee
AAT American Assets Trust, Inc.	\$4,806,038	—	\$85,820	Compensation Committee
SAIC Science Applications International Corp	\$2,953,483	38 to 1	\$117,981	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Mark J. Costa CEO1 Named executive officer	\$1,406,958	\$12,682,200	\$987,000	\$522,991	\$19,498,966
Brad A. Lich EVP and CCO	\$878,148	\$3,442,373	\$414,070	\$139,833	\$6,097,092
William T. McLain, Jr. EVP and CFO	\$845,405	\$3,019,689	\$399,500	\$115,398	\$5,459,955
B. Travis Smith EVP - AFP, MFG, WWE&C and HSE	\$717,130	\$2,536,477	\$426,976	\$99,675	\$4,989,797
Christopher M. Killian SVP - CTO and CSO	\$648,253	\$1,932,705	\$263,670	\$75,286	\$3,696,226

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:57Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 179 to 1

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

“(the “CEO”) to the median of the annual total compensation of our employees (other than the CEO). For 2025, the annual total compensation of the CEO was \$19,498,966 and the median of the annual total compensation of all employees (other than the CEO) was \$109,024. Accordingly, the CEO’s annual total compensation was approximately 179 times that of the median of the annual total compensation of all employees. This calculated “pay ratio” is a reasonable estimate determined in a manner consistent with SEC pay ratio disclosure requirements. We refer to the employee who received the median of the a…”

Median employee compensation = \$109,024

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

“Pay Ratio In accordance with SEC rules, we are providing the ratio of the annual total compensation of the Chief Executive Officer (the “CEO”) to the median of the annual total compensation of our employees (other than the CEO). For 2025, the annual total compensation of the CEO was \$19,498,966 and the median of the annual total compensation of all employees (other than the CEO) was \$109,024. Accordingly, the CEO’s annual total compensation was approximately 179 times that of the median of the annual total compensation of all employees. This calculated “pay ratio” is a reasonable estimate dete…”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“As part of its decision making process, the Compensation Committee reviewed”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy described above”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Allow hedging or pledging of Company stock by our executive officers or directors”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Allow hedging or pledging of Company stock by our executive officers or directors”