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ABBOTT LABORATORIES (ABT)

2026 DEF 14A · filed 2026-03-13 · CIK 0000001800

Headline facts

CEO TOTAL PAY

$23,173,052

Robert B. Ford · 2025 · ‘ 2% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

166 to 1

Median employee: $145,528

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

Not disclosed

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Robert B. Ford Chairman of the Board and Chief Executive Officer	$1,500,000	$8,787,378	$1,968,750	$959,798	**$23,173,052**
Philip P. Boudreau Executive Vice President, Finance and Chief Financial Officer	$974,231	$3,045,935	$1,055,400	$74,418	**$8,250,640**
Lisa D. Earnhardt Executive Vice President and Group President, Medical Devices	$924,231	$2,543,989	$1,283,400	$178,953	**$7,631,875**
Hubert L. Allen Former Executive Vice President, General Counsel and Secretary	$524,019	$2,095,392	$447,500	$653,224	**$6,576,450**
Daniel G. Salvadori Executive Vice President and Group President, Established Pharmaceuticals and Nutritional Products	$924,231	$2,238,786	$388,200	$212,501	**$6,252,557**
Christopher J. Scoggins Executive Vice President, Diabetes Care	$859,502	$1,662,503	$1,095,300	$108,443	**$5,472,142**

CEO pay mix (latest year)

Base salary	7%
Cash incentive	9%
Equity	80%
Other	4%
At-risk	**89%**

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 05:16:41Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 166 to 1

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

"we use for our named executive officers as disclosed in the Summary Compensation Table on page 55 and then added the cost of medical and dental benefits ($16,795) in the calculation of annual total compensation for the median employee and CEO. The annual total compensation of our median employee was $145,528, resulting in a ratio of 166:1. The above ratio and annual total compensation amount are reasonable estimates that have been calculated using methodologies and assumptions permitted by SEC rules. (1)Total U.S. employees: 36,925; total non-U.S. employees: 78,140. (2)Belarus (44), Egypt (312…"

Median employee compensation = $145,528

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

"total compensation for this employee using the same methodology we use for our named executive officers as disclosed in the Summary Compensation Table on page 55 and then added the cost of medical and dental benefits ($16,795) in the calculation of annual total compensation for the median employee and CEO. The annual total compensation of our median employee was $145,528, resulting in a ratio of 166:1. The above ratio and annual total compensation amount are reasonable estimates that have been calculated using methodologies and assumptions permitted by SEC rules. (1)Total U.S. employees: 36,92…"

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

"The Compensation Committee may recover incentive compensation awarded to a senior executive in the prior three years or reduce future awards."

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

"clawback policy."

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Hedging"

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"Directors and officers are prohibited from holding Abbott stock in a margin account, pledging Abbott stock, or otherwise securing any of their obligations by assigning Abbott stock as collateral."