

Synchrony Financial (SYF)

2026 DEF 14A · filed 2026-04-29 · CIK 0001601712

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

337 to 1

Median employee: \$21,401,619

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
XYZ Block, Inc.	—	—	\$222,772	Compensation Committee
MA Mastercard Inc	\$35,422,518	284 to 1	\$35,422,518	Compensation Committee
FIS Fidelity National Information Services, Inc.	\$22,928,412	518 to 1	\$22,928,412	Compensation Committee
PYPL PayPal Holdings, Inc.	\$25,243,486	221 to 1	\$114,331	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Brian Doubles Named executive officer	\$1,260,096	\$15,929,315	—	—	\$21,373,734
Brian Wenzel Named executive officer	\$745,673	\$3,924,614	—	—	\$6,362,973
Jonathan Mothner Named executive officer	\$700,000	\$3,188,748	—	—	\$5,367,606
Carol Juel Named executive officer	\$700,000	\$3,188,748	—	—	\$5,345,403
Curtis Howse Named executive officer	\$650,000	\$2,685,967	—	—	\$4,503,303

Every fact above, traced back to filing text

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CEO pay ratio = 337 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“the value of healthcare and insurance benefits. Accordingly, our CEO’s annual total compensation for purposes of the pay ratio determination was \$21,401,619 including benefits. Based on our CEO’s annual total compensation compared to the estimated annual total compensation for our median employee, our estimated pay ratio for 2025 was 337:1. 60 / 2026 Annual Meeting and Proxy Statement Table of ContentsCompensation Matters”

Median employee compensation = \$21,401,619

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

“Compensation Table and added the value of healthcare and insurance benefits. Accordingly, our CEO’s annual total compensation for purposes of the pay ratio determination was \$21,401,619 including benefits. Based on our CEO’s annual total compensation compared to the estimated annual total compensation for our median employee, our estimated pay ratio for 2025 was 337:1. 60 / 2026 Annual Meeting and Proxy Statement Table of ContentsCompensation Matters”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“If it is determined that an executive engaged in fraudulent misconduct, the MDCC or, in the case of a Bank employee, the Bank’s Development and Compensation Committee, will seek such reimbursement”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy has included “no fault” financial restatements for all of our named executive officers”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our executives are also subject to anti-hedging restrictions, see “Corporate Governance—Anti-Hedging and Anti-Pledging Restrictions” for further information regarding these restrictions and the applicable policies.”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our executives are also subject to anti-hedging restrictions, see “Corporate Governance—Anti-Hedging and Anti-Pledging Restrictions” for further information regarding these restrictions and the applicable policies.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines, all shares of common stock, RSUs and phantom stock units held by our executives are credited toward ownership levels”