

BlackRock, Inc. (BLK)

2026 DEF 14A · filed 2026-04-10 · CIK 0002012383

Headline facts

CEO TOTAL PAY

\$37,749,569

Laurence D. Fink · 2025 · + 23% YoY

CEO PAY RATIO

Not in CD&A

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Laurence D. Fink Chairman and Chief Executive Officer	\$1,500,000	\$24,600,184	—	\$1,081,885	\$37,749,569
Robert S. Kapito President	\$1,250,000	\$17,100,006	—	\$392,500	\$25,742,506
Robert L. Goldstein Senior Managing Director and Chief Operating Officer	\$750,000	\$9,746,734	—	\$62,355	\$15,560,939
Martin S. Small Senior Managing Director, Chief Fi- nancial Officer and Global Head of Corporate Strategy	\$750,000	\$7,874,937	—	\$22,500	\$13,649,287
J. Richard Kushel Senior Managing Director and Head of the Portfolio Management Group	\$750,000	\$6,824,612	—	\$63,855	\$11,013,467

CEO pay mix (latest year)

Base salary	4%
Cash incentive	28%
Equity	65%
Other	3%
At-risk	93%

Every fact above, traced back to filing text

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Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Management Development & Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy prohibits BlackRock from indemnifying any current or former executive officer against the loss of erroneously awarded compensation.”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“PROHIBITION ON HEDGING AND PLEDGING BLACKROCK SECURITIES”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“PROHIBITION ON HEDGING AND PLEDGING BLACKROCK SECURITIES”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“STOCK OWNERSHIP GUIDELINES”