

2026 DEF 14A · filed 2026-03-16 · CIK 0000036966

FIRST HORIZON CORP (FHN)

Headline facts

CEO TOTAL PAY

\$10,330,365

D.B. Jordan 1 · 2025 · ' 10% YoY

CEO PAY RATIO

Not in CD&A

SAY ON PAY

CD&A

003%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
FCNCA FIRST CITIZENS BANCSHARES INC /DE/	—	81 to 1	\$10,247,600	Compensation Committee
MTB M&T BANK CORP	—	—	\$83,428	Compensation and Human Capital Com- mittee
RF REGIONS FINAN- CIAL CORP	\$10,037,428	118 to 1	\$10,071,648	Compensation And Human Resources Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
D.B. Jordan 1 President & CEO	\$1,236,000	\$5,561,967	—	—	\$10,330,365
T.S. LoCascio SEVP— Chief Operating Officer	\$750,000	\$1,687,476	—	—	\$3,526,222
A.J. RestelSEVP— Chief Banking Officer	\$750,000	\$1,687,476	—	—	\$3,453,293
H. DmuchowskiSEVP— Chief Financial Officer	\$700,000	\$1,574,990	—	—	\$3,338,302
D.T. Popwell SEVP— Senior Strategic Executive	\$725,000	\$1,449,987	—	—	\$3,143,508

CEO pay mix (latest year)

Base salary	18%
Cash incentive	0%
Equity	82%
Other	0%
At-risk	82%

Every fact above, traced back to filing text

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Say on pay = 003%

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“These changes are summarized in the table: Table CDA.52025 Total Direct Compensation ChangesNEOTDC 2024 \$TDC 2025 \$TDC ChangeMr. Jordan8,400,0008,652,0003%Ms. Dmuchowski2,600,0002,975,00014%Mr. Restel2,900,0003,187,50010%Ms. LoCas-cio2,900,0003,187,50010%Mr. Popwell2,900,0002,900,000—% 492026 PROXY STATEMENT Say on Pay Vote History Each year, we present to our shareholders an advisory resolution to approve executive compensation. This is commonly known as “say on pay.” We ask our shareholders to approve, on an advisory basis, our executive compensation programs. Table CDA.6 shows that for each ...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“After the end of each year, the Committee reviews the CEO’s achievement of plan objectives.The Compensation Committee considered Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policies & Practices”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Supportive of the guidelines, a separate policy prohibits hedging our stock unless specially approved.The CEO’s minimum ownership level under the guidelines is six times cash salary”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines”