

PPG INDUSTRIES INC (PPG)

2026 DEF 14A · filed 2026-03-05 · CIK 0000079879

Headline facts

CEO TOTAL PAY

\$14,885,022

T. M. Knavish · 2025 · ' 27% YoY

CEO PAY RATIO CD&A

352 to 1

Median employee: \$14,885,022

SAY ON PAY CD&A

93%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Human Capital Management and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ECL ECOLAB INC.	\$17,404,935	—	\$53,462	Compensation & HCM Committee
ROK ROCKWELL AU- TOMATION, INC	\$15,401,707	277 to 1	\$55,692	Compensation and Talent Management Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
T. M. Knavish Chairman and Chief Executive Officer	\$1,300,000	\$7,333,542	\$1,924,000	\$342,861	\$14,885,022
V. J. Morales Senior Vice President and Chief Financial Officer	\$845,833	\$2,266,752	\$785,000	\$146,507	\$5,502,819
A. M. Foulkes Senior Vice President Legal and Special Projects	\$683,333	\$1,066,802	\$534,000	\$117,108	\$3,133,187
K. H. Bergström Senior Vice President, Global Architectural Coatings	\$728,614	\$800,044	\$346,000	\$191,499	\$2,466,158
K. D. Braun Senior Vice President, Operations	\$587,500	\$800,044	\$436,000	\$98,620	\$2,420,040

CEO pay mix (latest year)

Base salary	9%
Cash incentive	13%
Equity	76%
Other	2%
At-risk	89%

Every fact above, traced back to filing text

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CEO pay ratio = 352 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“on the employee's occupation and where the employee works globally. Mr. Knavish served as our Chairman and Chief Executive Officer in 2025. Mr. Knavish's 2025 total compensation was \$14,885,022, as reported in the Summary Compensation Table. Accordingly, our 2025 Chief Executive Officer to Median Employee Pay Ratio was 352:1. Please keep in mind that under Securities and Exchange Commission's rules and guidance, there are numerous ways to determine the compensation of a company's median employee, including the employee population sampled, the elements of pay and benefits used, any assumptions ...”

Median employee compensation = \$14,885,022

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“can be comprised of different compensation elements and is dependent on where the employee works globally. Our median employee's total 2025 compensation was \$47,032. The median employee's base salary was comparable to the base salary of median employee used in last year's pay ratio calculation. However, the median employee's compensation decreased year over year because the newly-identified median employee is on a fixed bonus plan whereas the former median employee was on a sales bonus plan with a higher potential payout. Each individual's total annual compensation can be comprised of differen...”

Say on pay = 93%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Our executive officers receive two forms of annual compensation—base salary and annual incentive awards—which together constitute an executive's total annual compensationSay-on-PayWhy You Should Approve Our Say on Pay”

Compensation committee = Human Capital Management and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Human Capital Management and Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy in the event of a financial restatement affecting their incentive compensation payout”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Derivatives Trading, Hedging and Pledging PPG Securities”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Prohibition on Derivatives Trading, Hedging and Pledging PPG Securities”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"ownership requirements"