

MARSH & MCLENNAN COMPANIES, INC. (MRSH)

2026 DEF 14A · filed 2026-03-31 · CIK 0000062709

Headline facts

CEO TOTAL PAY

\$25,051,051

John Q. Doyle · 2025 · 10% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$76,092

SAY ON PAY

CD&A

91%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
WTW WILLIS TOWERS WATSON PLC	\$12,793,605	—	—	Human Capital and Compensation Committee
CB Chubb Ltd	\$33,180,582	512 to 1	\$33,180,582	Compensation Committee
ACN Accenture plc	—	460 to 1	\$64,379	Compensation, Culture & People Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
John Q. Doyle President and CEO, Marsh	\$1,500,000	\$9,209,469	\$5,550,000	\$416,562	\$25,051,051
Mark C. McGivney Chief Financial Officer, Marsh	\$1,000,000	\$1,979,499	\$3,100,000	\$190,519	\$8,123,648
Martin C. South President and Chief Executive Officer, Marsh Risk and Vice Chair, Marsh	\$1,000,000	\$1,759,442	\$3,500,000	\$141,544	\$8,000,994
Dean M. Klisura President and Chief Executive Officer, Guy Carpenter and Vice Chair, Marsh	\$875,000	\$1,099,778	\$3,300,000	\$143,211	\$6,520,596
Patrick Tomlinson President and Chief Executive Officer, Mercer and Vice Chair, Marsh	\$900,000	\$1,264,631	\$2,700,000	\$154,008	\$6,175,422

CEO pay mix (latest year)

Base salary	6%
Cash incentive	22%
Equity	70%
Other	2%
At-risk	92%

Every fact above, traced back to filing text

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Median employee compensation = \$76,092

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO Pay Ratio In accordance with Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K of the Securities Act, we are required to provide information regarding the relationship-between the annual total compensation of our CEO, Mr. Doyle, and the annual total compensation of our median employee (excluding for purposes of this disclosure, our CEO) for our last completed fiscal year, which ended December 31, 2025. The ratio of the annual total compensation for our CEO (Mr. Doyle) compared to the median of the annual total compensation of all of our employees (excluding our CEO) fo...”

Say on pay = 91%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast on the say on pay proposal were voted in favor of our executive compensation philosophy, policies and practices.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee set Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy (the “Recoupment Policy”), which provides for the recoupment of erroneously awarded incentive compensation in the event that (i) such incentive compensation awarded to a current or former executive officer was calculated based on financial results that were required to be restated due to material noncompliance with financial reporting requirements and (ii) the noncompliance resulted in overpayment of incentive compensation paid or granted within the three-year period preceding the date the restatement was required”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“hedging activities (including short sales, purchases or sales of puts or calls and trading on a short-term basis) in our common stock”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We prohibit our senior executives and directors from pledging our securities as collateral for a loan or for any other purpose”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Executive Stock Ownership Guidelines Our senior executives are required to acquire and hold shares or stock units (excluding PSUs) of our common stock with an aggregate value at least equal to a specified multiple of their base salary”