

GENUINE PARTS CO (GPC)

2026 DEF 14A · filed 2026-02-27 · CIK 0000040987

Headline facts

CEO TOTAL PAY

\$12,863,479

William P. Stengel · 2025 · + 56% YoY

CEO PAY RATIO

CD&A

331 to 1

Median employee: \$12,863,479

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Human Capital Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
William P. Stengel President & Chief Executive Officer	\$1,018,750	\$9,749,973	\$1,474,129	\$180,604	\$12,863,479
Alain Masse President North America Automotive	\$520,980	\$2,505,016	\$355,207	\$556,461	\$5,610,913
Bert C. Nappier Executive Vice President & Chief Financial Officer	\$743,438	\$3,700,026	\$645,453	\$17,500	\$5,106,417
James Howe President Motion	\$578,125	\$2,650,068	\$540,571	\$17,500	\$4,234,014
Naveen Krishna Executive Vice President and Chief Information and Digital Officer	\$618,168	\$2,899,980	\$477,091	\$17,500	\$4,012,739

CEO pay mix (latest year)

Base salary	8%
Cash incentive	12%
Equity	78%
Other	1%
At-risk	90%

Every fact above, traced back to filing text

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CEO pay ratio = 331 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“annual total compensation for such employee using the same methodology we use for our named executive officers as set forth in the 2025 Summary Compensation Table above. For fiscal year 2025, the annual total compensation for our CEO was \$12,863,479 and for our median employee it was \$38,901. The resulting ratio of our CEO’s pay to the pay of our median employee for fiscal year 2025 is 331 to 1. When the change in pension value and non-qualified deferred compensation earnings is excluded from the calculation, the ratio is 319 to 1. 2026 Proxy Statement 43”

Median employee compensation = \$12,863,479

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“employee using the same methodology we use for our named executive officers as set forth in the 2025 Summary Compensation Table above. For fiscal year 2025, the annual total compensation for our CEO was \$12,863,479 and for our median employee it was \$38,901. The resulting ratio of our CEO’s pay to the pay of our median employee for fiscal year 2025 is 331 to 1. When the change in pension value and non-qualified deferred compensation earnings is excluded from the calculation, the ratio is 319 to 1. 2026 Proxy Statement 43”

Compensation committee = Compensation and Human Capital Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Human Capital Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy.”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-hedging and anti-pledging policies.”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-hedging and anti-pledging policies.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”