

DATA DISPATCH

CEO pay ratios diverge at largest US banks in 2025

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Market Intelligence

CEO-to-median employee compensation ratios diverged among the 20 largest US banks by assets in 2025, with half reporting increases while the other half booked declines year over year.

[Citigroup Inc.](#) recorded the biggest year-over-year CEO pay ratio increase at 865.0 percentage points. The company also reported the highest ratio in the group at 1,309x, compared with 444x [in 2024](#), according to S&P Global Market Intelligence data.

The ratio increase was driven by Chair and CEO Jane Fraser's annual compensation, which rose 207.5% to \$95.8 million, making her [the highest-paid](#) US bank chief executive in 2025. Median employee compensation at Citigroup also increased 4.3% to \$73,145.

[Wells Fargo & Co.](#)'s CEO pay ratio rose 774.0 percentage points to 1,152x, representing the second-largest increase within the group. The ratio increased after Chairman and CEO Charles Scharf's annual pay rose 211.8% to \$94.5 million, and the median employee compensation at the company ticked up 2.2%.

[Flagstar Bank NA](#) booked the largest CEO pay ratio drop at 377.0 percentage points to 87x. The decline came as annual CEO compensation at the bank slumped 78.0% to \$7.7 million for CEO and Executive Chairman Joseph Otting compared to his predecessor's pay, while median employee pay increased 17.1% to \$87,757.

[KeyCorp](#) posted the second-largest CEO pay ratio decrease at 85 percentage points to 127x, with its CEO's annual pay falling 38.2% and its median employee compensation rising 3.7%.



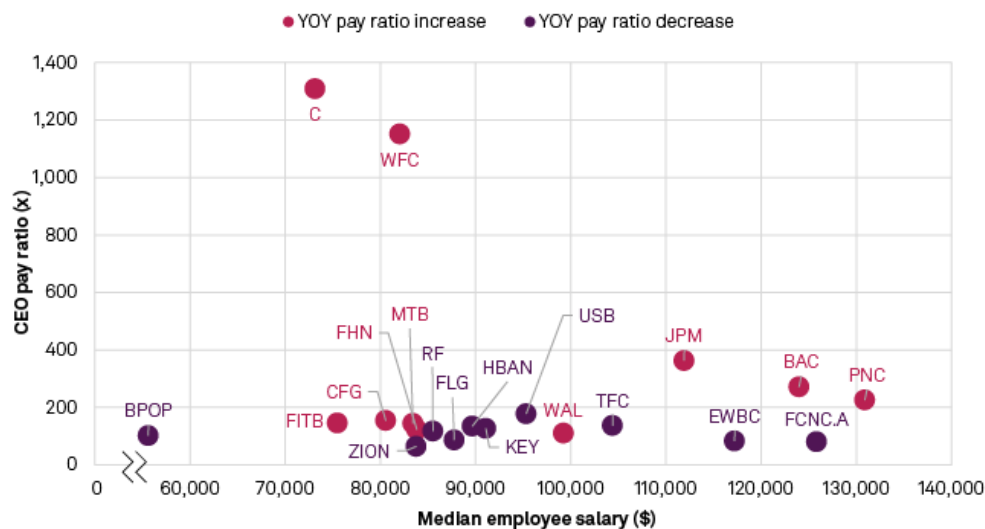
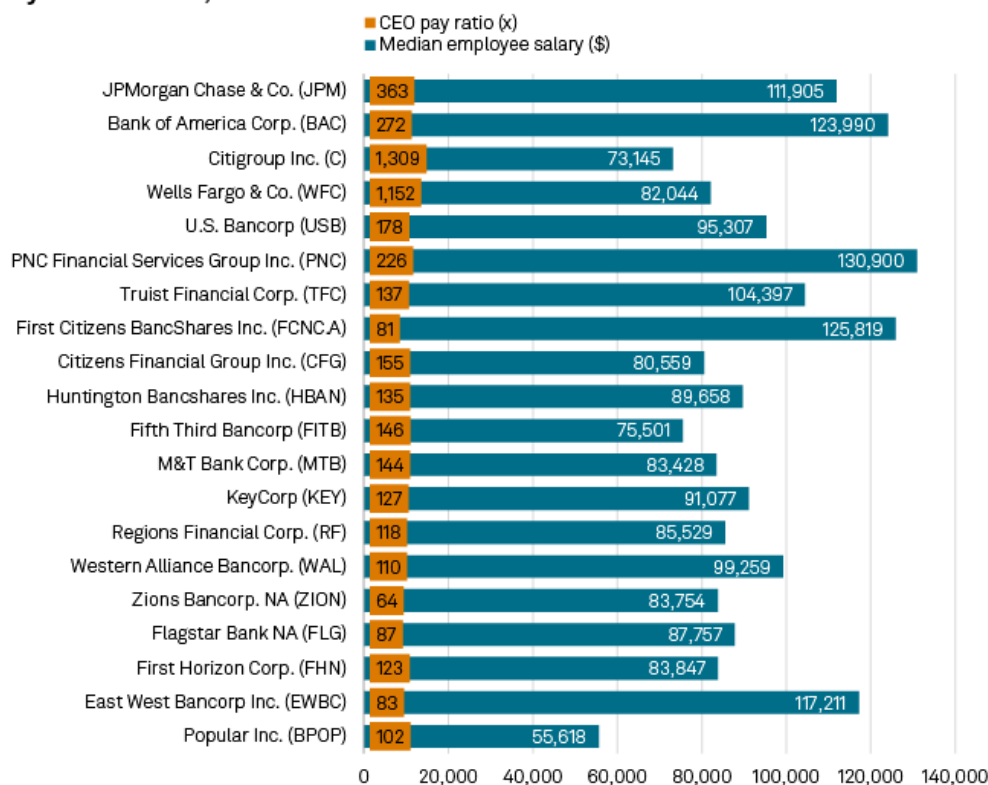
– Read [S&P Global Market Intelligence's story on the highest-paid US bank CEOs of 2024](#).

– Download a [template for US bank and thrift executive compensation peer analysis](#).

Two banks that announced whole-bank acquisitions in 2025 — [PNC Financial Services Group Inc.](#), which [acquired FirstBank Holding Co.](#), and [Fifth Third Bancorp](#), which [acquired Comerica Inc.](#) — reported higher CEO pay ratios. PNC's ratio was 226x, versus 179x in 2024, and Fifth Third's ratio was 146x, compared with 144x in 2024.

Another bank that disclosed a whole-bank deal in 2025, [Huntington Bancshares Inc.](#), recorded a 135x CEO pay ratio, down 1 percentage point. Huntington [acquired Veritex Holdings Inc. and Cadence Bank](#).

CEO pay ratios, median employee salaries at top 20 US public banks by total assets, 2025



Data compiled Aug. 21, 2026.

Analysis includes US public banks with total assets of at least \$20 billion based on GAAP filings for fiscal year 2025; excludes banks that had unavailable median employee compensation and CEO pay ratio data for the fiscal years ended 2025 and 2024.

CEO pay ratio and median employee compensation are collected on an as-reported basis from the proxy document for the year 2025 filed by each company.

CEO pay ratio represents the CEO-to-median employee compensation ratio rounded off to whole numbers.

Source: S&P Global Market Intelligence.

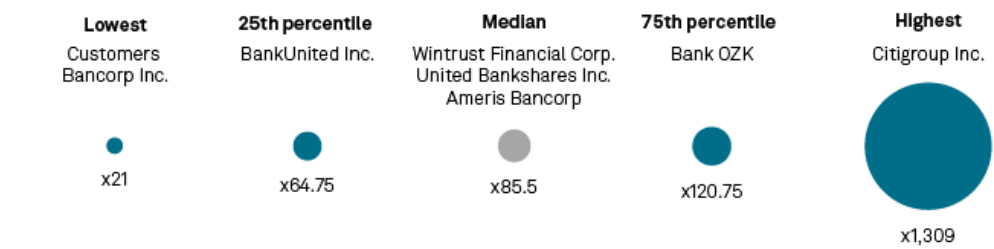
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Median employee compensation ranges

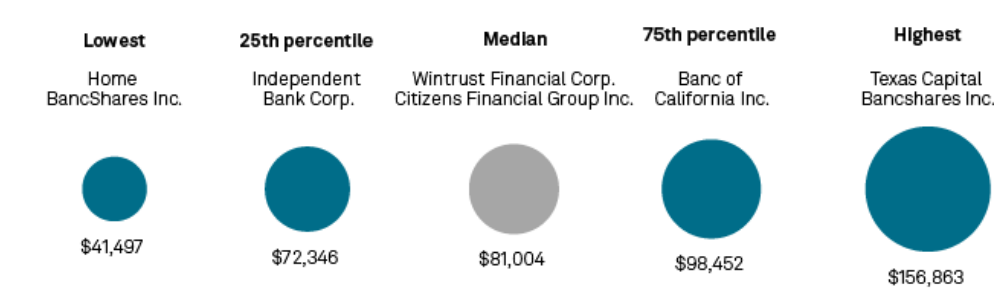
Among US public banks with at least \$20 billion in assets based on GAAP filings for fiscal year 2025, the median CEO pay ratio was 85.5x. [Wintrust Financial Corp.](#), [United Bankshares Inc.](#) and [Ameris Bancorp](#) all recorded that ratio. [Customers Bancorp Inc.](#) had the lowest CEO pay ratio among the analyzed banks at 21x.

Wintrust and [Citizens Financial Group Inc.](#) both recorded the median employee compensation among the group at \$81,004. [Texas Capital Bancshares Inc.](#) had the highest median pay among the analyzed banks at \$156,863, while [Home BancShares Inc.](#)'s \$41,497 was the lowest.

CEO pay ratio range at largest US public banks, 2025



Median employee compensation range at largest US public banks



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