

Western Union CO (WU)

2026 DEF 14A · filed 2026-03-31 · CIK 0001365135

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO

CD&A

293 to 1

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Benefits Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
FIS Fidelity National Information Services, Inc.	\$22,928,412	518 to 1	\$22,928,412	Compensation Committee
G Genpact LTD	\$ 16,324,289	530 to 1	\$30,810	The compensation committee granted Mr
JKHY JACK HENRY & ASSOCIATES INC	\$3,474,604	—	\$93,193	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Devin McGranahan President and Executive Officer	\$1,000.0	\$7,122.6	—	—	\$10,697.8
Matt Cagwin Executive Vice President, Chief Fi- nancial Officer	\$575.0	\$1,923.5	—	—	\$3,349.1
Benjamin Hawksworth Executive Vice President, Chief Fi- nancial Officer	\$510.4	\$1,356.0	—	—	\$2,160.9
Giovanni Angelini President, Europe, Middle East and Africa	\$529.0	\$829.8	—	—	\$1,828.1
Benjamin Adams Executive Vice President, Chief Legal Officer	\$450.0	\$864.2	—	—	\$1,769.3

Every fact above, traced back to filing text

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CEO pay ratio = 293 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“was \$36 thousand. •Mr. McGranahan’s annual total compensation, as reported in the Total column of the 2025 Summary Compensation Table, was \$10.7 million. •Based on this information, the ratio of the annual total compensation of Mr. McGranahan to the median of the annual total compensation of all employees is estimated to be 293 to 1. In determining the annual total compensation of the 2025 median employee, we calculated such employee’s 2025 compensation in accordance with Item 402(c)(2)(x) of Regulation S-K as required pursuant to SEC executive compensation disclosure rules. This calculation i...”

Median employee compensation = —

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“Identification of Median Employee As permitted by SEC rules, we have used the same median employee as last year because we do not believe there has been a change in our employee population or employee compensation program that would significantly impact the CEO pay ratio disclosure. For purposes of identifying the median employee, we considered the aggregate of the following compensation elements for each of our employees, as compiled from the Company’s payroll records: •Base Salary •Target Annual Bonus •Actual Equity Awards •Target Commissions We selected the above compensation elements as th...”

Compensation committee = Compensation and Benefits Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Benefits Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy, under which the Company may, in its discretion and subject to applicable law, “clawback” incentive compensation (including time-based equity awards) paid to certain officers of the Company if such officer engaged in detrimental conduct, as defined in the clawback policy, or if the executive officer engaged in conduct that is determined to have directly contributed to material compliance failures.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines, the executives must retain, until the required ownership guideline levels have been achieved and thereafter if required to maintain the required ownership levels, at least 50% of after-tax shares resulting from the vesting of RSUs, including PSUs”