

JPMORGAN CHASE & CO (JPM)

2026 DEF 14A · filed 2026-04-06 · CIK 0000019617

Headline facts

CEO TOTAL PAY

\$40,632,724

James Dimon · 2025

CEO PAY RATIO

CD&A

363 to 1

Median employee: \$40,644,723

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation & Management Development Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
James Dimon Chairman and CEO	\$1,500,000	\$32,500,000	—	\$1,587,852	\$40,632,724
Daniel Pinto Vice Chair; Former President and COO	\$1,500,000	\$25,000,000	—	\$116,871	\$31,616,871
Mary Callahan Erdoes CEO, AWM	\$1,000,000	\$16,500,000	—	—	\$29,528,934
Troy Rohrbaugh7 CEO, CIB	\$1,000,000	\$13,800,000	—	\$8,676	\$25,415,894
Douglas Petno9 CEO, CIB	\$1,000,000	\$11,400,000	—	\$31,825	\$23,073,422
Jeremy Barnum Chief Financial Officer	\$1,000,000	\$9,795,000	—	—	\$18,212,926

CEO pay mix (latest year)

Base salary	4%
Cash incentive	12%
Equity	80%
Other	4%
At-risk	92%

Every fact above, traced back to filing text

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CEO pay ratio = 363 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“performance measures As required by SEC rules, the most important financial performance measures that the Firm used to link executive compensation during the last fiscal year to company performance are listed below. 2026 Proxy Statement73 Table of ContentsExecutive compensation | CEO pay ratio disclosure CEO pay ratio disclosure We are providing the following information about the relationship of the annual total compensation of our estimated median employee and the annual total compensation of Mr. Dimon, our Chairman and CEO. CEO pay ratio For the year ended December 31, 2025: •The annual tot...”

Median employee compensation = \$40,644,723

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“compensation during the last fiscal year to company performance are listed below. 2026 Proxy Statement73 Table of ContentsExecutive compensation | CEO pay ratio disclosure CEO pay ratio disclosure We are providing the following information about the relationship of the annual total compensation of our estimated median employee and the annual total compensation of Mr. Dimon, our Chairman and CEO. CEO pay ratio For the year ended December 31, 2025: •The annual total compensation of Mr. Dimon was \$40,644,7231, including Firm-paid employee benefits •The annual total compensation of our estimated m...”

Compensation committee = Compensation & Management Development Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation & Management Development Committee has reviewed the Compensation discussion and analysis and discussed that analysis with management.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy in accordance with E.U”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“prohibition on hedging, etc.).”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“All employees are prohibited from hedging or pledging unvested RSUs and PSUs, and unexercised SARs or stock options”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines are subsequently increased, the higher ownership guideline must be satisfied within 6 years of such revision, unless otherwise determined by the CEO and CMDC.”