

AbbVie Inc. (ABBV)

2026 DEF 14A · filed 2026-03-23 · CIK 0001551152

Headline facts

CEO TOTAL PAY

\$32,530,984

Robert A. Michael · 2025 · 76% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$169,019

SAY ON PAY CD&A

93.1%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE COMMITTEE REPORT

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
BMJ BRISTOL MYERS SQUIBB CO	\$21,879,919	131 to 1	\$167,191	Compensation and Management Development Committee
PFE PFIZER INC	\$27,585,301	277 to 1	—	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Robert A. Michael Chairman of the Board and Chief Executive Officer	\$1,700,000	\$13,268,456	—	\$516,293	\$32,530,984
Jeffrey R. Stewart Executive Vice President, Chief Commercial Officer	\$1,315,726	\$5,390,310	—	\$737,376	\$15,435,304
Scott T. Reents Executive Vice President, Chief Financial Officer	\$1,124,116	\$4,353,512	—	\$472,797	\$12,353,002
Azita Saleki-Gerhardt Executive Vice President, Chief Operations Officer	\$1,052,581	\$3,980,457	—	\$820,310	\$10,791,976
Roopal B. Thakkar Named executive officer	\$1,146,154	\$3,980,457	—	\$59,767	\$9,912,843

CEO pay mix (latest year)

Base salary	9%
Cash incentive	0%
Equity	88%
Other	3%
At-risk	88%

Every fact above, traced back to filing text

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Median employee compensation = \$169,019

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

“REQUIRED PAY RATIO DISCLOSURE As required by Section 953(b) of the Dodd-Frank Wall Street Reform and Consumer Protection Act and Item 402(u) of Regulation S-K, we are providing the following information about the relationship of the annual total compensation of our median employee and the annual total compensation of Robert Michael, our CEO. The pay ratio included in this information is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. The ratio of Mr. Michael's annual total compensation for 2025, as reported in the Summary Compensation Table of this”

Say on pay = 93.1%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“At our 2025 Annual Meeting, the say on pay proposal received support from 93.1% of our stockholders.”

Compensation committee = Compensation Committee

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

“Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“CLAWBACK POLICY”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“ANTI-HEDGING AND ANTI-PLEDGING POLICIES”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“AbbVie also has a formal policy that prohibits directors and officers subject to Section 16 of the Exchange Act, including the NEOs, from pledging AbbVie common stock as collateral for a loan.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“STOCK OWNERSHIP GUIDELINES”