

WINTRUST FINANCIAL CORP (WTFC)

2026 DEF 14A · filed 2026-04-09 · CIK 0001015328

Headline facts

CEO TOTAL PAY

\$7,037,919

Timothy S. Crane · 2025 · + 16% YoY

CEO PAY RATIO ITEM 402(U)

86.4 to 1

Median employee: \$81,448

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

Not extracted

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
FHN FIRST HORIZON CORP	\$10,330,365	—	—	Compensation Committee
HWC HANCOCK WHITNEY CORP	\$6,334,741	87 to 1	\$71,697	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Timothy S. Crane President and Chief Executive Officer	\$1,188,462	\$3,850,000	\$	\$43,307	\$7,037,919
Edward J. Wehmer Founder, Senior Advisor, and Chair- man Emeritus	\$450,000	—	\$	\$4,040,514	\$4,490,514
David A. Dykstra Vice Chairman and Chief Operating Officer	\$897,909	\$1,102,344	\$	\$59,221	\$2,928,874
Richard B. Murphy Vice Chairman and Chief Lending Officer	\$688,197	\$842,969	\$	\$76,104	\$2,273,810
David L. Stoehr Executive Vice President and Chief Financial Officer	\$607,693	\$678,500	\$	\$38,888	\$1,840,681

CEO pay mix (latest year)

Base salary	17%
Cash incentive	28%
Equity	55%
Other	1%
At-risk	82%

Every fact above, traced back to filing text

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CEO pay ratio = 86.4 to 1

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

“blacklining:none; Mr. Crane’s annual total compensation, as reported in the Total column of the 2025 Summary Compensation Table was \$7,037,919. blacklining:none; Based on this information, the ratio of the annual total compensation of Mr. Crane to the median of the annual total compensation of all employees is estimated to be 86.4 to 1. We selected October 1, 2025 as the date on which to determine our median employee. As of that date, we had had approximately 5,883 employees. The pay ratio disclosure rules provide an exemption for companies to exclude non-U.S. employees from the median emplo...”

Median employee compensation = \$81,448

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

“of our employees to the annual total compensation of Mr. Crane, our President and Chief Executive Officer as of December 31, 2025. We believe that the pay ratio disclosed below is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. For 2025, • blacklining:none; The median of the annual total compensation of all of our employees, other than Mr. Crane, was \$81,448. blacklining:none; Mr. Crane’s annual total compensation, as reported in the Total column of the 2025 Summary Compensation Table was \$7,037,919. blacklining:none; Based on this information, the...”

Compensation committee = Compensation Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation Committee”