

Howmet Aerospace Inc. (HWM)

2026 DEF 14A · filed 2026-04-06 · CIK 0000004281

Headline facts

CEO TOTAL PAY

\$70,547,718

John C. Plant · 2025 · 215% YoY

CEO PAY RATIO

CD&A

Not in CD&A

Median employee: \$63,551

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
DOV DOVER Corp	\$18,757,706	—	—	Compensation Committee
HUBB HUBBELL INC	\$10,346,752	161 to 1	\$10,346,752	Compensation Committee
ROK ROCKWELL AUTOMATION, INC	\$15,401,707	277 to 1	\$55,692	Compensation and Talent Management Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
John C. Plant Executive Chairman and Chief Executive Officer	\$1,800,000	\$62,100,218	\$6,300,000	\$347,500	\$70,547,718
Neil E. Marchuk Executive Vice President and Chief Administrative Officer	\$725,833	\$2,200,114	\$1,451,666	\$107,325	\$4,484,938
Kenneth J. Giacobbe Former Executive Vice President and Chief Financial Officer	\$700,833	\$2,000,165	\$1,401,666	\$103,575	\$4,232,515
Michael N. Chanatry Vice President and Chief Commercial Officer	\$604,166	\$1,300,142	\$845,832	\$78,350	\$2,828,490
Lola F. Lin Former Executive Vice President, Chief Legal and Compliance Officer and Secretary	\$431,378	\$1,380,094	\$0	\$75,174	\$1,886,646
Patrick J. Winterlich Executive Vice President and Chief Financial Officer	\$58,333	\$0	\$116,666	\$151,750	\$1,126,749

CEO pay mix (latest year)

Base salary	3%
Cash incentive	9%
Equity	88%
Other	0%
At-risk	97%

Every fact above, traced back to filing text

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CEO pay ratio = —

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“identify the median employee only once every three years, provided that there has not been a change in employee population or employee compensation arrangements that would significantly change the pay ratio disclosure. However, the total compensation amounts for both the median employee and the CEO to calculate the CEO pay ratio are required to be updated and disclosed on an annual basis. In 2023, we determined the median employee by analyzing base salary and wages (including overtime, shift premium, etc.) for all active employees (annualized based on full-time or part-time hourly or salaried ...”

Median employee compensation = \$63,551

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“employee by analyzing base salary and wages (including overtime, shift premium, etc.) for all active employees (annualized based on full-time or part-time hourly or salaried status for 2023 if employed for less than the full year) in and outside the United States as of December 31, 2023. We then calculated that median employee’s total compensation for 2025 in accordance with the rules applicable to disclosure of compensation in the summary compensation table. The total compensation of the median employee based on this methodology and criteria for 2025 was \$63,551. Mr. Plant’s total compensatio...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“CAP LLC provided market perspective, as requested by the Compensation Committee, on Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy in accordance with SEC rules and NYSE listing standards”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“NO SHORT SALES, DERIVATIVE OR SPECULATIVE TRANSACTIONS, HEDGING, OR PLEDGING OF COMPANY SECURITIES Short sales of Company securities (a sale of securities which are not then owned) and derivative or speculative transactions in Company securities by our directors, officers and employees are prohibited”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Directors and officers subject to Section 16 of the Exchange Act are prohibited from holding Company securities in margin accounts or pledging Company securities as collateral”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“STOCK OWNERSHIP GUIDELINES Our stock ownership requirements further align the interests of management with those of our shareholders by requiring executives to hold substantial equity in the Company until retirement”