

FLAGSTAR BANK, NATIONAL ASSOCIATION- (FLG)

2026 DEF 14A · filed 2026-04-30 · CIK 0000910073

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO CD&A

87 to 1

Median employee: \$87,757

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
CIA CITIZENS, INC.	\$1,487,735	—	—	—
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
FCNCA FIRST CITIZENS BANCSHARES INC /DE/	—	81 to 1	\$10,247,600	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Value of InitialFixed \$100Invest- mentBased On: Named executive officer	—	—	—	—	\$49.02

Every fact above, traced back to filing text

Generated 2026-10-15 12:48:07Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 87 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive Officer. For 2025, our last completed fiscal year, the pay ratio, and the methodology used to determine the pay ratio, was as follows: •Mr. Otting’s total compensation was \$7,655,500. •The total compensation of the employee we identified as our median employee was \$87,757. •Based on the foregoing, the ratio of the annual total compensation of our CEO to the annual total compensation of our median employee was 87 to 1. We used the following methodology to identify our median employee and determine our median employee’s total compensation: •We selected December 31, 2025, as our determi...”

Median employee compensation = \$87,757

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“year. No full-time equivalent adjustments were made for part-time employees. •After identifying the median employee, we analyzed the median employee’s total compensation by applying the methodology applicable to determining our CEO’s total compensation in the Summary Compensation Table. Based on this analysis, the annual total compensation of our median employee was \$87,757. The pay ratio identified above is a reasonable estimate calculated in a manner consistent with SEC regulations. Our peers may report pay ratios that are not directly comparable to ours as a result of differences in the com...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“The 2020 Plan includes clawback provisions that are consistent with Bank policy and applicable law.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”