

M&T BANK CORP (MTB)

2026 DEF 14A · filed 2026-03-10 · CIK 0000036279

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO CD&A

Not in CD&A

Median employee: \$83,428

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation and Human Capital Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
AAT American Assets Trust, Inc.	\$4,806,038	—	\$85,820	Compensation Committee
PNC PNC FINANCIAL SERVICES GROUP, INC.	\$29,503,081	—	—	Compensation Committee
TFC TRUIST FINANCIAL CORP	\$14,313,770	137 to 1	\$104,397	Compensation and Human Capital Com- mittee
FITB FIFTH THIRD BAN- CORP	\$11,052,366	146 to 1	—	Human Capital and Compensation Com- mittee

Summary Compensation Table (latest disclosed year)

No SCT rows extracted from this filing.

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:29Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = —

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“in June 2023, which was forfeitable by Mr. Bible should he separate from M&T within one year, and therefore is reported in his 2024 compensation in this Summary Compensation Table in accordance with SEC rules. (6) Mr. D’Arcy was not an NEO prior to 2025, and therefore only his compensation for 2025 is reported. CEO Pay Ratio In accordance with the final rule issued under section 953(b) of the Dodd-Frank Act, companies, including M&T, are required to disclose the ratio of the total annual compensation of their CEO to that of their median employee. SEC rules require disclosure of (i) the median ...”

Median employee compensation = \$83,428

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“(7 employees) and Ireland (40 employees). Total non-U.S. employees: 147 Total U.S. employees (not including CEO): 22,131 As calculated using the methodology required for the 2025 Summary Compensation Table, the annual total compensation of Mr. Jones for 2025 was \$12,015,250 and the annual total compensation of the median employee for the corresponding period was \$83,428, which yields a ratio of approximately 144 to 1.”

Compensation committee = Compensation and Human Capital Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“This report was adopted by the Compensation and Human Capital Committee of the Board of Directors on February 13, 2026”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy in addition to determining the appropriate pay mix and total compensation for M&T’s NEOs”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Anti-Hedging and Anti-Pledging Policies. M&T’s Insider Trading Policy prohibits all employees from engaging in any hedging transactions or any form of short-term trading with respect to M&T securities”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“The Insider Trading Policy also prohibits executive officers from pledging M&T”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”