

FIRST CITIZENS BANCSHARES INC /DE/ (FCNCA)

2026 DEF 14A · filed 2026-03-23 · CIK 0000798941

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

81 to 1

Median employee: \$10,247,600

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ALLY Ally Financial Inc.	\$12,770,194	—	\$12,770,194	Compensation, Nominating, and Governance Committee
COF CAPITAL ONE FINANCIAL CORP	\$64,971,137	—	—	Compensation Committee
HBAN HUNTINGTON BANCSHARES INC /MD/	\$12,124,358	135 to 1	\$89,658	Human Resources and Compensation Committee
MTB M&T BANK CORP	—	—	\$83,428	Compensation and Human Capital Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Hope H. Bryant Vice Chairwoman	\$725,000	—	\$5,200,000	\$48,538	\$6,330,988
Peter M. Bristow President	\$725,000	—	\$5,200,000	\$15,750	\$6,291,650
Craig L. Nix Chief Financial Officer	\$725,000	—	\$4,290,625	\$15,750	\$5,241,084
Lorie K. Rupp Chief Risk Officer	\$575,000	—	\$2,812,500	\$31,500	\$3,419,000

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:08Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 81 to 1

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

“B. Holding, Jr. (our “CEO”). For 2025: Ĩ the annual total compensation of our “median associate” was \$125,819, and Ĩ our CEO’s annual total compensation, as reported in the “Total” column of the Summary Compensation Table included in this proxy statement, was \$10,247,600. Based on this information, for 2025 the ratio of the annual total compensation of our CEO to the annual total compensation of our median associate was 81:1. This “pay ratio” is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. For 2025, we reviewed our associate population and compens...”

Median employee compensation = \$10,247,600

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

“associate” was \$125,819, and Ĩ our CEO’s annual total compensation, as reported in the “Total” column of the Summary Compensation Table included in this proxy statement, was \$10,247,600. Based on this information, for 2025 the ratio of the annual total compensation of our CEO to the annual total compensation of our median associate was 81:1. This “pay ratio” is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. For 2025, we reviewed our associate population and compensation arrangements for our associates and, with the addition of 1,096 associates in In...”

Compensation committee = Compensation Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Incentive-Based Compensation Clawback Policies”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“However, as discussed elsewhere in this proxy statement, our Board has adopted a policy that prohibits our executive officers from hedging, or pledging as collateral for any loan, any shares of our common stock they own, subject to exceptions for certain “grandfathered” pledges and certain pledges approved by our Audit Committee following a review of relevant factors”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“However, as discussed elsewhere in this proxy statement, our Board has adopted a policy that prohibits our executive officers from hedging, or pledging as collateral for any loan, any shares of our common stock they own, subject to exceptions for certain “grandfathered” pledges and certain pledges approved by our Audit Committee following a review of relevant factors”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“ownership requirements or guidelines for executive officers”