

BIO-RAD LABORATORIES, INC. (BIO)

2026 DEF 14A · filed 2026-03-25 · CIK 0000012208

Headline facts

CEO TOTAL PAY

\$7,995,841

Norman Schwartz · 2025 · “ 4% YoY

CEO PAY RATIO ITEM 402(U)

97 to 1

Median employee: \$82,784

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

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

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
A AGILENT TECH- NOLOGIES, INC.	\$12,827,236	155 to 1	\$12,827,236	Compensation Committee
RMD RESMED INC	\$14,674,543	187 to 1	\$14,674,543	Compensation and Leadership Develop- ment Committee
RVTY REVVITY, INC.	\$13,809,549	239 to 1	\$57,745	Compensation Committee
IDXX IDEXX LABORATO- RIES INC /DE	\$14,580,122	218 to 1	\$14,580,122	Compensation and Talent Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Norman Schwartz Chief Executive Officer and Chairman	\$1,089,877	\$4,856,574	\$562,088	\$28,327	\$7,995,841
Jonathan P. DiVincenzo President and Chief Operating Officer	\$673,208	\$2,023,696	\$476,702	\$23,044	\$3,680,772
Roop K. Lakkaraju Executive Vice President, Chief Fi- nancial Officer	\$629,100	\$1,618,956	\$334,212	\$21,112	\$2,990,738
Rajat Mehta Executive Vice President, Global Commercial Operations	\$220,096	\$2,158,707	\$270,106	\$31,133	\$2,680,042
James Barry Executive Vice President, President, Life Science Group	\$536,752	\$1,214,217	\$266,079	\$303,685	\$2,611,227

CEO pay mix (latest year)

Base salary	14%
Cash incentive	7%
Equity	79%
Other	0%
At-risk	86%

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:47Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 97 to 1

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

“to Item 402(u) of Regulation S-K, we are providing the following reasonable estimate of the ratio of the median annual total compensation of all of our employees and the annual total compensation of our CEO, Norman Schwartz. For 2025: Median Employee Total Compensation\$82,784 CEO’s Total Compensation\$7,995,841 Ratio of CEO to Median Employee Total Compensation97:1 The ratio is a reasonable estimate calculated in a manner consistent with SEC requirements. Since SEC rules for identifying the median employee and determining the CEO pay ratio permit companies to employ a wide range of methodologie...”

Median employee compensation = \$82,784

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

“PAY RATIO DISCLOSURE Pursuant to Item 402(u) of Regulation S-K, we are providing the following reasonable estimate of the ratio of the median annual total compensation of all of our employees and the annual total compensation of our CEO, Norman Schwartz. For 2025: Median Employee Total Compensation\$82,784 CEO’s Total Compensation\$7,995,841 Ratio of CEO to Median Employee Total Compensation97:1 The ratio is a reasonable estimate calculated in a manner consistent with SEC requirements. Since SEC rules for identifying the median employee and determining the CEO pay ratio permit companies to”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“acted as a compensation advisor to our Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy in compliance with NYSE listing standards and Section 10D of the Exchange Act effective October 2, 2023”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Insider Trading Compliance Policy trading policy prohibits our officers, directors, employees and consultants from engaging in (i) hedging transactions or similar arrangements that have the effect of offsetting any decrease in the market value of the Company’s securities, (ii) short sales, and (iii) transactions in publicly traded options.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“stock ownership guidelines for senior executives at the executive vice president level and above, including our named executive officers”