

PROGRESSIVE CORP/OH/ (PGR)

2026 DEF 14A · filed 2026-03-23 · CIK 0000080661

Headline facts

CEO TOTAL PAY

\$17,705,924

Susan Patricia Griffith · 2025 · ' 8% YoY

CEO PAY RATIO

Not in CD&A

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Talent Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Susan Patricia Griffith President and Chief Executive Officer	\$1,094,231	\$11,000,278	\$5,443,799	\$167,616	\$17,705,924
John P. Sauerland Vice President and Chief Financial Officer	\$770,385	\$3,100,584	\$2,299,598	\$12,750	\$6,183,317
Patrick K. Callahan Named executive officer	\$697,692	\$2,625,194	\$2,082,612	\$12,000	\$5,417,498
Karen B. Bailo Named executive officer	\$670,962	\$1,687,840	\$1,669,017	\$12,750	\$4,040,569
John Murphy Claims President	\$627,115	\$1,575,226	\$1,247,960	\$12,000	\$3,462,301

CEO pay mix (latest year)

Base salary	6%
Cash incentive	31%
Equity	62%
Other	1%
At-risk	93%

Every fact above, traced back to filing text

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Compensation committee = Compensation and Talent Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“During 2025, the Compensation and Talent Committee (referred to in this Compensation Discussion and Analysis as the “committee”) of the Board of Directors reviewed these results with management”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy in accordance with applicable SEC and NYSE rules (the “Dodd-Frank Clawback Policy”)”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“COMPENSATION DISCUSSION AND ANALYSIS OVERVIEW Our Vision is to become consumers’, agents’, and business owners’ number one destination for insurance and other financial needs. We believe that our Core Values, including our Profit Core Value, build the foundation that drives every decision we make and influences how we treat others. Accordingly, these values are deeply rooted in the minds and actions of our executive officers. We structure our executive compensation program to support our Vision and our long-term profitability target, providing strong alignment between pay and performance. We ge...”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

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Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Equity Ownership Guidelines for ExecutivesOur Corporate Governance Guidelines (Guidelines) provide equity ownership expectations for our CEO and NEOs. Within five years after becoming our CEO and at all times while serving as CEO thereafter, the CEO must acquire and hold Progressive common shares (or equivalent interests) with a minimum value of six times the CEO’s salary”