

MORGAN STANLEY (MS)

2026 DEF 14A · filed 2026-04-02 · CIK 0000895421

Headline facts

CEO TOTAL PAY

\$37,187,657

Edward Pick · 2025 · + 49% YoY

CEO PAY RATIO CD&A

273 to 1

Median employee: \$136,396

SAY ON PAY CD&A

95.43%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation, Management Development and Succession 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
Edward Pick Chairman of the Board and Chief Executive Officer	\$1,500,000	\$24,476,463	—	\$315,324	\$37,187,657
Andrew M. Saperstein President and Head of Wealth Management and Investment Management	\$1,000,000	\$16,159,849	—	\$109,726	\$28,462,554
Daniel A. Simkowitz President and Head of Institutional Securities	\$1,000,000	\$16,159,849	—	\$14,000	\$28,389,563
Eric F. Grossman* Executive Vice President, Chief Legal Officer and Chief Administrative Officer	\$1,000,000	\$10,284,614	—	\$94,286	\$19,272,086
Sharon Yeshaya Executive Vice President and Chief Financial Officer	\$1,000,000	\$10,284,614	—	\$36,903	\$19,215,735

CEO pay mix (latest year)

Base salary	4%
Cash incentive	29%
Equity	66%
Other	1%
At-risk	95%

Every fact above, traced back to filing text

Generated 2026-08-02 06:36:56Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 273 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“the Firm. For 2025, our last completed fiscal year, the median of the annual total compensation of all employees of the Firm (other than the CEO) was \$136,396 and the annual total compensation of our CEO, as reported in the “2025 Summary Compensation Table,” was \$37,187,657. Based on this information, for 2025, the ratio of the annual total compensation of the CEO to the median of the annual total compensation of all other employees of the Firm was 273 to 1. MORGAN STANLEY 2026 PROXY STATEMENT 101 To identify the median of the annual total compensation of all employees of the Firm, we took the...”

Median employee compensation = \$136,396

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“SEC rules for identifying the median compensated employee for purposes of this disclosure allow companies to adopt various methodologies and utilize various assumptions, the ratio reported by other companies may not be comparable to the ratio reported by the Firm. For 2025, our last completed fiscal year, the median of the annual total compensation of all employees of the Firm (other than the CEO) was \$136,396 and the annual total compensation of our CEO, as reported in the “2025 Summary Compensation Table,” was \$37,187,657. Based on this information, for 2025, the ratio of the annual total co...”

Say on pay = 95.43%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“votes cast at the May 2025 annual meeting of shareholders were in favor of our annual “Say on Pay” proposal.”

Compensation committee = Compensation, Management Development and Succession Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“During the year ended December 31, 2025, Messrs. Nally, Glocer, and Wilkins and Ms. James served on our Compensation, Management Development and Succession Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy (the Morgan Stanley Compensation Recoupment Policy) to comply with the Dodd-Frank Act and the regulations and listing standards adopted thereunder”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“AnchorProhibition Against Pledging and Hedging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“AnchorProhibition Against Pledging and Hedging”

Stock ownership guidelines = present

“AnchorDirector Equity Ownership Requirement”