

TRAVELERS COMPANIES, INC. (TRV)

2026 DEF 14A · filed 2026-04-07 · CIK 0000086312

Headline facts

CEO TOTAL PAY

\$26,968,756

Alan D. Schnitzer · 2025 · + 17% YoY

CEO PAY RATIO ITEM 402(U)

204 to 1

Median employee: \$132,067

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

1 peer auto-selected from TRV's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
CB Chubb Ltd	\$33,180,582	512 to 1	\$33,180,582	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Alan D. Schnitzer Chairman and Chief Executive Officer	\$1,450,000	\$9,417,364	\$9,000,000	\$143,146	\$26,968,756
Gregory C. Toczydlowski Executive Vice President and President, Business Insurance	\$887,739	\$2,099,697	\$4,150,000	\$36,012	\$9,023,708
Avrohom J. Kess Vice Chairman and Chief Legal Officer	\$987,739	\$1,759,837	\$4,270,000	\$29,569	\$8,494,284
Michael F. Klein Executive Vice President and President, Personal Insurance	\$837,739	\$1,976,112	\$3,600,000	\$43,464	\$8,185,965
Daniel S. Frey Executive Vice President and Chief Financial Officer	\$837,739	\$1,543,814	\$3,300,000	\$7,500	\$6,994,088

CEO pay mix (latest year)

Base salary	6%
Cash incentive	34%
Equity	59%
Other	1%
At-risk	94%

Every fact above, traced back to filing text

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CEO pay ratio = 204 to 1

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

“CEO Pay Ratio As required by Section 953(B) of the Dodd-Frank Wall Street Reform and Consumer Protection Act, we provide the following information regarding the relationship of the annual total compensation of our employees and the annual total compensation of Mr. Schnitzer, our Chief Executive Officer. For 2025, our last”

Median employee compensation = \$132,067

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

“of the Dodd-Frank Wall Street Reform and Consumer Protection Act, we provide the following information regarding the relationship of the annual total compensation of our employees and the annual total compensation of Mr. Schnitzer, our Chief Executive Officer. For 2025, our last completed fiscal year: •The median of the annual total compensation of all employees of our company (other than Mr. Schnitzer) was \$132,067; •The annual total compensation of Mr. Schnitzer was \$26,983,859; and •Based on the foregoing, the ratio of the annual total compensation of Mr. Schnitzer to the median of the annu...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“In February 2026, the Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy is applicable to all incentive compensation awarded based on the achievement of a financial reporting measure, including the performance shares”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Stock Ownership Guidelines, Anti-Hedging and Pledging Policies, and Other”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Stock Ownership Guidelines, Anti-Hedging and Pledging Policies, and Other”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“executive stock ownership policy under which executives are expected to accumulate and retain”